

Leadership Synergy Scale — Third Edition ©

LSS-3 Executive Report

Jordan Mitchell



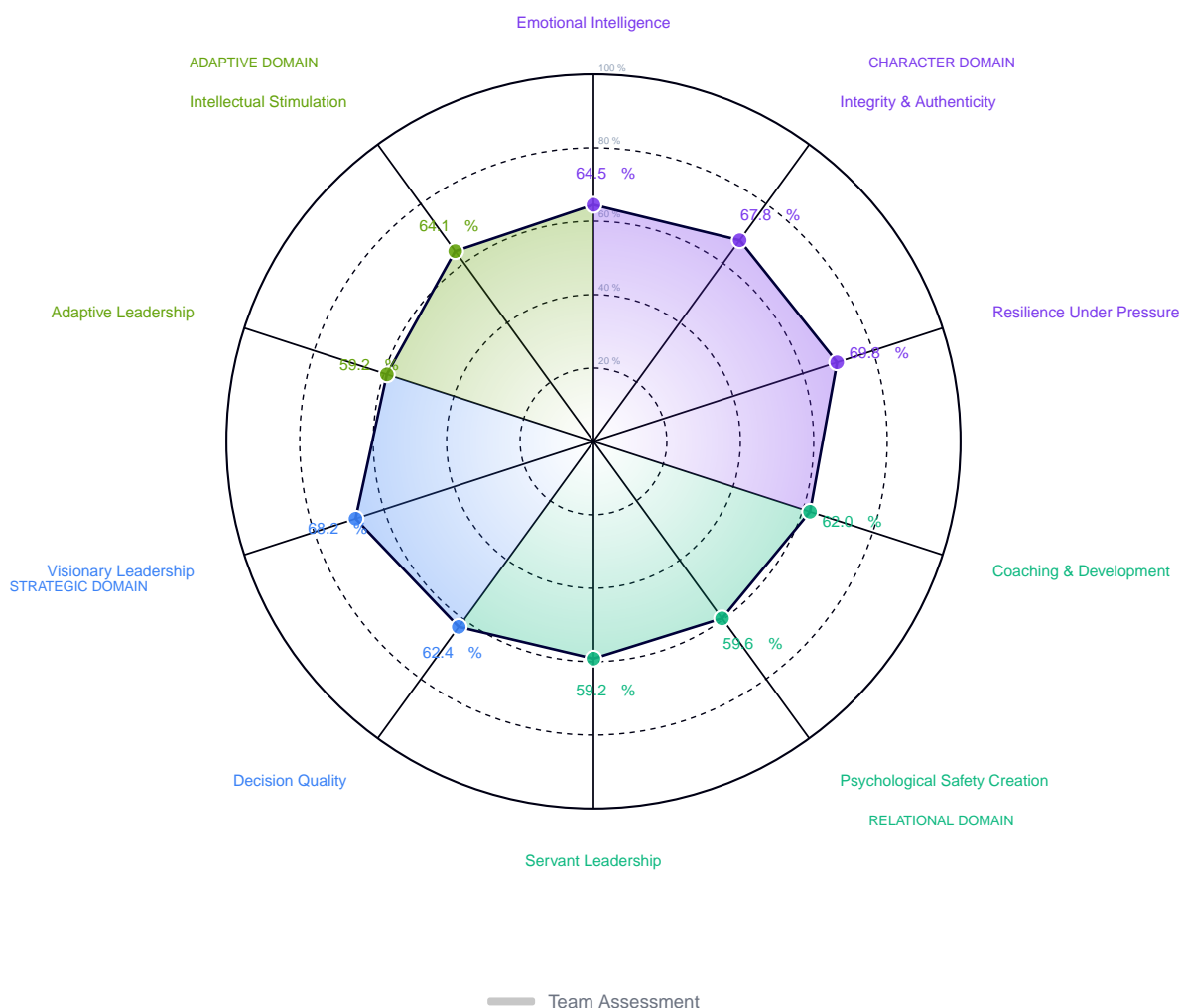
LSS-3 Executive Report

Leader: Jordan Mitchell - April 2026

Demographics

Team Phoenix Team	Date of Last Administration 15/04/2026	Wave Wave 1	Leader Assessed Jordan Mitchell	Number of Team Members 7	Response Rate 100%
Team Members Ben Hargreaves Naomi Osei Diego Vargas		Tobias Klein Clara Rossi		Aisha Okonkwo Mei Tanaka	

Leadership Performance Circumplex



Leadership Performance Index (LPI)

63.7%

Developing Leadership Performance

The assessed leader is rated by their team as demonstrating moderate overall leadership effectiveness. While strengths are evident across some domains, the team's ratings suggest development opportunities in one or more areas. This level of effectiveness represents a solid foundation with meaningful room for growth. Targeted development in the lower-rated constructs and domains is recommended.

Leadership Synergy Index (LSI)

68.5%

Moderate Agreement

Team members show moderate agreement about the assessed leader's performance. While some consensus exists, there is meaningful variation in how different team members experience the leader across the assessed constructs. This variation is worth exploring — it may reflect the leader's differential engagement with team members, situational inconsistency, or genuine differences in perspective.

Leadership Domains

Leader: Jordan Mitchell - April 2026

Character Domain

67.3%

The internal foundations of effective leadership — integrity, emotional intelligence, and resilience under pressure. Concerns what the leader brings to every interaction regardless of context.

Domain Performance

The leader shows moderate Character Domain performance. While character strengths are visible in some areas, inconsistencies in honesty, emotional management, or composure under pressure may be limiting trust and team confidence. Development across one or more character constructs would strengthen the leader's overall leadership foundation.

Construct Detail

Emotional Intelligence

64.5%

The leader shows moderate Emotional Intelligence. While they are capable of empathic responses in some situations, team members may notice inconsistency in how the leader reads emotional cues or manages their own emotional reactions, particularly under pressure. Development in emotional self-regulation and interpersonal attunement would improve the leader's impact on the team's emotional climate.

Integrity & Authenticity

67.8%

The leader shows moderate Integrity and Authenticity. While some team members experience the leader as honest and consistent, others may notice discrepancies between stated values and actual behaviour. The leader may sometimes deflect responsibility or communicate in ways that feel less than fully transparent. Development in self-awareness and consistent follow-through on commitments would strengthen trust across the team.

Resilience Under Pressure

69.8%

The leader shows moderate Resilience Under Pressure. While they can manage some adversity effectively, team members may notice the leader's composure or performance becoming compromised during more demanding periods. The team may not always feel that the leader provides the stability needed when circumstances are particularly difficult. Development in stress management and resilient leadership behaviours is recommended.

Leadership Domains

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Relational Domain

60.3%

How the leader engages people — the interpersonal climate they create through psychological safety, coaching, and servant leadership. Concerns the quality of the leader's relationships and how they enable others.

Domain Performance

The leader shows moderate Relational Domain performance. While relational strengths are present, inconsistencies in psychological safety creation, development investment, or servant orientation may be limiting the team's experience of genuine support and growth. Development in one or more relational constructs would strengthen team engagement and trust.

Construct Detail

Coaching & Development

62.0%

The leader shows moderate engagement in Coaching and Development. While they provide some development support, team members may experience this as inconsistent or insufficiently personalised. Feedback may not always be growth-oriented or tailored to individual needs. The leader would benefit from investing more deliberately in understanding each team member's development goals and providing more targeted coaching.

Psychological Safety Creation

59.6%

The leader shows moderate ability in creating Psychological Safety. While some team members feel encouraged to speak up, others may feel hesitant to challenge ideas or raise concerns, particularly around sensitive topics. The leader's responses to difficult or unpopular inputs may be inconsistent. Development in actively inviting diverse perspectives and responding constructively to dissent would strengthen the team's psychological safety.

Servant Leadership

59.2%

The leader shows moderate Servant Leadership. While there are clear moments of team-centredness, team members may also notice the leader's personal agenda or desire for recognition occasionally taking precedence over team needs. Barriers are not always proactively removed, and the leader may not consistently enable others to lead and contribute freely. Development in genuine service orientation and ego subordination would strengthen the leader's impact.

Leadership Domains

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Strategic Domain

65.3%

How the leader sets direction and decides — the cognitive and executive functions of leadership. Concerns vision, clarity of purpose, and the quality of decision making.

Domain Performance

The leader shows moderate Strategic Domain performance. While some strategic clarity exists, the team may not consistently experience a compelling shared purpose or full confidence in the leader's decision-making. Development in visionary communication or decision-making processes would improve alignment and team confidence.

Construct Detail

Decision Quality

62.4%

The leader shows moderate Decision Quality. Team members have some confidence in the leader's decisions, but inconsistencies are noticeable — the leader may sometimes move too quickly without adequate consultation, too slowly under pressure, or in ways that do not fully leverage the team's expertise. Development in decision-making processes and inclusive judgment would improve the team's confidence in this area.

Visionary Leadership

68.2%

The leader shows moderate Visionary Leadership. While they communicate direction and goals, team members may not consistently experience a compelling sense of purpose or clear connection between their daily work and the larger mission. The inspirational aspect of the leader's vision may be underdeveloped. Development in articulating and communicating a more motivating and meaningful direction would enhance team alignment and engagement.

Adaptive Domain

61.6%

How the leader responds to complexity and change — the capacity to redirect, remain effective, and intellectually stimulate the team in volatile environments.

Domain Performance

The leader shows moderate Adaptive Domain performance. While they can manage some change and complexity effectively, inconsistencies in adaptive capacity or intellectual stimulation may limit the team's ability to respond confidently to novel challenges. Development in situational flexibility and creating a more innovation-oriented team environment would strengthen this domain.

Construct Detail

Adaptive Leadership

59.2%

The leader shows moderate Adaptive Leadership. While they can respond to some change effectively, team members may notice the leader struggling with more complex or ambiguous situations, reverting to familiar approaches even when the context demands something different. Development in situational awareness and the willingness to change approach in response to new information would strengthen this area.

Intellectual Stimulation

64.1%

The leader shows moderate Intellectual Stimulation. While they occasionally challenge assumptions and encourage creative thinking, this is not a consistent feature of how the team operates. Team members may feel that new ideas are not always genuinely welcomed or that the environment does not consistently reward curiosity and innovation. Development in creating a more consistently intellectually stimulating climate would enhance the team's innovative capacity.