

Table 3

Respondent Perception of Own Performance

	Effectiveness as a Manager	Percentage	Effectiveness as a Leader	Percentage
Top 20%	20	31.3%	21	32.8%
61-80%	28	43.8%	28	43.8%
41-60%	15	23.4%	15	23.4%
21-40%	1	1.6%	0	0
1-20%	0	0	0	0