



Leadership 360° Assessments



Overview

A Leadership 360° Assessment is a comprehensive feedback tool designed to evaluate a leader's performance from multiple perspectives. This assessment gathers insights from various sources, including the leader's peers, subordinates, supervisors, and sometimes even external stakeholders, to provide a well-rounded view of their leadership effectiveness.

Purpose

The primary goal of a Leadership 360° Assessment is to offer leaders a holistic perspective on their strengths and areas for improvement. By collecting feedback from a range of individuals who interact with the leader regularly, the assessment helps identify:

- **Strengths:** Areas where the leader excels and is perceived positively.
- **Development Needs:** Specific skills or behaviors that may require improvement.
- **Blind Spots:** Aspects of their performance that the leader may not be aware of but are noticeable to others.



Process

- 01 Design:** Tailor the assessment to align with organizational goals and leadership competencies. This may include custom questions or standardized frameworks.
- 02 Feedback Collection:** Survey participants using a combination of quantitative and qualitative methods. Participants typically include direct reports, colleagues, supervisors, and, occasionally, clients. Responses are anonymous.
- 03 Analysis:** Aggregate and analyze the feedback to identify common themes and trends. This step involves comparing the leader's self-assessment with the feedback received from others.
- 04 Reporting:** Present the findings in a clear and actionable report. This includes summaries of strengths, development areas, and recommended actions.
- 05 Debriefing:** Facilitate a feedback session with the leader to discuss the results, understand the context behind the feedback, and create a development plan.
- 06 Action Plan:** Collaborate with the leader to develop a personalized action plan aimed at leveraging strengths and addressing development needs.

Benefits

- **Enhanced Self-Awareness:** Leaders gain insight into how their behavior and performance are perceived by others.
- **Improved Performance:** By understanding feedback, leaders can make targeted improvements that enhance their effectiveness.
- **Stronger Relationships:** Open dialogue about feedback fosters better communication and trust within teams.
- **Organizational Alignment:** Helps ensure that leadership behaviors align with organizational values and goals.



Start Where You Are

Leadership 360° Assessments are a powerful tool for developing effective leaders. By providing a multi-perspective view of leadership performance, these assessments support leaders in their growth journey, ultimately contributing to a more engaged and high-performing organization.

Contact: Tony D'Avino
tony@TPCatWork.com (440) 382-1151
The Performance Collaborative

