LEADING
With Heart & Mind
Transform Mindsets. Inspire Action.

HEART & MIND LEADERSHIP INDEX

SAMPLE REPORT

PARTICIPANT NAME:

KEY ASSESSMENT PARAMETERS

This assessment measures your ability to lead with both heart and mind, focusing on your emotional intelligence and emotional agility, to lead for results in the current work environment.

This assessment covers 4 key parameters:

1. SELF-AWARENESS

- Ability to recognize and understand one's own emotions and the emotions of others.
- Ability to recognize and challenge personal beliefs that hinder performance and growth.

2. SELF-MANAGEMENT

- Ability to regulate one's emotions, especially under pressure.

3. REACTIVE VS. RESPONSIVE BEHAVIOUR

- Tendency to respond thoughtfully rather than react impulsively in stressful situations.
- Ability to identify and manage situations or interactions that provoke strong emotional responses.

4. BUILDING INTERPERSONAL RELATIONSHIPS

- Enhancing the ability to build and maintain positive relationships with colleagues.
- Ability to give psychologically safe and constructive feedback.

SELF ASSESSMENT

HEART & MIND LEADERSHIP INDEX SCORE **73.33%**

You possess a fair degree of ability to manage your emotions and interactions with others. However, there is room for growth to enhance your overall competency. Consider focusing on specific areas like reframing limiting thoughts, understanding emotional triggers, building a strong relationship with self and others, to strengthen your overall competency.

PARAMETER 1
YOUR SELF-AWARENESS SCORE **71.11%**

While you have a good level of self-awareness, you may need to further develop emotional recognition and self-reflection in specific areas. You can identify some emotional triggers but may struggle to manage emotional responses in certain situations. While you do show some empathy for others, you can benefit by consciously developing your ability to actively listen and understand different perspectives.

PARAMETER 2
YOUR SELF-MANAGEMENT SCORE **77.50%**

You demonstrate strong self-management skills, consistently regulating emotions under pressure and maintaining focus on goals. You are able to effectively prioritize tasks and manage time efficiently, even in demanding situations. You set realistic goals and develop effective action plans to achieve them. You are usually quite resilient and can bounce back from setbacks and challenges.

SELF ASSESSMENT

PARAMETER 3
REACTIVE VS. RESPONSIVE BEHAVIOUR SCORE **80.00%**

You demonstrate a consistent ability to respond thoughtfully rather than react impulsively, even in highly stressful or emotionally charged situations. You are able to pause and reflect before responding to ensure that your actions are aligned with your values and goals. You can effectively manage emotional triggers and can identify and address potential sources of emotional reactivity. You maintain composure and objectivity even in the face of provocation or conflict.

PARAMETER 4
BUILDING INTERPERSONAL RELATIONSHIPS SCORE **70.00%**

You have good interpersonal skills but may need to improve in certain areas, such as giving constructive feedback or building rapport with more difficult colleagues. While you listen attentively, you need to focus on understanding others' perspectives more deeply. This will help you build stronger and more positive relationships. You also need to develop stronger conflict resolution skills to effectively manage disagreements.

PEER ASSESSMENT

YOUR HEART & MIND LEADERSHIP INDEX SCORE

Peer 1	PEER 2	PEER 3	AVERAGE
85.00% **High**	**90.00%** **High**	**93.33%** **High**	**89.44%** **High**

High: Participants in this range demonstrate strong emotional and interpersonal skills, reflecting high emotional agility and leadership capability. They are likely to manage stress well, respond thoughtfully in challenging situations, and build strong, meaningful relationships with their team. These individuals excel in staying composed under pressure, listening empathetically, and adapting their behavior based on the emotions and needs of others, making them highly effective leaders in emotionally charged and complex environments.

PEER SCORE SNAPSHOT

	Peer 1	Peer 2	Peer 3	Peer Average
Self Awareness	75.00%	80.00%	80.00%	78.33%
Self Management	84.00%	96.00%	100.00%	93.33%
Reactive v/s Responsive	90.00%	100.00%	100.00%	96.67%
Interpersonal Relationships	95.00%	95.00%	100.00%	96.67%

PEER ASSESSMENT

PEER SCORE ON SELF AWARENESS

Peer 1	PEER 2	PEER 3	AVERAGE
75.00% High	80.00% High	80.00% High	78.33% High

Low (0-40%):
A low score indicates limited awareness of one's own emotions and how they fluctuate throughout the day. The individual may often experience stress without recognising its impact on self and others. The person might experience frequent mood swings and be prone to negative self-talk.

Moderate (41%-70%):
This score indicates moderate awareness of one's own emotions and its impact. The individual can recognise stress and emotional triggers, but there may be room for improvement in consistently managing and understanding these feelings, particularly under pressure.

High (71%-100%):
This score indicates good awareness of one's own emotions and its impact on others. Rarely overwhelmed, this individual is able to maintain steady emotional self-regulation, allowing for better decision-making and communication.

Self Assessment Score: 71.11%
Peer Assessment Score: 78.33%

PEER ASSESSMENT

PEER SCORE ON SELF MANAGEMENT

Peer 1	PEER 2	PEER 3	AVERAGE
84.00% High	96.00% High	100.00% High	93.33% High

Low (0-40%):
A low score indicates a struggle to effectively manage emotions, especially in high-stress or disruptive situations. This individual might respond impulsively and find it difficult to maintain composure. In emotionally charged moments, he/she may resist feedback or constructive input, which can hinder emotional agility and impact leadership effectiveness.

Moderate (41%-70%):
A moderate score indicates that the individual is able to manage emotions moderately well but might experience occasional lapses in emotional control, especially under stress or in highly challenging situations. He/she can handle feedback reasonably well but may have moments of hesitation or discomfort, especially with criticism.

High (70%-100%):
Demonstrates excellent emotional management, staying calm and composed even in high-pressure or unexpected situations. This individual responds thoughtfully to stress, embraces change, and is comfortable with constructive feedback.

Self Assessment Score: 77.50%

Peer Assessment Score: 93.33%

PEER ASSESSMENT

REACTIVE VS. RESPONSIVE BEHAVIOUR SCORE

Peer 1	PEER 2	PEER 3	AVERAGE
90.00% High	100.00% High	100.00% High	96.67% High

Low (0 - 40%):
This individual is more likely to react impulsively, rather than respond thoughtfully in stressful or challenging situations. Emotional outbursts or regretful actions might occur due to limited reflection before reacting.

Moderate (41% - 76%):
This score indicates a moderate capability to shift from reactive to responsive behaviour. This individual is able to pause and think before reacting in situations, but under significant stress or emotional strain, may revert to more reactive tendencies.

High (77% – 100%):
A high score indicates consistent ability to demonstrate responsive rather than reactive behaviour. This individual is able to maintain composure, process emotions before acting, and respond in a thoughtful manner, even in challenging situations.

Self Assessment Score: 80.00%
Peer Assessment Score: 96.67%

PEER ASSESSMENT

BUILDING INTERPERSONAL RELATIONSHIPS

Peer 1	PEER 2	PEER 3	AVERAGE
95.00% High	95.00% High	100.00% High	96.67% High

Low (0-40%):
A low score indicates limited ability to form meaningful connections, offer or receive feedback, or empathise with others. This individual finds it difficult to build strong interpersonal relationships. Additionally, he/she may have limited awareness of how actions and behaviour affect those around them.

Moderate (41%-76%):
This individual demonstrates a moderate ability to build interpersonal relationships. He/she is able to listen to others and understands feedback reasonably well but may still face occasional challenges in maintaining strong, empathetic connections with colleagues or team members.

High (77%-100%):
A high score indicates an individual's ability to consistently listen with empathy, maintain a strong connection with others, and comfort in giving and receiving feedback. This individual is able to create a positive, connected team environment.

Self Assessment Score: 70.00%
Peer Assessment Score: 96.67%

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