

# Leadership EQ Survey (LEQ)

Leadership EQ (LEQ) provides feedback on leadership competencies and emotional intelligence. A leader's primary responsibilities are to grow the business and achieve operational objectives. To achieve these goals, leaders in this role foster a high quality of working life in the organization and motivate their employees to be productive and loyal. This survey also provides feedback on emotional intelligence, which measures the ability to manage one's emotions and relationships. An understanding of emotional intelligence can directly benefit performance on a personal and organizational level. The LEQ measures the strategic and personal skills that lead to organizational success.

**APPLICATION**

Leadership development programs for managers and staff professionals

**AUDIENCE**

Any professional responsible for initiating and leading change

**RESPONDENTS**

Self, Manager, Peers, and Direct Reports

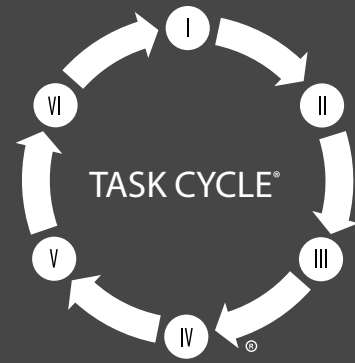
**QUESTIONS**

59 questions, 3 open-ended

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LEQ survey and Task Cycle are intellectual properties of TBC.

## Underlying Model



The Task Cycle is a validated organizing tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

### LEQ Leveraging Sequence

1

**SETTING DIRECTION**

Developing a vision, planning for change, and taking informed risks.

2

**STRATEGIC PLANNING**

Being sensitive to others' reactions to change and collaborating to plan the future.

3

**IMPLEMENTATION**

Emphasizing employee development and effective, compelling communication.

4

**FEEDBACK**

Appreciating others' points of view and understanding how emotion impacts behavior.

5

**DRIVING FOR RESULTS**

Setting performance standards, appropriately utilizing authority to get results while maintaining composure and exhibiting enthusiasm.

6

**ACKNOWLEDGING CONTRIBUTIONS**

Recognizing the contributions of others.

**OUTCOMES**

Trustworthiness/Integrity and Effectiveness/Outcomes are leveraged through the mastery of Task Cycle phases.