

## LEAD-R Competencies



### GENERAL INFORMATION

#### OBJECTIVE

Instantly provide a quantified view of where the person being assessed stands in terms of their advocated leadership style.

#### CONTEXT

Selection or preselection

#### TARGET CLIENTELE

Age: 18 years and older  
Managers, leaders, entrepreneurs

#### FORMAT

100 pairs of statements with answer choices (degree of agreement)

#### DURATION

45 minutes

#### COST

55 \$

#### LANGUAGES AVAILABLE

French  
English

### LEAD-R COMPETENCIES TEST

The Lead-R Competencies is an online psychometric test that provides a measure of the general advocated leadership style. The report indicates the candidate's position on the 4 fundamental factors of leadership, namely: Person, Action, Decision and Situation, as well as on 17 essential competencies related to them. This automated tool allows you to quickly obtain a quantified overview of the positioning of the candidate in the exercise of their leadership.

### DIMENSIONS ASSESSED IN THE LEAD-R COMPETENCIES TEST

#### PEOPLE LEADERSHIP

- ▶ Interpersonal communication
- ▶ Takes care of others
- ▶ Ability to work in a team
- ▶ Ability to establish effective teams
- ▶ People-oriented

#### ACTION LEADERSHIP

- ▶ Action-oriented
- ▶ Adaptability
- ▶ Need to achieve
- ▶ Initiative/Entrepreneurship
- ▶ Creativity/Innovation

#### DECISIONAL LEADERSHIP

- ▶ Ability to command
- ▶ Ability to mobilize
- ▶ Ability to organize/orchestrate
- ▶ Ability to control

#### SITUATIONAL LEADERSHIP

- ▶ Ability to transmit information
- ▶ Open-mindedness
- ▶ Acute awareness of the environment

### ADVANTAGES

- ▶ Complete autonomy on Interpreto's user-friendly platform for test administration and report management.
- ▶ Report generated instantly, as soon as the candidate completes the test.

### PSYCHOMETRIC QUALITIES

- ▶ Norms: The Lead-R was validated in 2015 with a normative sample of 1110 adults, primarily in North America (69 %) and Europe.
- ▶ Reliability: The internal consistency of the scales (based on Cronbach's alpha coefficients) averaged 0.68.
- ▶ Validity: A regression analysis revealed a coefficient of 0.52 between the overall test model and the "manager vs. non-manager" criterion (criterion validity).