



The Leader Performance Report:

How Behaviour Drives Success
Insights from 1,636 Leadership Evaluations
Across Four Major Organisations



The Leadership Growth Company

The Green Zone:

Leadership Behaviours That Drive High Performance

Leaders who demonstrate the following behaviours see the highest performance, engagement, and well-being outcomes:

1

Is attentive and focused

2

Treats others with care and respect

3

Actively listens to diverse points of view

4

Involves people in important decisions that impact their work

5

Shows empathy toward others when needed

Impact of Green Zone Leadership:



Performance



Leadership Effectiveness



Engagement



Psychological Safety



Mental Health

The Red Zone:

Leadership Behaviours That Kill Performance

Leaders who frequently exhibit these behaviours drain performance, engagement, and psychological safety.

1

Responds to challenging feedback with aggression or blame

2

Dominates meetings and conversations

3

Quick to point out errors and/or others' shortcomings or failures

4

Demands extreme deadlines and targets

5

Shuts down new ideas and experiments in the name of protecting risk

Impact of Red Zone Leadership:



-44.57%

Performance



-36.63%

Leadership Effectiveness



-38.25%

Engagement



-44.48%

Psychological Safety



-43.18%

Mental Health

Want to Guarantee High Performance Ratings?

If leaders want to guarantee top performance ratings, they must actively develop Green Zone behaviours and eliminate Red Zone habits.

Leadership Behaviours That Drive High Performance (Green Zone)



Treats others with care and respect



Shows empathy toward others when needed



Is attentive and focused



Makes clear and understandable requests when asking others to do things

When these behaviours score 8/10 or above from direct reports, a leader's performance rating is significantly higher.

Leadership Behaviours That Lower Performance Scores (Red Zone)



Quick to point out errors and/or others' shortcomings or failures



Critical and judgmental



Shuts down new ideas and experiments in the name of protecting risk



Demands extreme deadlines and targets

When these behaviours score 3/10 or less from direct reports, a leader's performance rating is significantly higher.

The Key Takeaway

Great leadership isn't just a nice-to-have
— it defines high performers.

Organisations that develop Green Zone leaders will outperform
those that tolerate Red Zone behaviours.

What Can You Do Next?



Assess your leaders

- Where do your leaders fall?



Invest in leadership development

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Build a feedback-rich environment

- Implement conscious rituals that promote and maintain a feedback culture

Applying the Leadership Growth Profile in Practice

There are two ways to take this work further:

Take the Free Self-Assessment

The free self-assessment gives you a personalised snapshot of how your leadership behaviours show up in practice, including strengths and stress patterns, and how they influence performance, learning, and trust.



my.triplegoal.com/selfassessment

Book a Leadership Growth Conversation

If you're exploring how this work could be applied for leaders, teams, or an organisation, a conversation is the next step. This is a discussion to explore fit and the most appropriate level of support.



schedule.triplegoal.com