

# LEADERSHIP STYLES AND CLIMATE

EMPOWER LEADERS. TRANSFORM TEAMS.  
ELEVATE RESULTS.

## What Is Korn Ferry Leadership Styles and Climate?

Korn Ferry Leadership Styles and Climate is a unique assessment that evaluates how leadership behaviors impact team performance and organizational climate. Backed by 60 years of research, it's the closest you can get to a profit-and-loss statement for leadership effectiveness.

## How It Works

Korn Ferry Leadership Styles and Climate combines two powerful 180-degree online assessments:

### Leadership Styles Survey:

- Evaluates six leadership styles: directive, visionary, affiliative, participative, pacesetter, and coaching.
- Compares self-perception with team feedback to uncover blind spots and strengths.

### Organizational Climate Survey:

- Assesses six key dimensions of climate: clarity, standards, responsibility, flexibility, rewards, and team commitment.
- Identifies the climate leaders create versus the one they experience, offering a roadmap for improvement.

## BENEFITS

- **Understand Impact:** Help leaders see how their behavior influences team performance and engagement.
- **Focus on what matters:** Measure the factors that account for up to 30% of the difference between average and high-performing teams.
- **Drive better results:** Equip leaders with actionable feedback to improve their styles and create climates that foster success.
- **Track progress over time:** Enable leaders to measure improvements and refine their approaches for sustained impact.

### About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

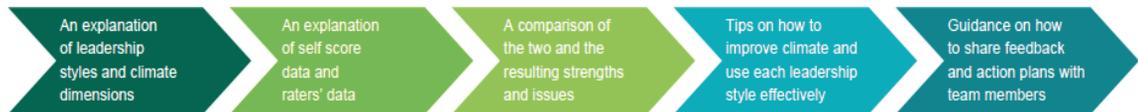
## KEY FEATURES

- **Quick and Easy:** Online assessments available in 39 languages.
- **Customizable:** Tailor assessments to your organization's needs with scalable reporting options.
- **Comprehensive Reporting:** Individual and group reports provide actionable feedback for leaders and strategic insights for organizations.
- **Flexible Support Options:** Choose between full-service support or self-service with optional e-learning modules.

## PROVEN RESULTS

- ✓ **Leadership Influence:** 50-70% of climate differences are driven by leadership style.
- ✓ **Team Performance:** Up to 30% of the gap between average and high-performing teams is explained by climate differences.

The feedback report for each assessment provides individuals with:



And data from each assessment can be combined and reported across a group of managers or leaders.

## Why Korn Ferry Leadership Styles and Climate?

With over 760,000 leaders assessed worldwide, Korn Ferry Leadership Styles and Climate is grounded in real-world insights and research. Certification ensures that organizations can deliver impactful feedback that transforms leadership behaviors and enhances team performance.

## Ready to Unlock Leadership Potential?

Contact us today to learn more about Korn Ferry Leadership Styles and Climate and how it can elevate your organization's performance.

### Why Korn Ferry

Korn Ferry Assess is backed by over 50 years of research and expertise in talent management. Our solutions are trusted by leading organizations worldwide to drive performance and achieve business success. By choosing Korn Ferry Assess, you are partnering with a proven leader in the industry, committed to helping you unlock the full potential of your workforce.