

Leadership Synergy Scale — Third Edition ©

LSS-3 Report Summary

Jordan Mitchell



LSS-3 Report Summary

Leader: Jordan Mitchell - April 2026

Demographics

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

Leadership Performance and Synergy

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.

Domain Performance

Character Domain

67.3%

Synergy: 77.8%

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

Relational Domain

60.3%

Synergy: 63.6%

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.

Strategic Domain

65.3%

Synergy: 69.5%

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.

Adaptive Domain

61.6%

Synergy: 60.7%

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

Character Domain

Performance: 67.3%

Synergy: 77.8%

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

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.

Emotional Intelligence

P: 64.5% S: 76.9%

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.

Team members largely agree about the leader's emotional intelligence. The leader's empathic responsiveness and emotional composure are perceived consistently, with minor variation across individuals.

Integrity & Authenticity

P: 67.8% S: 78.6%

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.

Team members largely agree about the leader's integrity and authenticity. Minor differences in perception exist but the overall picture is consistent, reflecting a broadly trusted leader.

Resilience Under Pressure

P: 69.8% S: 77.9%

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.

Team members largely agree about the leader's resilience under pressure. The leader's composure and recovery under adversity are perceived consistently across the team.

Relational Domain

Performance: 60.3%

Synergy: 63.6%

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.

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.

Coaching & Development

P: 62.0% S: 64.5%

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.

Team members show moderate agreement about the leader's coaching and development. Some members may experience more development attention than others, suggesting the leader's investment in growth may not be equally distributed across the team.

Psychological Safety Creation

P: 59.6% S: 58.1%

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.

Team members show moderate agreement about the leader's creation of psychological safety. Some members feel more comfortable speaking up than others, which may reflect variation in the leader's responsiveness to different individuals or types of contributions.

Servant Leadership

P: 59.2% S: 68.1%

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.

Team members show moderate agreement about servant leadership. Some members may experience the leader as more team-centred than others, possibly reflecting variation in how the leader allocates support or removes obstacles across different individuals.

Strategic Domain

Performance: 65.3%

Synergy: 69.5%

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.

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.

Decision Quality

P: 62.4% S: 66.2%

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.

Team members show moderate agreement about decision quality. Some members may have higher confidence in the leader's judgment than others, possibly depending on how closely they have observed specific decision-making situations.

Visionary Leadership

P: 68.2% S: 72.9%

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.

Team members largely agree about the leader's visionary leadership. The team's shared sense of direction and purpose is well-established, with minor variation in how inspired individuals feel.

Adaptive Domain

Performance: 61.6%

Synergy: 60.7%

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

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.

Adaptive Leadership

P: 59.2% S: 49.3%

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.

Team members have divergent views about the leader's adaptive leadership. The leader may adapt their approach in some contexts or with some people but not others, creating inconsistent experiences across the team.

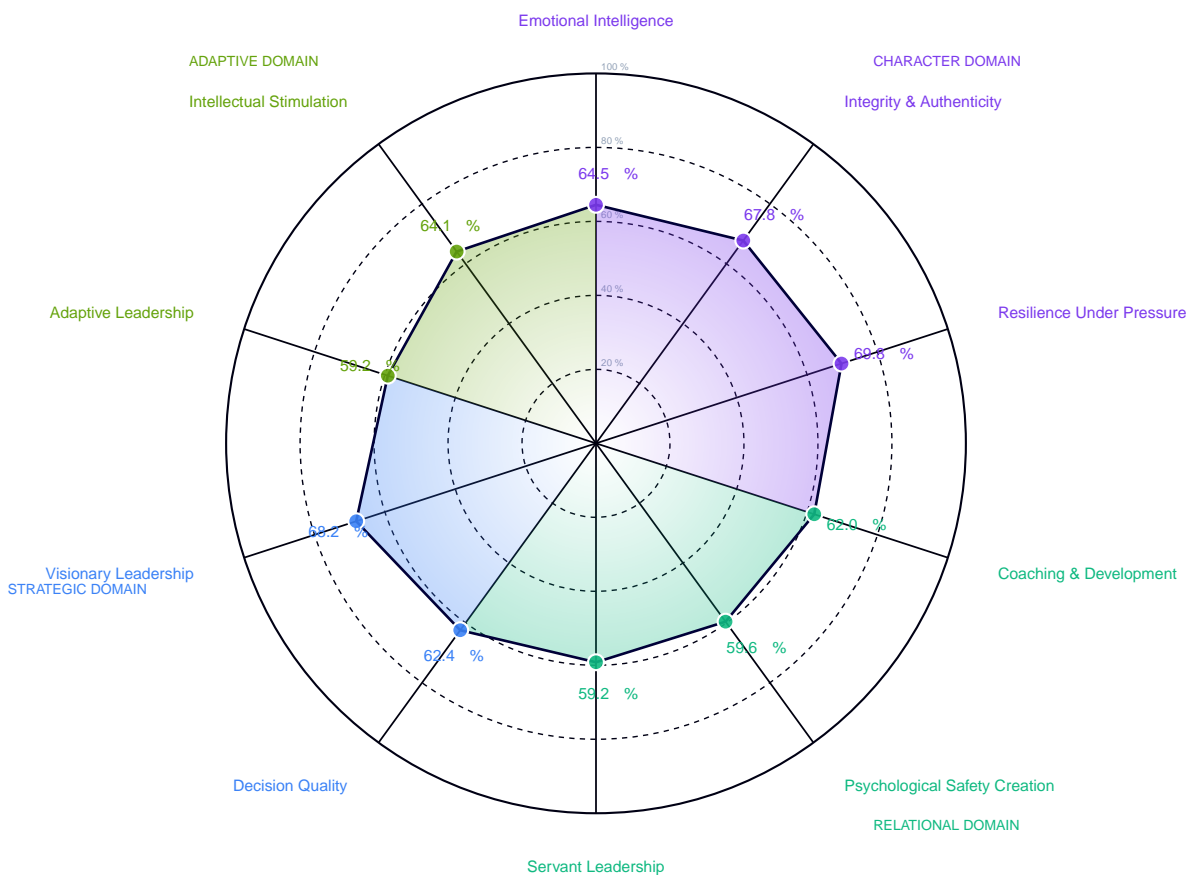
Intellectual Stimulation

P: 64.1% S: 72.1%

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.

Team members largely agree about intellectual stimulation. The leader's encouragement of creative thinking and challenge of assumptions is perceived consistently across most team members.

Leadership Performance Circumplex



— Team Assessment

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