

*Jim Sample*  
**iPRADCO High 5**

The following results were generated from the *Leadership Index*.  
Index results reveal a person's key work strengths and success factors.

**1. Compassion**

In a leadership role you reach out to learn people's needs and show everyone that they are valued by listening, empathizing and giving support to their personal preferences and attending to their well-being.

Score: 97th percentile

**2. Persuasive**

You present ideas with enthusiasm and can deliver convincing arguments that change people's thinking. Overcoming objections and steering others to a desired outcome are solid strengths.

Score: 93rd percentile

**3. Participative**

You often take a consultative approach for decisions by involving group members and striving for consensus. You are willing to defer to ideas that are better so the group has a hand in choosing final outcomes.

Score: 83rd percentile

**4. Innovative**

Thinking of new approaches and finding creative solutions is a strong suit. You take time to consider alternatives, are good at brainstorming and are comfortable taking chances on new ideas.

Score: 80th percentile

**5. Dominant**

You are usually assertive when interacting with others and are good at presenting your ideas in a forceful manner. You take control to manage how groups get things done, and are not one to back down easily.

Score: 74th percentile

The Leadership Index measures getting things done through others and applies to any job involving management, supervision or serving as a project lead. It explores decision making, influence factors and the basics of managing others.

Leadership Index results are used for performance management and employee selection for all types of jobs and in all industries. Scores are based on a norm group of people who have been evaluated at PRADCO.

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