

360-Degree Leadership Benchmarking Survey

1. Survey Directions

Dear Peer, Colleague, Team Member, Client etc.

You have been selected to offer feedback on (add leader's name here) leadership style by completing the following 360 Degree Leadership Benchmarking Survey.

Your answers will be compiled with feedback from several other peers, colleagues, other team members and clients and will therefore will be completely anonymous. This information will be used to help set goals and objectives for (add leader's name here) as well as drive his/her ongoing development.

We ask that you complete this short survey within 3 business days of receiving this notice.

Your participation is very highly valued.

Best Regards, Joseph Scott - www.TheCoachingRoom.com.au

All queries to Joseph Scott on 1300 858 089 or joseph.scott@thecoachingroom.com.au

2. Participant Demographics

1. Which of these best describes you?

- Other - Peer, Colleague, Team Member etc.
- The Leader (self analysis)

3. Leadership Benchmarks - Being Benchmarks

*** 2. Leadership Benchmark 1 - Authenticity; being and then acting from one's true self without masks or personas, being real or true to oneself, to one's gifts, talents, values and vision.**

Please rate this Leader's level of authenticity by selecting the statement that most closely describes their actions and behaviours:

This Leader is willing to pay the price to live up to their highest values and visions, and not follow the path of least resistance. They are willing to stand out from the crowd. They are comfortable with, and confident about themselves.

This Leader takes a stand on an unpopular issues, speaking with energy, emotion and enthusiasm about the things they care about and are willing to have it cost personally and/or professionally.

This Leader mostly speaks and acts congruently, they speak from their true opinions, even when in conflict socially/politically/with peers.

This Leader occasionally speaks and acts in ways that reveal their true heart and views. They are mostly trying to please others, fit in and or conform.

This Leader speaks and acts in ways that hide the truth, they sometimes don't sound believable because of tone or volume, their style sometimes doesn't match the content of words.

This Leader uses personas to trick, acts as a 'yes' person to whatever is socially, professionally or politically useful/correct. They lack the congruence to confront or be in conflict, and hesitate when in such.

360-Degree Leadership Benchmarking Survey

* 3. Leadership Benchmark 2 - Congruence; applying key principles to self so that one walks the talk - internal alignment

Please rate this Leader's level of congruence by selecting the statement that most closely describes their actions and behaviours:

This Leader is constantly talking, inquiring and exploring how to apply improvement to self. They eagerly invite feedback and explore feedback when given (unprompted). This Leader receives/pursues coaching/mentoring for personal alignment.

This Leader applies most things to self first (rarely asks others to do what they won't) and is constantly seeking to continuously learn, develop and improve. This Leader has few incongruences and searches for feedback.

This Leader applies many things to self, asks about how one can apply things to self better, receives some form of coaching/mentoring and seeks some feedback from others.

This Leader applies a few things to self, but is mostly focussed on what others are doing or are not doing. Some incongruence exists in lifestyle/work ethic.

This Leader thinks about how something might apply to self, but shows no evidence of applying such.

This Leader never talks about or applies anything to self, talks only about what others should apply to themselves.

* 4. Leadership Benchmark 3 - Integrity; Being as good as one's word, impeccably honest and fair-minded.

Please rate this Leader's level of integrity by selecting the statement that most closely describes their actions and behaviours:

This Leader comes through on promises even at great personal/professional expense (resources - financial resources, time, energy etc.).

The lifestyle, work ethic and actions of this Leader are in alignment. This Leader immediately makes amends or communicates well about a challenge when not able to come through on their word.

This Leader mostly does (acts on) what they say they will do - 75%+ of the time. This Leader is mostly open to correction and feedback when making amends.

This Leader comes through on 50% or more of what they say they will do, as well as acknowledging misalignment between words and actions, sometimes making excuses, sometime get defensive.

This Leader talks about coming through on promises or ideas, but evidence little to no behaviours that match words. This Leader breaks agreements without making it open or explicit.

This Leader's behaviours show no relationship to their words, promises or commitments. No mention of the difference between words and behaviours. This Leader offers lies and deceptions, presenting themselves in ways that do not fit reality.

4. Leadership Benchmarks - Doing Benchmarks

* 5. Leadership Benchmark 4 - Collaboration; operating as a team player, co-operating with others efficiently and effectively to an agreed outcome.

Please rate this Leader's level of collaboration by selecting the statement that most closely describes their actions and behaviours:

This Leader adds value to a team, creating a sense of teamwork and cooperation, forming/performing as part of a high performance unit.

This Leader follows the lead of another, supporting them in a project, contributing ideas that support teamwork and cooperation.

This Leader forms part of a team project, assisting a team, coaching, helping a group to become a cohesive team.

This Leader is supportive of others in a project, collaborating with them on something that contributes to their own success.

This Leader talks about collaborating, but does not get around to doing such, mostly keeps things (eg. information) to self and not sharing.

This Leader does not participate with others, keeping completely to self other than being highly directive, criticising others and what others are trying to do.

* 6. Leadership Benchmark 5 - Contribution; giving of one's self to others, serving from the organisation's values and principles.

Please rate this Leader's level of contribution by selecting the statement that most closely describes their actions and behaviours:

This Leader leads out in new ventures, contributing discoveries back to the organisation, making internal networking possible, creating new routes to market, new products and/or services.

This Leader regularly contributes to work groups, participating in coaching/mentoring programmes, helping out on specialised projects, monitoring work groups, sharing ideas and best practices.

This Leader contributes by writing posts/blogs/articles, offering ideas, suggestions, referring people for professional development, networking with others, starting development groups etc.

This Leader promotes the organisation and principles, occasionally participating in work groups, trainings/events, networking with a few others.

This Leader shows no indication of promoting the organisation other than perhaps writing one or two posts/blogs/articles a year, showing up for some training events, or not.

This Leader shows no indication of having given anything back to the organisation. Holding back from giving ideas, generally not available to invest energy into projects, programmes etc.

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* 7. Leadership Benchmark 6 - Communicating; sharing and disclosing in ways that are appropriate, clear, precise, engaging and compelling.

Please rate this Leader's level of communication by selecting the statement that most closely describes their actions and behaviours:

This Leader is able to create crystal clear images and visions for the mind - that move people to take action, succinctly & precisely with regard to their next steps or call to action.

This Leader is able to effectively match and pace people, call them into a forum, mostly able to get to the point, be succinct, with precise descriptions.

This Leader is able to put into words the hopes of others and get close to making their point, not 100% clear or precise in use of words.

This Leader's oral and written words are partly focused on a vision, still half or more about 'self', very talkative, uninspirational.

This Leader uses a moderate amount of words, suggesting a vision or dream, communication is mostly vague, fluffy and undefined.

This Leader uses no or few words or communications that lead forth to anything new or different, mainly complaints or dislikes.

* 8. Leadership Benchmark 7 - Pioneering; leading or moving out into new areas in thought and vision.

Please rate this Leader's level of pioneering by selecting the statement that most closely describes their actions and behaviours:

This Leader consistently sets frames for solving problems, setting forth a vision of a new possibility, inviting and inspiring others to share the dream and co-invent solutions.

This Leader takes steps to work on a solution, inviting others into the process, looking at what works and and what doesn't, writing posts/blogs/articles about such, networking with others, setting up a project to explore such.

This leader explores market gaps with lots of solution-focused questions, inviting people to brainstorm about solutions, researching what solutions have already been explored or developed etc.

This Leader explores, talks, questions about a problem gap that needs to be addressed, asking problem focused questions about it.

This Leader talks about new directions, but does nothing, talks about needs, problems and complaints.

This leader shares nothing, pioneers nothing, gets by doing only what is necessary, keeps to self.