DETERMINING LEADERSHIP
— POTENTIAL —

Chapter 3 Summary of Key Points – Test Your Recall!

Fill in the blanks below to reinforce learning of the information presented in chapter 3.

A big part of the ineffectiveness in determining leadership potential stems from the fact there is not a single source of (a) _____ as it relates to how to think about this work. The Big 5 Model showcases five broad (b) _____ traits that are found consistently regardless of _____, _____, and _____. Research has shown that the personality traits in the Big Five are consistent with leadership effectiveness. The genius of the Leadership Blueprint (LB) is that it is applies at all levels in organizations, consequently eliminating that dreaded (c) _____ and ensuring a (d)_____lens. The intent behind the model is to create a set of _____ for potential. The Foundational dimension of the LB has at its core, a focus on (e) _____ and _____ as determinants of leadership potential. The two components of the Growth dimension are (f) _____ _____ and _____. This dimension is an equally important threshold as the Foundation Dimension. The focus of the Career dimension is (g) _____ _____ and _____ _____. This dimension is the most widely targeted component of the LB with many talent management practitioners putting much time and attention towards this dimension. Potential is a multifaceted entity and is addressed best when using a reliable set of (h) _____ to help measure all aspects of potential. The LB does not specifically focus on how many (i) _____ a person will ultimately be able to jump, speed of _____, or _____. PepsiCo uses the (j) _____ _____ as the foundation to their whole talent management process and is the backbone to their various leadership development program. Working with someone who brings brightness, energy, enthusiasm, and possesses (k) _____ to their work can be worth their weight in gold.

DETERMINING LEADERSHIP
— P O T E N T I A L —

Answer Key for Chapter 3 Summary

a. truth

b. personality, culture, gender, and generation

c. variation, consistent

d. predictors

e. intelligence, personality

f. learning agility, motivation

g. leadership expertise, functional expertise

h. assessments

i. levels, promotion, performance

j. leadership blueprint or LB

k. motivation