complementary \ main	builds relationships and networks	champions change	collaborates and fosters teamwork	communicates powerfully and broadly	connects the group to the outside world	develops others	develops strategic perspective	displays honesty and integrity	establishes stretch goals	exhibits technical/professional expertise	focuses on results	innovates	inspires and motivates others	practices self-development	solves problems and analyzes issues	takes initiative
acts in the team's best interest										8						
acts independently															7	
adapts to change			7													
anticipates problems											3					1
builds relationships and networks		2	2							2						
champions change					6		7		5			4	9			
champions others																4
collaborates and fosters teamwork	1												6			
communicates powerfully and broadly	5		5		7		4			3			4		9	
connects emotionally with others													1			
creates a high-performance team											10					
deals effectively with the outside world				4												
deals well with ambiguity								6								5
demonstrates business acumen							6									
demonstrates optimism	8							3								
develops broad perspective					1											
develops others	3	3	9	11						6			5			
develops strategic perspective		9	4	2	2	5			4			6			6	
displays honesty and integrity	2		6			11				7	2			4		9
emphasizes speed																2
establishes stretch goals			5	3			5				6		2			8
exhibits clear vision and direction													3			
focuses on customers							1									
focuses on results		7						8	8							
follows through																6
gains the support of others									3							
gathers and assimilates information					5											
has strong interpersonal skills					4											
has technical and business expertise									7							
has technical expertise															8	
innovates		6		10		8	2				12				4	
inspires and motivates others		1	8	1	3	7	8	5	1					5		7
involves others				6												
is a strong role model													10			
is assertive								4								
is decisive								7	6						3	
is motivated by the success of others						3										
is open to others' ideas														2		
is organized and good at planning											1				2	3
is personally accountable											7					
is quick to act											8					
is trustworthy			1	5				2								
is willing to take risks and challenge the status quo		8							2			1		8		
learns quickly from success and failure												5				
listens	4													1		
marshals adequate resources											11					
nurtures innovation													7			
practices inclusion and values diversity	7	5	3			4										
practices self-development	9					1										
provides effective feedback and development						6					5			6		
provides rewards and recognition	6	4				9					9					
pursues excellence										4						
respects others														3		
sees desired results clearly											4					
shows concern and consideration for others						2		1								
solves problems and analyzes issues				8			3			1		3				
supports others in risk taking												2				
takes initiative				9	5					5		7	8	7	1	
translates messages for clarity				7												
wants to tackle challenges															5	