



## Met Expectations?

100% of participants said that completing pivot met or exceeded their expectations

## How useful?

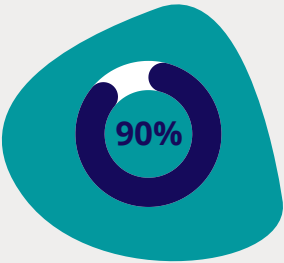
100% of participants said that pivot was very or extremely useful in improving their leadership capability



## My PROFILE

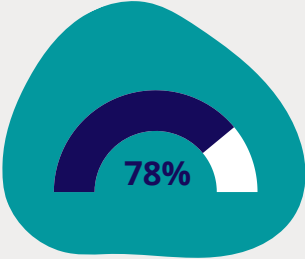
Participants found the diagnostic extremely or very helpful in identifying the leadership capabilities that would help them achieve their development goal

75%



### What words would you use to describe pivot?

90% of participants selected "personalised", "a good use of my time", "practical", "insightful"



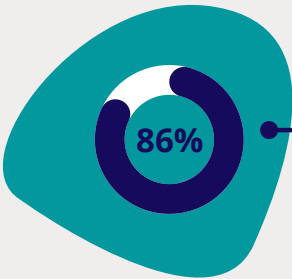
### To what extent has your capability improved?

Over three quarters identified an improvement in their coaching skills

## Most relevant capabilities

The leadership capabilities reflected by the most frequently chosen HOW TOs

Leadership Capability	%
Appreciative	80%
Approachable	70%
Empathetic	65%



## Recommendation

Leaders would be extremely likely to recommend pivot to friends and colleagues. One participant said: *"I am still at the beginning of my management journey and I have a lot to learn but my coach managed to really develop my confidence."* Completing pivot has highlighted the challenge of finding time for development; participants felt that further coaching sessions would help them to fully realise the investment in their development.