

# PsyOpus TSS Report

Wave: Wave 1 | Date: 2/19/2026

## Executive Summary

This report aggregates responses from 12 participants across 1 teams. Scores are presented on a scale of 0-100%.

## Domain Overview

Domain	Avg Score
Transformational Leadership	<b>64.1%</b>
Laissez-Faire Leadership	<b>53.2%</b>
Authoritarian Leadership	<b>52.0%</b>

## Construct Insights

### Transformational Leadership (64.1%)

Leadership behaviours that inspire, motivate, and intellectually stimulate team members toward collective goals. Transformational leaders operate through influence rather than authority.

#### Active Leadership (64.9%)

The degree to which the leader actively engages in directing, correcting, and rewarding team performance.

Active leadership captures the hands-on management behaviours of the leader including setting clear expectations, correcting poor performance, rewarding good performance, and maintaining task focus. Active leaders are present and engaged, providing continuous guidance rather than intervening only reactively.

#### Adaptive Leadership (63.3%)

The degree to which the leader can adapt to changing situations and redirect the team when circumstances demand it.

Adaptive leadership measures the leader's ability to respond flexibly to new information, change direction when needed, and remain calm under pressure. Leaders scoring high on adaptive leadership demonstrate cognitive flexibility and situational awareness, enabling them to guide teams through complex and unpredictable environments.

#### Leadership Effectiveness (63.1%)

The overall effectiveness of the leader in motivating the team and achieving collective goals.

Leadership effectiveness is a global assessment of the leader's impact on team outcomes. It captures the leader's ability to motivate team members, heighten their desire to succeed, and effectively achieve the

team's goals. This is an outcome-oriented measure reflecting the team's perception of the leader's overall contribution.

### **Selfless Leader (62.7%)**

The degree to which the leader prioritises the team's needs over their own ego and agenda.

The selfless leader construct measures whether the leader puts the team's needs before their own, allows creative solutions to emerge from the team rather than imposing their own, and can deal with uncertainty without needing to control outcomes. High scores indicate humility and team-centredness in leadership approach.

### **Transformational Leadership (66.2%)**

The degree to which the leader inspires intellectual stimulation, considers individual strengths, and maintains faith in the team.

Transformational leadership in the LSS captures the leader's capacity to gain different perspectives on problems, help others develop their strengths, consider individual talents, and maintain optimism about the team's ability to solve problems. These leaders inspire through vision and intellectual engagement rather than positional authority.

### **Laissez-Faire Leadership (53.2%)**

Passive leadership behaviours characterised by avoidance of decision making and absence during critical moments. High scores indicate leadership withdrawal.

### **Passive-Avoidant (53.2%)**

The degree to which the leader avoids taking action until problems become serious or avoids decisions entirely.

Passive-avoidant leadership captures leadership absence and avoidance. These leaders wait for things to go wrong before acting, delay responding to urgent information, are absent during key decisions, and avoid conflict that could lead to effective outcomes. All items are reverse-scored — high agreement indicates poor leadership presence.

### **Authoritarian Leadership (52.0%)**

Controlling and directive leadership behaviours where the leader centralises decision-making and suppresses team autonomy. These items are reverse-scored.

### **Authoritarian Leadership (52.2%)**

The degree to which the leader centralises control, dismisses team input, and exhibits authoritarian behaviours.

Authoritarian leadership measures the leader's tendency to centralise control, dismiss the team's input, become anxious about others making decisions, and exhibit an overall authoritarian style. These leaders struggle to share power and tend to suppress team autonomy. All items are reverse-scored.

### **Directional Leadership (51.9%)**

The degree to which the leader dictates direction and controls decisions without team consultation.

Directional leadership captures the controlling aspects of authoritarian leadership style. Leaders scoring high are perceived as dictatorial, controlling every decision, directing without consultation, and giving a 'my way or the highway' impression. All items are reverse-scored — high agreement indicates excessive centralisation of authority.