



Leading with Heart Leadership & Organizational 360 Assessment



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360 Assessment

Answer the following statements based on how you see the participant as a leader in your organization. Answer each statement as honestly as possible, rating them from 1 to 5, where 1 doesn't describe them at all and a 5 describes them very well.

SCORING KEY:

1	2	3	4	5
Does not describe them at all		Describes them somewhat		Describes them very well

- _____ 1. Asks others across the organization how they are and about their work.
- _____ 2. Appreciates others' thoughts and feelings.
- _____ 3. Has a reputation for being arrogant or a know-it-all.
- _____ 4. Holds others accountable for their performance and/or adherence to the company's values.
- _____ 5. Is able to view problems from various perspectives.
- _____ 6. Ensures that employees have materials and equipment to do their job correctly.
- _____ 7. Admits when wrong and seeks to improve.
- _____ 8. Understands others by putting self into their shoes.
- _____ 9. Shows good judgment in decision-making.
- _____ 10. Tries to understand others better by imagining how things look from their perspective.
- _____ 11. Does not regularly seeks out employees' opinions.
- _____ 12. Considers the impact on others when making decisions.

- _____ 13. Tries to look at everybody's side of a disagreement before making a decision.
- _____ 14. Is thoughtful with his/her speech and actions.
- _____ 15. Demonstrates awareness of the competitive landscape.
- _____ 16. Often begins presentations by stating its importance and/or connection to the bigger picture.
- _____ 17. Regularly speaks with employees at various levels of the organization.
- _____ 18. Is consistently friendly, warm, and thoughtful in relationships with others.
- _____ 19. Encourages the development of others.
- _____ 20. Speaks and/or acts as if s/he is the center of the universe.
- _____ 21. Regularly refers to the company's mission, priorities, and/or values.
- _____ 22. Puts the needs of the organization and employees above their own.
- _____ 23. Periodically reaches out to customers or reviews customer satisfaction survey results.
- _____ 24. Others would describe this person as having a big heart.
- _____ 25. Is aware of recent industry trends.
- _____ 26. Is primarily motivated by the impact the work can have on customers.
- _____ 27. Assigns tasks without fully appreciating what it will take and/or the impact on others or the organization.
- _____ 28. Uses lots of I's in emails and when speaking with others.
- _____ 29. Understands and appreciates the work of others' across the organization.
- _____ 30. Shares control and recognition on projects.