

Studer Group set out to examine the disconnect between great leader evaluations and not-so-great results.

In the example rating scale below, 73.8 percent of the leaders in this organization fall into the substantially exceeds category. But how can most of an organization’s leaders receive a high rating on their annual evaluations when the organization hit only one of its nine goals that year? If a leader’s performance substantially exceeds expectations, shouldn’t the organization’s results also substantially exceed expectations?

Therefore, it’s important that leaders are graded objectively, not subjectively – on performance rather than personality.

Leader Evaluation Results - Year 1

