COCORECO

Leadership

Personal development report

Example participant

06/11/2026

Explore your everyday leadership: setting direction, offering support, sharing responsibility and learning together. For new and experienced managers seeking a more deliberate approach. The report helps you choose priorities and test a specific leadership commitment in practice.

A personal development tool with original questions informed by published frameworks. Connect the results with your work context and use the report for reflection, discussion and focused practice.

SAMPLE REPORT · FICTIONAL RESULTS

Summary at a glance

Your responses show practices you use more often and areas to explore. Connect the results with recent examples from your day-to-day work.

Relatively stronger themes

Direction and expectations (80.0/100) · Trust and dialogue (80.0/100)

Areas to explore further

Change and learning (30.0/100) · Autonomy and delegation (30.0/100)

These are relative differences within this profile. Choose a priority based on relevance, context and examples.

Your first practical step

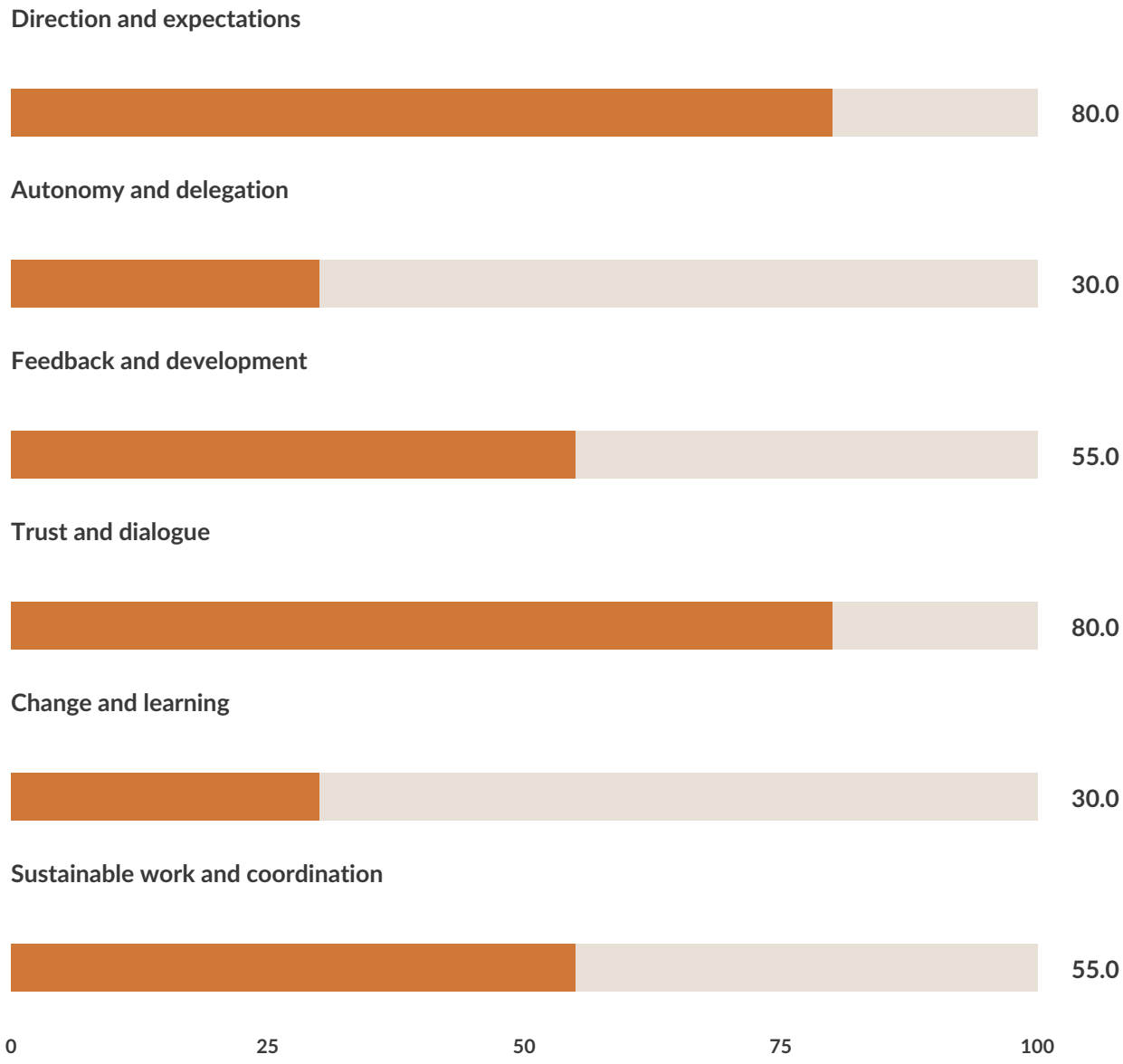
Delegate one task with clear decision authority.

Within 7 days: try one action. After 2 weeks: review its effect using a concrete example.

Discussion prompt: what do you recognise, what surprises you, and which real example adds useful context?

Your profile

Weighted scale responses converted from 1-5 to 0-100. Self-assessment, not objective performance or percentiles.



Explore each dimension

Direction and expectations · 80.0/100 · SD 10.0

This dimension describes your self-assessment of direction and expectations.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Clarify one result, owner and deadline together.

Autonomy and delegation · 30.0/100 · SD 10.0

This dimension describes your self-assessment of autonomy and delegation.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Delegate one task with clear decision authority.

Feedback and development · 55.0/100 · SD 10.0

This dimension describes your self-assessment of feedback and development.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Discuss one concrete behavior and its effect.

Trust and dialogue · 80.0/100 · SD 10.0

This dimension describes your self-assessment of trust and dialogue.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Explicitly invite a different perspective in a meeting.

Change and learning · 30.0/100 · SD 10.0

This dimension describes your self-assessment of change and learning.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Test one change on a small scale before expanding it.

Sustainable work and coordination · 55.0/100 · SD 10.0

This dimension describes your self-assessment of sustainable work and coordination.

This descriptive score is based on your own answers. Ask for a concrete example and explore the influence of your work context.

Practice step: Discuss one obstacle with another department and agree on a step.

Three practice suggestions from the model

Starting suggestion based on the three lowest descriptive scores. Check whether it fits your development goal.

1. Autonomy and delegation

Delegate one task with clear decision authority.

When: Within 7 days, in one concrete work situation.

Review: Ask for one concrete example of its effect and review after two weeks.

2. Change and learning

Test one change on a small scale before expanding it.

When: Within 7 days, in one concrete work situation.

Review: Ask for one concrete example of its effect and review after two weeks.

3. Feedback and development

Discuss one concrete behavior and its effect.

When: Within 7 days, in one concrete work situation.

Review: Ask for one concrete example of its effect and review after two weeks.

Method and sources

60 questions · individual administration

Yukl's behavioral leadership framework and self-determination theory. Original development items.

A personal development tool with original questions informed by published frameworks. Connect the results with your work context and use the report for reflection, discussion and focused practice.

Yukl (2012) - Effective Leadership Behavior

https://doi.org/10.5465/amp.2012.0088

Ryan & Deci - Basic Psychological Needs

https://selfdeterminationtheory.org/topics/application-basic-psychological-needs/

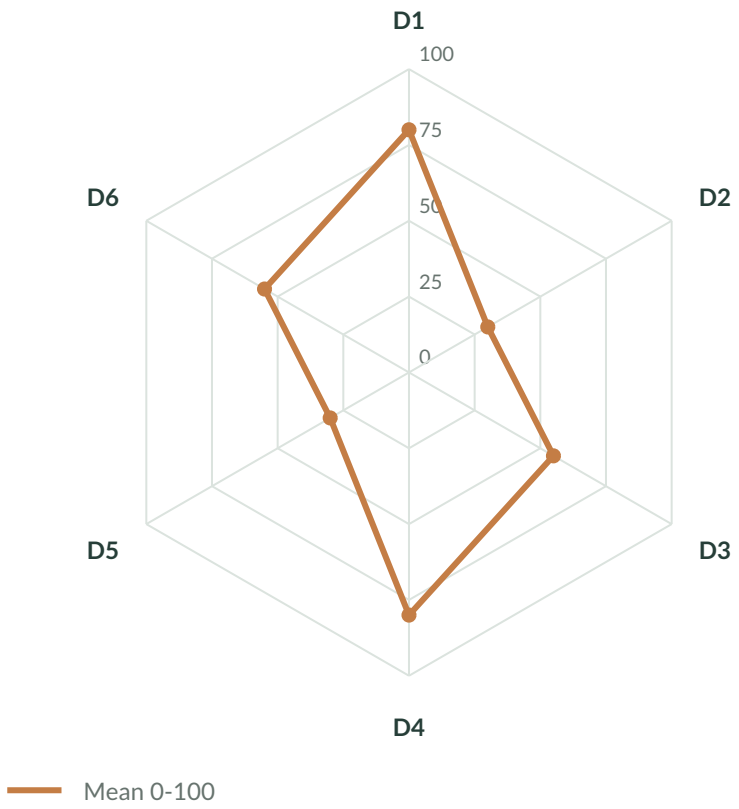
Support important decisions with multiple sources and professional guidance.

Overall profile

n=1 | Scale 0-100 | Model assessment-standard-60-v1

Invited: 1 | 100%

Read mean and spread together, alongside concrete work examples.



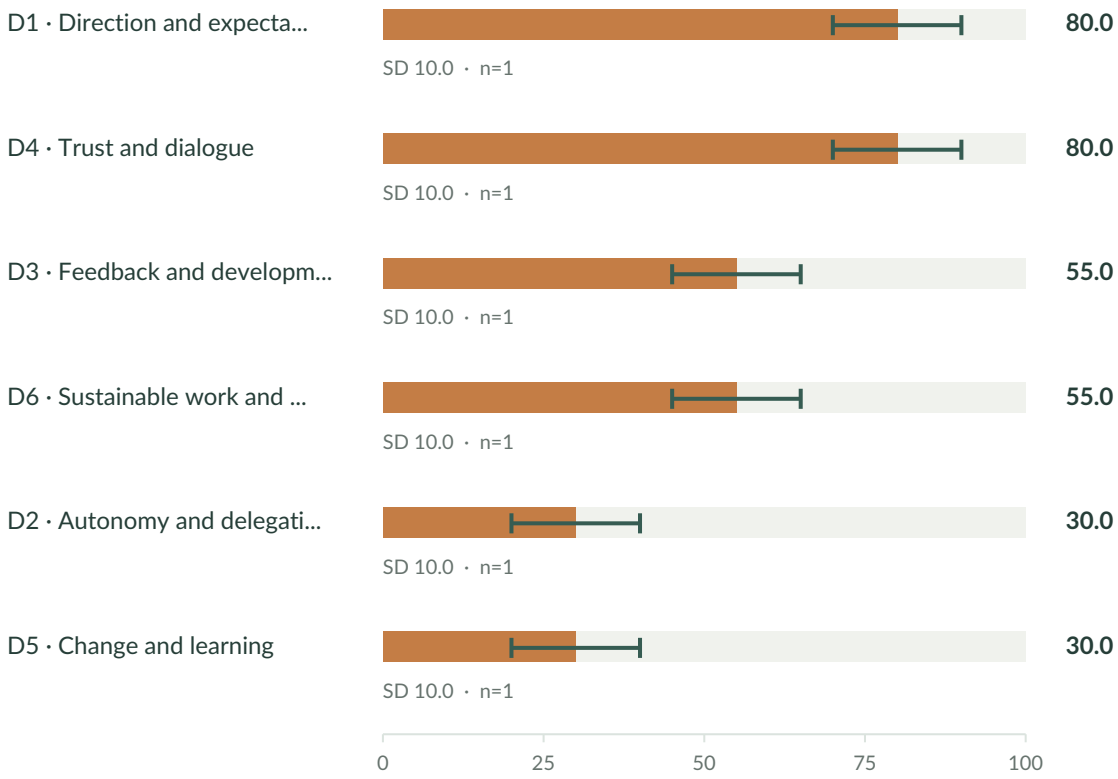
Fixed axis order. Compare domain scores, not radar area. D codes refer to the table below.

Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Direction and expectations	80.0	10.0	1
D2 | Autonomy and delegation	30.0	10.0	1
D3 | Feedback and development	55.0	10.0	1
D4 | Trust and dialogue	80.0	10.0	1
D5 | Change and learning	30.0	10.0	1
D6 | Sustainable work and coordination	55.0	10.0	1

COCORECO | FICTIONAL EXAMPLE

Strengths and development areas



Descending means. Whiskers = mean +/- 1 SD, clipped to the scale; not a confidence interval or significance test. Relatively strong does not mean sufficient; low does not automatically mean a deficit.

n = 1 person. SD is weighted spread across scored items in a dimension, not between people or a reliability measure.

Response distribution and spread



Colors 1-5: scored scale responses after reversal. Item counts, not people.

Dimension	1	2	3	4	5
D1	0	0	0	8	2
D2	0	8	2	0	0
D3	0	0	8	2	0
D4	0	0	0	8	2
D5	0	8	2	0	0
D6	0	0	8	2	0

Different perspectives

Not applicable: one participant and no other people's ratings.

Progress

No linked repeat. Compare only identical items and scoring under suitable conditions. Cognitive repeats can show practice effects.

Priority matrix

Expected impact x feasibility, both 1-5. Judgments come from development dialogue, not scores or algorithmic predictions. Choose two or three themes.

Fictionally rated priorities for illustration.



Top right: high impact and feasibility. Orange: selected. Unrated: not plotted.

Extended report - continued

Theme	Expected impact	Feasibility	Selected
D1 | Direction and expectations	5	4	-
D2 | Autonomy and delegation	4	3	Yes
D3 | Feedback and development	3	5	-
D4 | Trust and dialogue	5	2	Yes
D5 | Change and learning	2	4	Yes
D6 | Sustainable work and coordination	4	5	-

From priority to action

1. Autonomy and delegation

Specific behavior: Delegate one task with clear decision authority.

Owner: Participant

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

2. Trust and dialogue

Specific behavior: Explicitly invite a different perspective in a meeting.

Owner: Participant

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

3. Change and learning

Specific behavior: Test one change on a small scale before expanding it.

Owner: Participant

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

After two weeks, review visible changes and preserve what works. Repeat only with the same question and scoring model.