

**2025**

# EMERGING LEADERS INDEX REPORT

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# EMERGING LEADER INDEX OVERVIEW

At CoEffex, we view leadership development as an ongoing journey of growth, self-reflection, and self-awareness.

This Index is designed to help you evaluate your professional engagement and leadership in the following areas, providing valuable insights into your strengths and areas to build.



## KNOWLEDGE

Your understanding of leadership principles, coaching best practices, and team dynamics.



## BEHAVIOR

How you naturally approach leadership responsibilities, interact with the team, and make decisions.



## INTEREST

Your motivation, enthusiasm, and commitment to developing as a leader as well as a team member and making a greater impact.



Participating in this process helps lay the foundation for your ongoing development and long-term success.

Your responses capture your current leadership style and professional approach, highlighting areas where you are strong and where you may want to focus further growth.

By reflecting on these results, you can better understand how you may want to develop as a leader now and in the future.

This process is designed to support your continued growth, and we look forward to helping you enhance your potential.

# KNOWLEDGE

Your  
Knowledge  
Score

67

Effective leadership is built on strong foundational knowledge of how to help others succeed. This section measures your current knowledge in six key leadership themes: **Connection, Psychological Safety, Communication, Structure, Challenge, and Skill Development.**

Each of your responses to individual items in the knowledge section are scored based on the degree they match the ideal responses given by top-rated leaders.

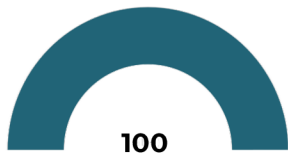
Then, your individual item scores are aggregated to give you an overall knowledge score (*shown above*) and a knowledge score in each key leadership theme (*shown below*).

By reviewing your scores in each key leadership theme, you can identify areas where you already excel and areas where you can further deepen your leadership knowledge.



## CONNECTION

Building relationships of trust and support



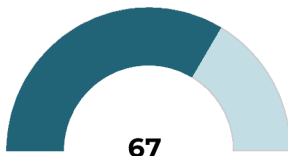
## PSYCHOLOGICAL SAFETY

Promoting an environment of openness and respect



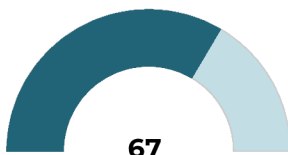
## COMMUNICATION

Sharing clear information, strategies, and expectations



## STRUCTURE

Establishing organized and consistent environments



## CHALLENGE

Cultivating unique growth opportunities for team members



## SKILL DEVELOPMENT

Growing competence for teams to perform their best

# BEHAVIOR

Your  
Behavior  
Score

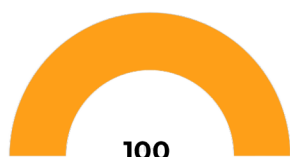
67

Becoming a great leader goes beyond just possessing knowledge – it's taking action to support and coach others. This section measures how consistently you demonstrate behavior in six key leadership themes: **Connection, Psychological Safety, Communication, Structure, Challenge, and Skill Development.**

Each of your responses to individual items in the behavior section are scored based on the degree they match the ideal responses given by top-rated leaders.

Then, your individual item scores are aggregated to give you an overall behavior score (shown above) and a behavior score in each key leadership theme (shown below).

By reviewing your scores in each key leadership theme, you can identify areas where you already excel and areas where you can become more consistent in your leadership behavior.



## CONNECTION

Building relationships of trust and support



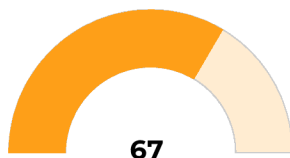
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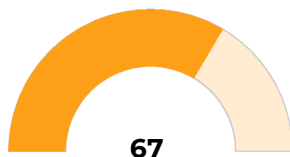
## COMMUNICATION

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# INTEREST

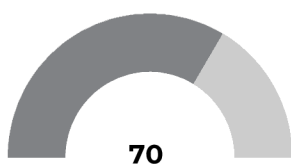
Impactful leadership is fueled by a genuine passion for guiding, supporting, and inspiring others. This section measures your current level of motivation, enthusiasm, and commitment to the responsibilities of leadership.

Each of your responses to individual items in the interest section are scored based on the degree they match the ideal responses given by top-rated leaders. Then, your individual item scores are aggregated to give you an overall interest score.

Your  
Interest  
Score

70

By considering your overall interest score, you can better evaluate whether a leadership role is currently the right fit for what you enjoy doing.



Your motivation, enthusiasm, and commitment to developing as a leader and making a greater impact.

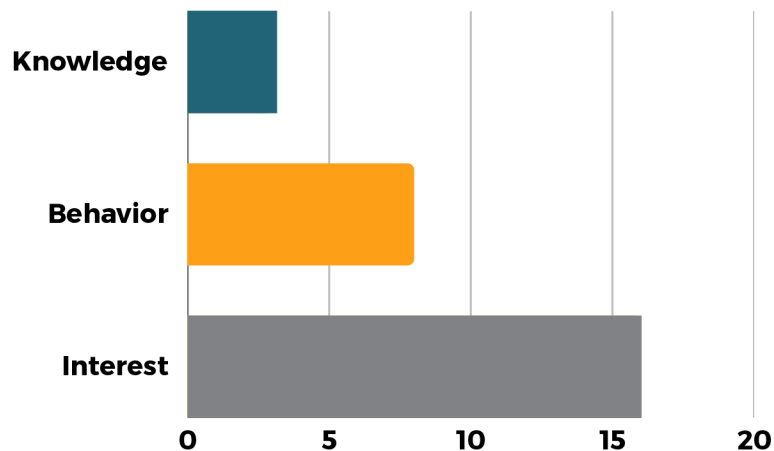
## PUTTING IT TOGETHER

The Professional Engagement & Growth Index provides a snapshot of your current leadership development journey. Your leadership knowledge, behavior, and interests will evolve over time. By revealing your strengths and improvement areas, you can choose how to learn and grow.

In each section, you received overall scores and specific scores for key leadership themes in knowledge and behavior.

Scores of **80 or higher** indicate significant strengths, meaning you already think and act like top leaders in that area.

Scores **below 60** signal opportunities for improvement, showing you have room to grow and better align with successful leaders' approaches.



*This chart provides a visual summary of your self-assessment outcomes across the three key leadership areas: **Knowledge, Behavior, and Interest.***

After reviewing this report, consider the ways in which you want to evolve as a leader or individual contributor. If becoming a leader is an important goal to you and you are willing to dedicate time and energy, you can grow and develop your capabilities. For others, being an individual contributor offers the best opportunity to focus on current interests, develop skills, and maximize potential. As you improve your knowledge, behavior, and interest, you will be taking meaningful steps toward coaching and performing in your role at a high level.