



360°Pro

Commitments to Leadership

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#12345678 for Sample Person on June 18, 2013

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I. Summary of Results

Commitment	Scores					Gap (vs Self)			
	SELF	SUP	PEER	REPORT	OTHER	SUP	PEER	REPORT	OTHER
LIFE-LONG LEARNING	4.5	4.2	3.4	3.7	--	-0.3	-1.1	-0.8	--
STRATEGIC THINKING	4.3	4.0	3.2	3.5	--	-0.3	-1.1	-0.8	--
RESULTS ORIENTATION	3.8	3.8	3.6	3.2	--	--	-0.2	-0.6	--
COACHING	4.2	3.7	3.0	3.2	--	-0.5	-1.2	-1.0	--
COMMUNICATING	3.8	3.8	3.2	3.1	--	--	-0.6	-0.7	--
COLLABORATION	4.2	3.8	3.1	2.8	--	-0.4	-1.1	-1.4	--

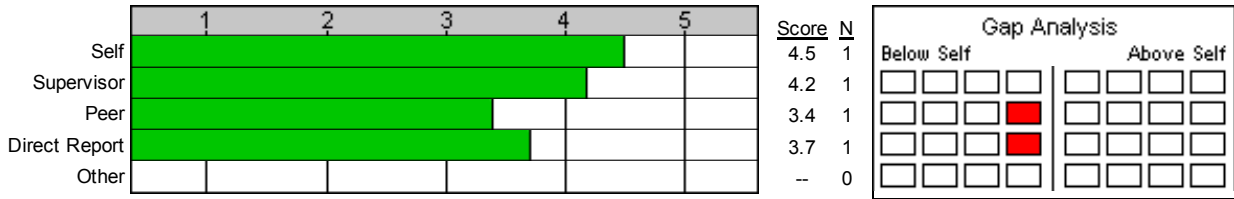
Raters:SELF=Self; SUP=Supervisor; PEER=Peer; REPORT=Direct Report; OTHER=Other

Response Rate

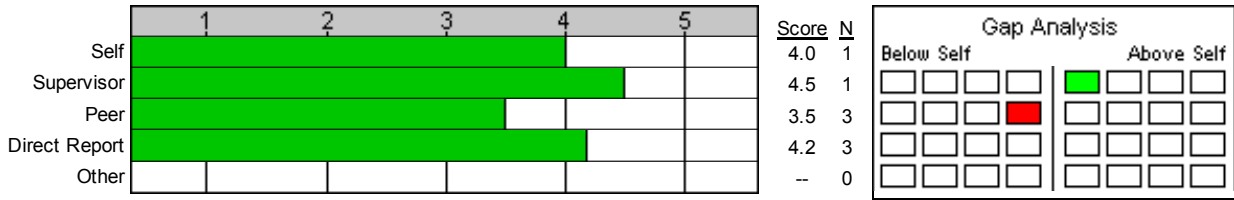
Rater	N
Self	1
Supervisor	1
Peer	3
Direct Report	3
Other	0

II. Detailed Results

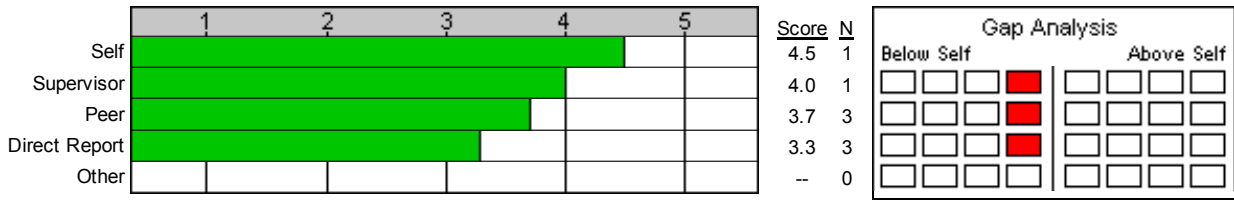
LIFE-LONG LEARNING - Continually searches for opportunities for personal growth, innovation and change, and will encourage life-long learning in all individuals.



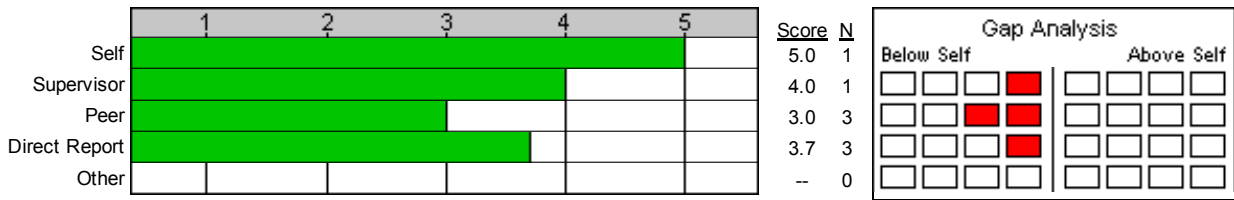
1. Business Acumen - Knowledge of company and industry; knowledge of future trends and practices.



2. Rapid Learner - Learns quickly; experiments to find solutions.

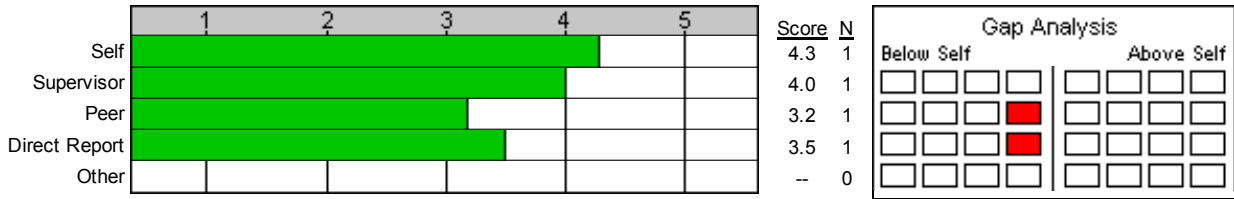


3. Self Development - Actively works to continuously improve self.

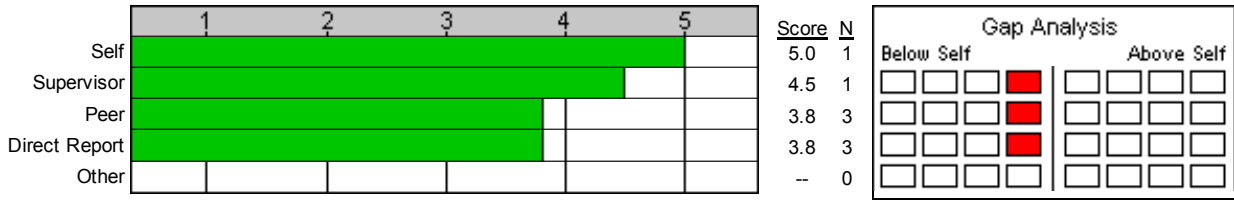


II. Detailed Results (cont'd)

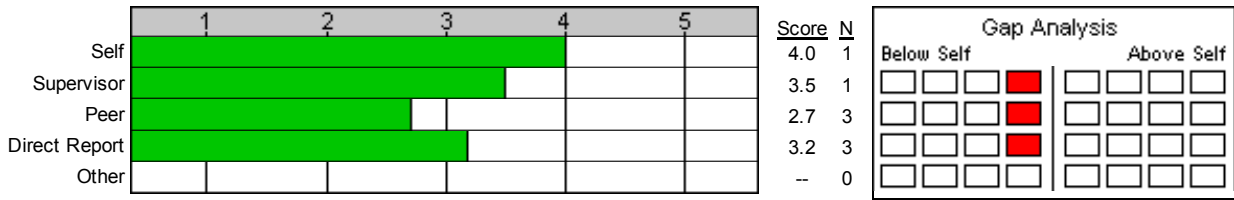
STRATEGIC THINKING - *Be able to envision the future of the organization, create a strategic plan to get there, and motivate others to achieve the vision.*



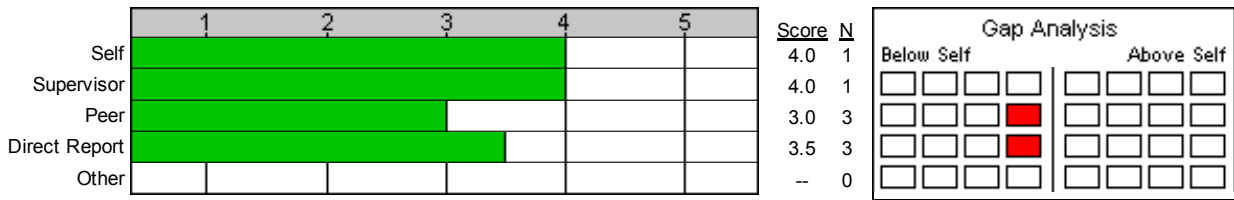
4. Strategic Agility - *Future oriented; anticipates future trends and consequences.*



5. Creating & Managing Vision & Purpose - *Creates and shares the vision and inspires others to support the vision.*

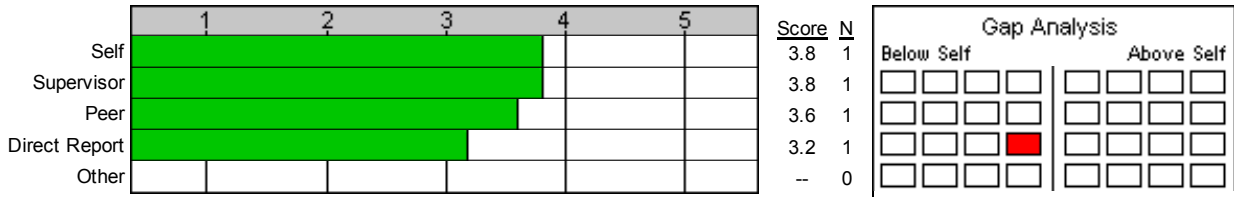


6. Implications Thinking - *Is process oriented; understands the consequences of ideas and actions.*

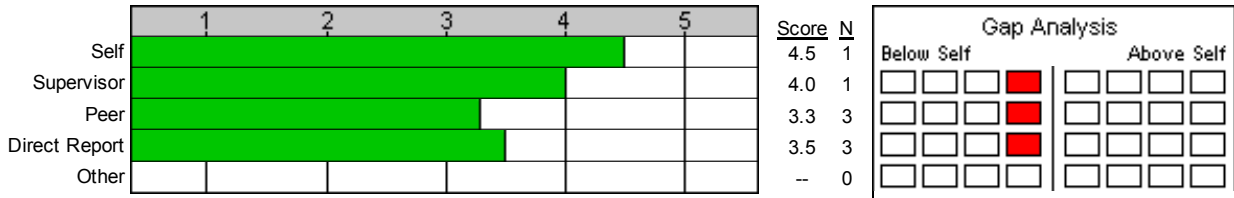


II. Detailed Results (cont'd)

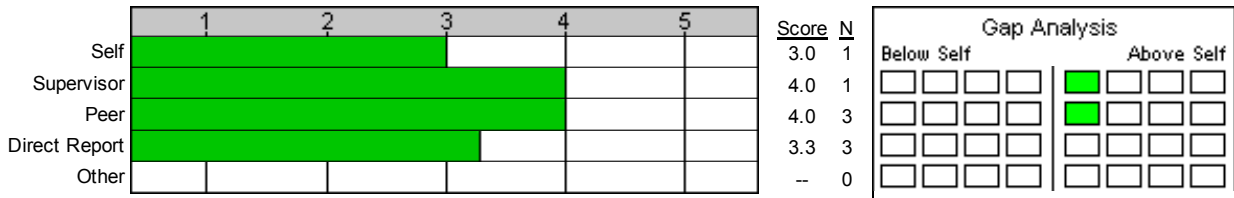
RESULTS ORIENTATION - *Implements plans with a sense of urgency and in a thoughtful and efficient manner, always considering the mission, vision, and values of the organization.*



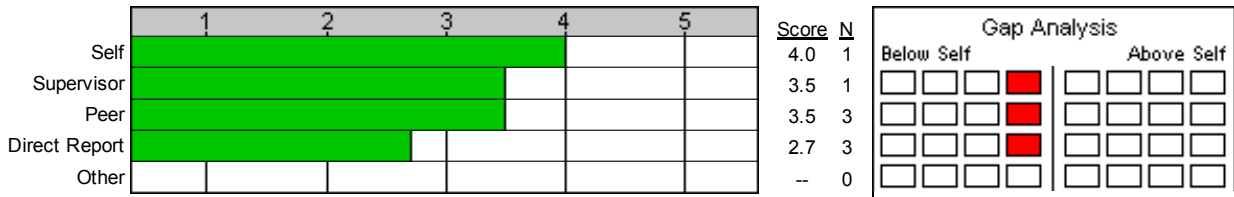
7. Drive For Results - *Works hard to complete a task or achieve results; sets challenging goals and strives to improve "bottom-line" performance.*



8. Managing & Measuring Work - *Sets clear objectives and assigns responsibilities; monitors progress and designs feedback.*

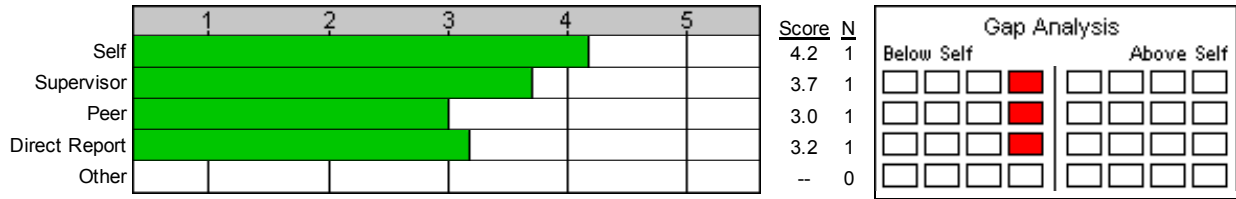


9. Managing Through Systems - *Can manage remotely; impacts people and results remotely.*

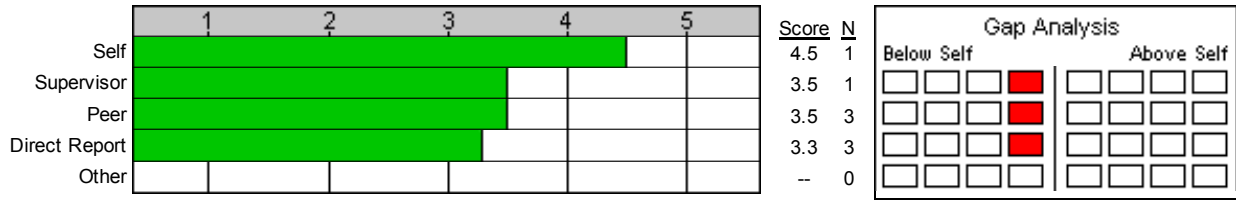


II. Detailed Results (cont'd)

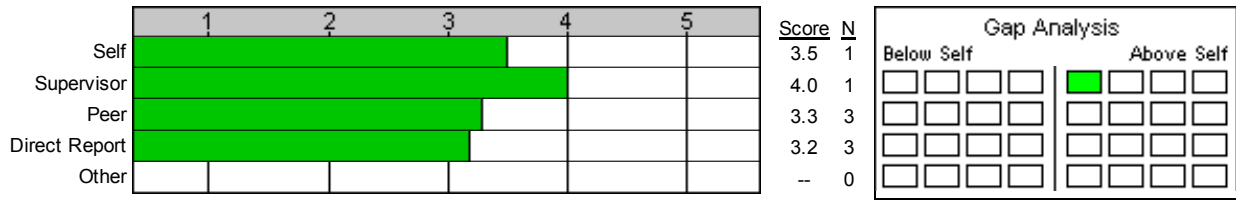
COACHING - *Is a role model of the organizational values, mission and vision, mentor for the continued success of the organization and identifies the teachable moments in everyday situations so that the potential of every individual is realized.*



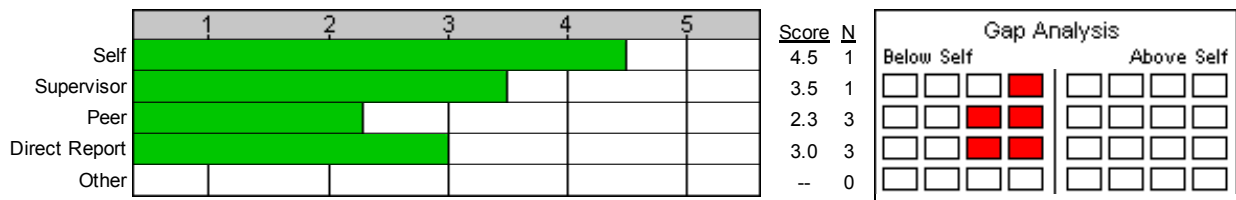
10. Developing Direct Reports - *Provides guidance and feedback to support the development of others.*



11. Providing Honest Feedback - *Provides positive and corrective feedback to others; faces up to a situation quickly and directly.*

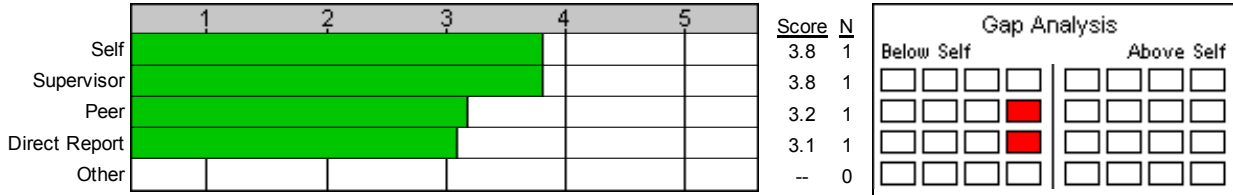


12. Motivating Others - *Empowers others to do their best; creates a positive, motivating work environment.*

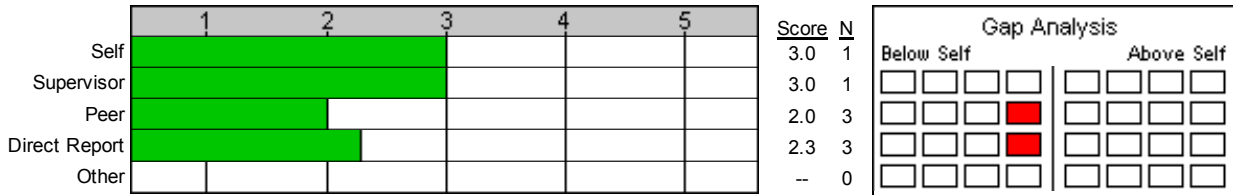


II. Detailed Results (cont'd)

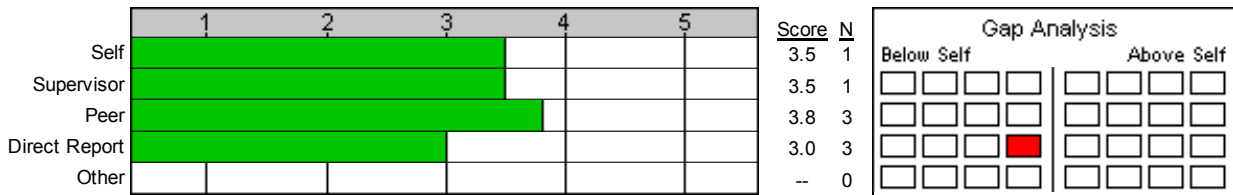
COMMUNICATING - *Is clear, timely, forthright and respectful in all communications to customers and to all coworkers.*



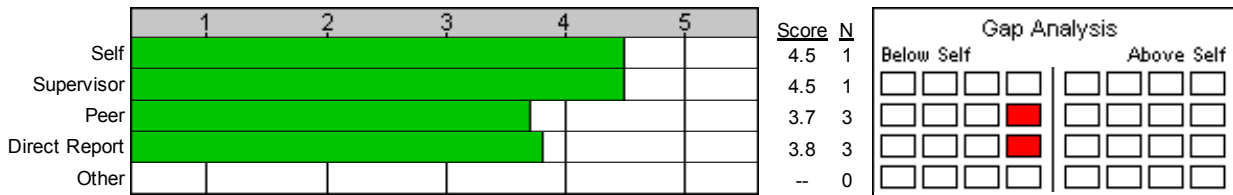
13. Listening - *Attentive, active, listener; has patience to hear.*



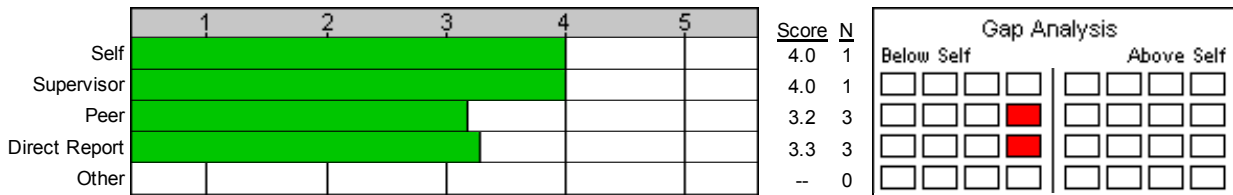
14. Informing - *Provides timely information.*



15. Presentation Skills - *Effective in formal presentations.*

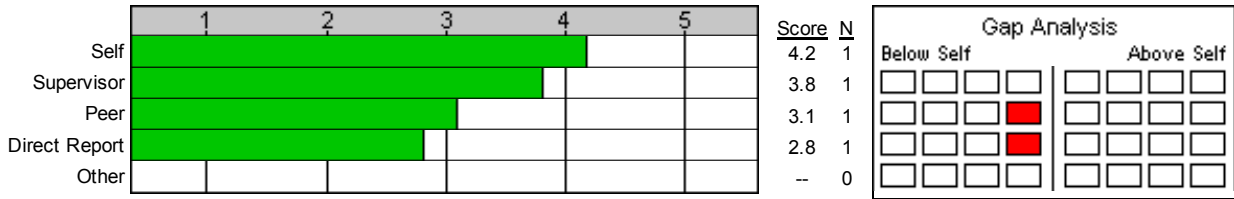


16. Conflict Management - *Deals with conflict; seeks agreement.*

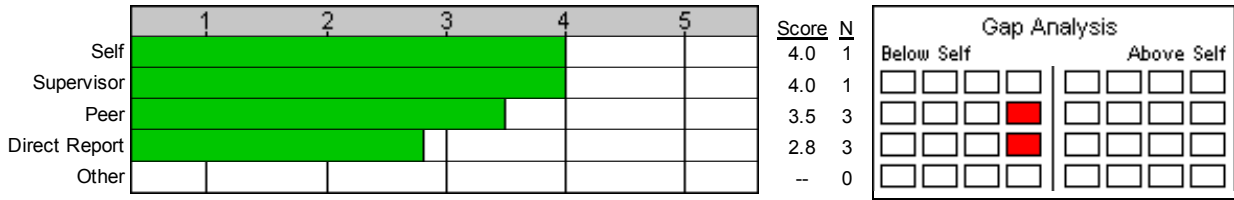


II. Detailed Results (cont'd)

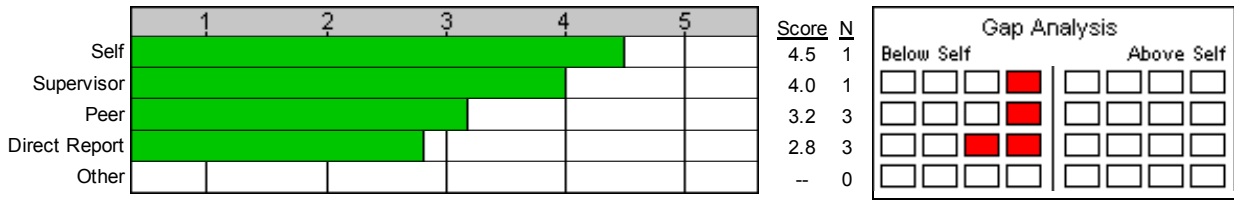
COLLABORATION - Builds cooperative, creative, cohesive teams and provides an environment in which members of the team can grow and thrive.



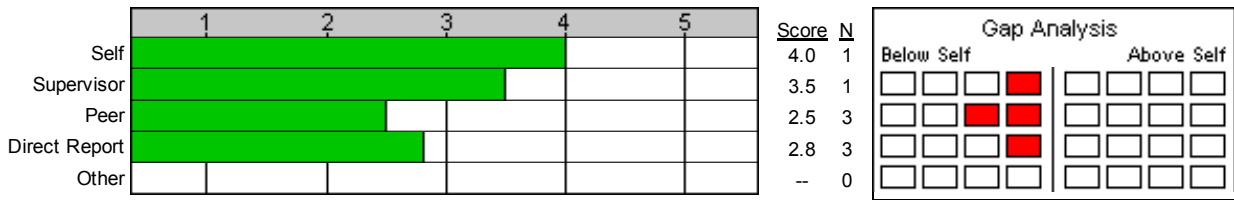
17. Understanding Others - Understands groups.



18. Interpersonal Savvy - Relates well to a variety of people; builds relationships.



19. Building Effective Teams - Creates strong team morale; blends people into teams.



III. Leadership Development Feedback**You should continue doing...**

Self

- working to learn more about our industry and gain more specific knowledge of the specialty sectors that we work in as well as those that we strive to work in. Remain true to my big picture outlook

Others

- being a motivational force in landing clients
- his business development efforts
- doing exactly what he has been doing. Sample is a great inspiration to everyone he meets.
- encouraging employees to develop skills as well as increase performance; being proactive in solving problems - i.e. helping to clear up problems on various jobs; recognizing when good work has been done; and showing trust in people.

You should stop doing...

Self

- trying so hard, working too much, and recognize the limitations of the work that I can carry

Others

- trying to do everything himself and delegate some responsibilities to others.
- sometimes feeling the need to align personnel and / or opinions into camps. While he can most definitely be inspiring in a very positive way with the enthusiasm he brings to the table, sometimes that same passion makes him less affective in dealing with the resolution of both big and small problems. I do not feel this is a major problem but one that I believe can be easily be corrected with the positive reinforcement that he should be getting for his efforts. - wearing his emotions on his sleeve, which is not necessarily always a bad thing, but occasionally it can be self defeating for him.

You should start doing...

Self

- taking educational courses and improve my management capabilities to improve my own self worth and enhance my value to the company. - Insist on playing a more active role in management in accordance with the intent of the agreement that brought me back to this organization.

Others

- being willing to accept constructive criticism, start accepting coaching/mentoring.
- he should be given more of a free reign in the area he excels in. His attitude and good disposition.
- give more constructive criticism to people - delegating more tasks to other people