

Aspiring to Leadership (ATL) /

Aspiring to Leadership (ATL) provides feedback on skills that are essential for future managerial success. High performance on these competencies identifies an employee who is prepared to make the transition from individual contributor to a formalized leadership role. Not only does this individual excel in their role, but they voluntarily go beyond the scope of the job. Amongst peers, they are often viewed as a role model. The ATL measures leadership potential of these exceptional individual contributors.

APPLICATION

Employee development, succession planning

AUDIENCE

Individual contributors with management potential

RESPONDENTS

Self, Manager, and Peers

QUESTIONS

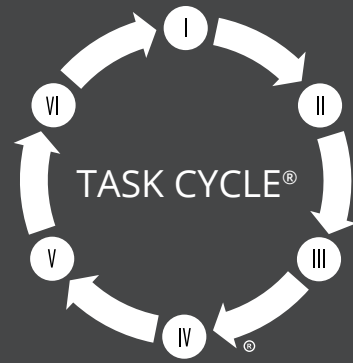
47 questions, 3 open-ended

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Underlying Model



The Task Cycle is a validated organizing tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

ATL Leveraging Sequence

1

GOALS

Understanding and meeting goals.

2

INITIATIVE

Openly expressing ideas and making solid contributions.

3

TEAMWORK

Working productively with others, while valuing their differences.

4

PERSONAL AWARENESS

Being open to feedback, and using it to improve.

5

SELF-CONTROL

Demonstrating close attention to detail and balancing competition and cooperation.

6

RECOGNITION

Acknowledging the contributions of others.

PERSONAL IMPACT

Approachability, Dependability, Effectiveness/Outcomes and Leadership Promise are leveraged through the mastery of Task Cycle phases.