| **Executive Leadership 360 Survey Summary for:** | | | | | | | | | | | | |
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| **No** | **Aspect rated** |  | **Respondent Rating** | | | | | | | | | |
| **Self** | **0** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| 1 | Ability to delegate |  |  |  |  |  |  |  |  |  |  |  |
| 2 | Strategic ability to anticipate future consequences |  |  |  |  |  |  |  |  |  |  |  |
| 3 | Ability to pick up technical learning quickly |  |  |  |  |  |  |  |  |  |  |  |
| 4 | Perspective – ability to look forward to broadest possible view |  |  |  |  |  |  |  |  |  |  |  |
| 5 | Problem solving via rigorous and logical methods |  |  |  |  |  |  |  |  |  |  |  |
| 6 | Intellectual horsepower and ability to deal with concepts and complexity |  |  |  |  |  |  |  |  |  |  |  |
| 7 | Ability to learn on the fly when facing new problems |  |  |  |  |  |  |  |  |  |  |  |
| 8 | Sets stretching objectives |  |  |  |  |  |  |  |  |  |  |  |
| 9 | Informs people properly by providing the information they need to do their jobs |  |  |  |  |  |  |  |  |  |  |  |
| 10 | Clearly assigns tasks and measures achievement thereof |  |  |  |  |  |  |  |  |  |  |  |
| 11 | Sets clear objectives and measures |  |  |  |  |  |  |  |  |  |  |  |
| 12 | Able to re-engineer existing processes to achieve effectiveness and/or efficiency |  |  |  |  |  |  |  |  |  |  |  |
| 13 | Manages through systems rather than ad-hoc |  |  |  |  |  |  |  |  |  |  |  |
| 14 | Manages his/her time effectively and efficiently |  |  |  |  |  |  |  |  |  |  |  |
| 15 | Spends his/her time on what is most important |  |  |  |  |  |  |  |  |  |  |  |
| 16 | Good at figuring out the process necessary to get things done |  |  |  |  |  |  |  |  |  |  |  |
| 17 | Knows to organize people and activities |  |  |  |  |  |  |  |  |  |  |  |
| 18 | Knows what to measure and how to measure it |  |  |  |  |  |  |  |  |  |  |  |
| 19 | Sees opportunities for synergy and integration where others can’t |  |  |  |  |  |  |  |  |  |  |  |
| 20 | Can simplify complex processes |  |  |  |  |  |  |  |  |  |  |  |
| 21 | Gets more out of fewer resources |  |  |  |  |  |  |  |  |  |  |  |
| 22 | Gets things done |  |  |  |  |  |  |  |  |  |  |  |
| 23 | Can manage and orchestrate multiple activities at the same time to accomplish a goal |  |  |  |  |  |  |  |  |  |  |  |
| 24 | Arranges and presents information in a logical and useful manner |  |  |  |  |  |  |  |  |  |  |  |
| 25 | Plans well by actually scoping out the length of tasks and projects |  |  |  |  |  |  |  |  |  |  |  |
| 26 | Sets clear objectives and goals and breaks down projects/work into process steps |  |  |  |  |  |  |  |  |  |  |  |
| 27 | Develops schedules and task assignments for projects |  |  |  |  |  |  |  |  |  |  |  |
| 28 | Able to anticipate and adjust for problems and roadblocks in projects or work delivery |  |  |  |  |  |  |  |  |  |  |  |
| 29 | Is delivery focused |  |  |  |  |  |  |  |  |  |  |  |
| 30 | Relishes reading |  |  |  |  |  |  |  |  |  |  |  |
| 31 | Takes unpopular stands if necessary |  |  |  |  |  |  |  |  |  |  |  |
| 32 | Encourages direct and tough debate but not afraid to end it and move on |  |  |  |  |  |  |  |  |  |  |  |
| 33 | Energized by tough debates |  |  |  |  |  |  |  |  |  |  |  |
| 34 | Can handle conflicts by seeing them as opportunities |  |  |  |  |  |  |  |  |  |  |  |
| 35 | Reads conflict situations quickly |  |  |  |  |  |  |  |  |  |  |  |
| 36 | Can hammer through tough differences and settle disputes equitably |  |  |  |  |  |  |  |  |  |  |  |
| 37 | Doesn’t allow problems to fester |  |  |  |  |  |  |  |  |  |  |  |
| 38 | Has a nose for talent when hiring staff |  |  |  |  |  |  |  |  |  |  |  |
| 39 | Hires best people available from inside or outside the company |  |  |  |  |  |  |  |  |  |  |  |
| 40 | Is not afraid of selecting strong people who are better than him/her |  |  |  |  |  |  |  |  |  |  |  |
| 41 | Enjoys working hard |  |  |  |  |  |  |  |  |  |  |  |
| 42 | Is action orientated and full of energy |  |  |  |  |  |  |  |  |  |  |  |
| 43 | Seizes more opportunities than others |  |  |  |  |  |  |  |  |  |  |  |
| 44 | Has perseverance – seldom gives up |  |  |  |  |  |  |  |  |  |  |  |
| 45 | Does not hold back on anything that needs to be said |  |  |  |  |  |  |  |  |  |  |  |
| 46 | Let’s people know where they stand |  |  |  |  |  |  |  |  |  |  |  |
| 47 | Knows what he/she want from a career and actively works on it |  |  |  |  |  |  |  |  |  |  |  |
| 48 | Does not wait for others to open doors |  |  |  |  |  |  |  |  |  |  |  |
| 49 | Creates own job opportunities |  |  |  |  |  |  |  |  |  |  |  |
| 50 | Can deal comfortably with more senior managers |  |  |  |  |  |  |  |  |  |  |  |
| 51 | Can present to more senior managers without showing tension and nervousness |  |  |  |  |  |  |  |  |  |  |  |
| 52 | Can articulate in a business way to senior management without technical gibberish |  |  |  |  |  |  |  |  |  |  |  |
| 53 | Empowers others |  |  |  |  |  |  |  |  |  |  |  |
| 54 | Can negotiate skilfully in tough situations |  |  |  |  |  |  |  |  |  |  |  |
| 55 | Can settle differences with minimum noise |  |  |  |  |  |  |  |  |  |  |  |
| 56 | Can win concessions without damaging relationships |  |  |  |  |  |  |  |  |  |  |  |
| 57 | Can be both direct and forceful as well as diplomatic |  |  |  |  |  |  |  |  |  |  |  |
| 58 | Gains trust quickly of other parties in negotiations |  |  |  |  |  |  |  |  |  |  |  |
| 59 | Has a good sense of timing |  |  |  |  |  |  |  |  |  |  |  |
| 60 | Has a positive and constructive sense of humour |  |  |  |  |  |  |  |  |  |  |  |
| 61 | Is widely trusted by all |  |  |  |  |  |  |  |  |  |  |  |
| 62 | Is seen as a direct, trustful individual |  |  |  |  |  |  |  |  |  |  |  |
| 63 | Admits mistakes |  |  |  |  |  |  |  |  |  |  |  |
| 64 | Keeps confidence |  |  |  |  |  |  |  |  |  |  |  |
| 65 | Is cool under pressure |  |  |  |  |  |  |  |  |  |  |  |
| 66 | Practices what he/she preaches |  |  |  |  |  |  |  |  |  |  |  |
| 67 | Can communicate vision |  |  |  |  |  |  |  |  |  |  |  |
| 68 | Can inspire and set purpose for company or division |  |  |  |  |  |  |  |  |  |  |  |
| 69 | Can make this vision sharable by everyone |  |  |  |  |  |  |  |  |  |  |  |
| 70 | Can represent own interests and yet be fair to others |  |  |  |  |  |  |  |  |  |  |  |
| 71 | Is a team player |  |  |  |  |  |  |  |  |  |  |  |
| 72 | Practices inventive and active listening |  |  |  |  |  |  |  |  |  |  |  |
| 73 | Has good knowledge of how the company works |  |  |  |  |  |  |  |  |  |  |  |
| 74 | Can manoeuvre through complex political situations effectively |  |  |  |  |  |  |  |  |  |  |  |
| 75 | Views corporate politics as natural part of organisation life and adjusts to that reality |  |  |  |  |  |  |  |  |  |  |  |
| 76 | Genuinely cares about people – is concerned about their work and non-work problems |  |  |  |  |  |  |  |  |  |  |  |
| 77 | Is easy to approach and talk to |  |  |  |  |  |  |  |  |  |  |  |
| 78 | Is effective in formal and informal presentations in one-on-one, small and large groups |  |  |  |  |  |  |  |  |  |  |  |
| 79 | Is tolerant/patient with people and problems |  |  |  |  |  |  |  |  |  |  |  |
| 80 | Is committed to continually improving him/herself |  |  |  |  |  |  |  |  |  |  |  |
| 81 | Maintains a conscious balance between work and personal life |  |  |  |  |  |  |  |  |  |  |  |
| 82 | Plans in detail how to accomplish tasks or projects |  |  |  |  |  |  |  |  |  |  |  |
| 83 | Provides a clear explanation of roles & responsibilities |  |  |  |  |  |  |  |  |  |  |  |
| 84 | Determines what resources are needed |  |  |  |  |  |  |  |  |  |  |  |
| 85 | Determines how to organise and co-ordinate work activities to avoid delays, duplication |  |  |  |  |  |  |  |  |  |  |  |
| 86 | Checks work progress against plans to see if it is on target |  |  |  |  |  |  |  |  |  |  |  |
| 87 | Rewards effective performance and contributions |  |  |  |  |  |  |  |  |  |  |  |
| 88 | E plains what must be done to get rewards |  |  |  |  |  |  |  |  |  |  |  |
| 89 | Requests reports on progress |  |  |  |  |  |  |  |  |  |  |  |
| 90 | Describes a clear, appealing vision of what the organisation can accomplish or become |  |  |  |  |  |  |  |  |  |  |  |
| 91 | Behaves in a way that is consistent with organisation ideals and values |  |  |  |  |  |  |  |  |  |  |  |
| 92 | Consults to get reaction and suggestions before making a decision |  |  |  |  |  |  |  |  |  |  |  |
| 93 | Talks about and role models the importance of mutual trust |  |  |  |  |  |  |  |  |  |  |  |
| 94 | Encourages their teams to look at problems from different perspectives |  |  |  |  |  |  |  |  |  |  |  |
| 95 | Describes e citing new opportunities for the organisation |  |  |  |  |  |  |  |  |  |  |  |
| 96 | Makes personal sacrifices that go beyond self-interest for the benefit of the organisation |  |  |  |  |  |  |  |  |  |  |  |
| 97 | Questions traditional assumptions and beliefs about the best ways of doing things |  |  |  |  |  |  |  |  |  |  |  |
| 98 | Contributes to building a culture of trust and collaboration between organisations in the sector |  |  |  |  |  |  |  |  |  |  |  |
| 99 | Promotes system wide dialogue for engagement in inter organisational collaborative activities |  |  |  |  |  |  |  |  |  |  |  |
| 100 | Works together in partnership with leaders in other organisations effectively |  |  |  |  |  |  |  |  |  |  |  |
| 101 | Participates in networks for improving organisational and sector learning |  |  |  |  |  |  |  |  |  |  |  |
| 102 | Proposes new and creative ideas for improving organisational services and processes |  |  |  |  |  |  |  |  |  |  |  |
| 103 | Studies the products and activities of other organisations to get ideas |  |  |  |  |  |  |  |  |  |  |  |
| 104 | Experiments with new ideas |  |  |  |  |  |  |  |  |  |  |  |
| 105 | Demonstrates courage as a decision maker |  |  |  |  |  |  |  |  |  |  |  |
| 106 | (Makers of change) - exploits his/her inner drive to build and grow things, as well as connect |  |  |  |  |  |  |  |  |  |  |  |
|  | with others in the making |  |  |  |  |  |  |  |  |  |  |  |
| 107 | (Clarity) -See's through messes and contradictions to a future that others cannot yet see |  |  |  |  |  |  |  |  |  |  |  |
| 108 | (Dilemma flipping) - Turns a dilemma or chaotic situation into an opportunity |  |  |  |  |  |  |  |  |  |  |  |
| 109 | (Immersive learning) - Immerses themselves in familiar and unfamiliar environments, to learn |  |  |  |  |  |  |  |  |  |  |  |
| 110 | (Bio-empathy) - See's things from the perspective of the natural environment; |  |  |  |  |  |  |  |  |  |  |  |
| 111 | (Quiet transparency) - Is open and authentic about what matters to her/him |  |  |  |  |  |  |  |  |  |  |  |
| 112 | (Rapid innovation prototyping) - creates quick and early versions of innovations |  |  |  |  |  |  |  |  |  |  |  |
| 113 | (Commons creating) - Nurtures and grows shared assets that can benefit all |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |