

Feedback that fuels **success.**

Leadership Navigator® for Organizational Leaders

360° SAMPLE REPORT

Organizational Leader Frequency Sample Report Pages

(Reports available electronically
or printed & bound.)

Feedback Report For:

Sample Participant
.....

Job Title:

Sample Job Title
.....

Report Printed:

February 24, 2015
.....

Boss Name:

Linda Hill
.....

Surveys Received:

1 Self

1 Boss

8 Peers

5 Direct Reports
.....



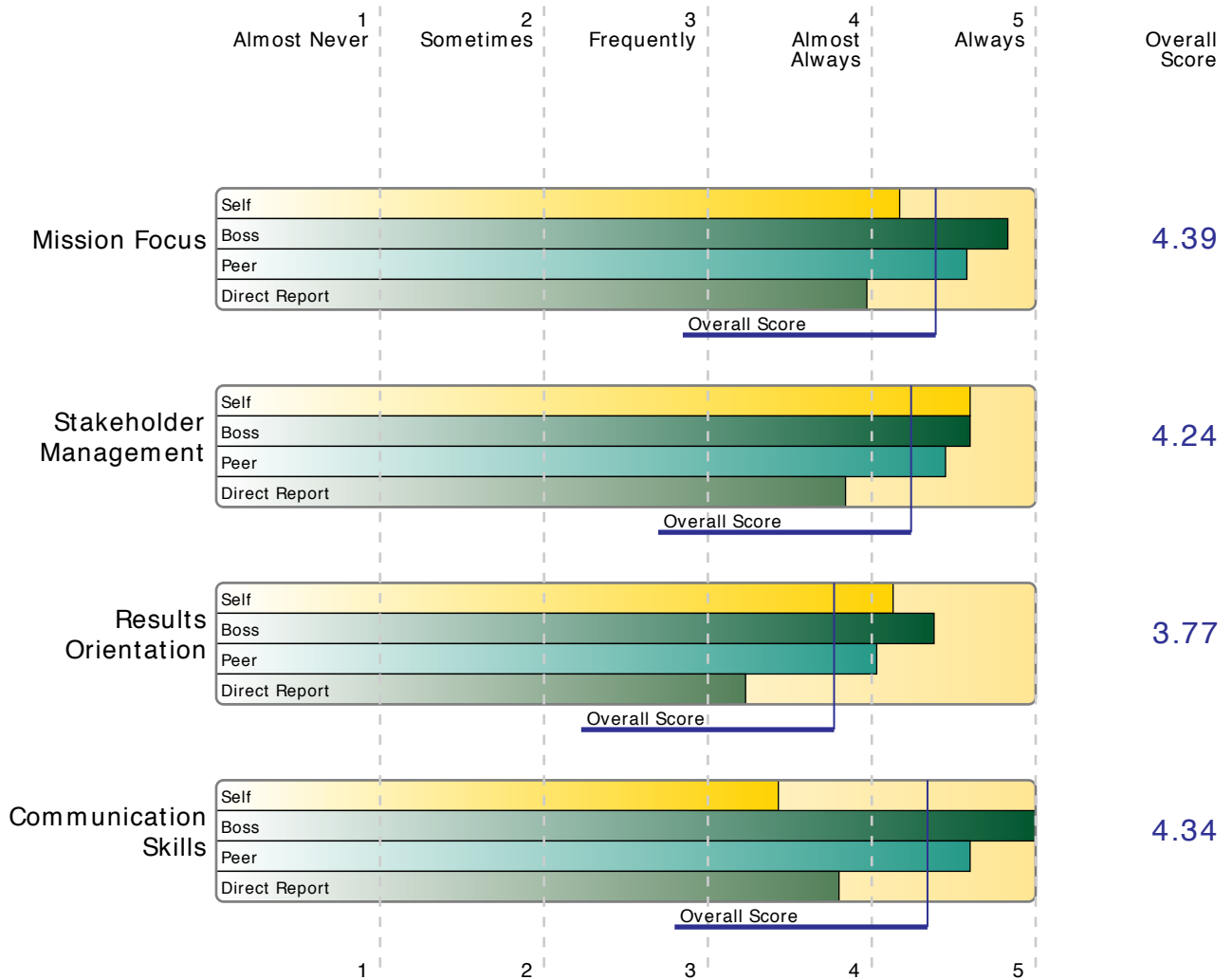


Notes

Optional: Your logo here throughout report.



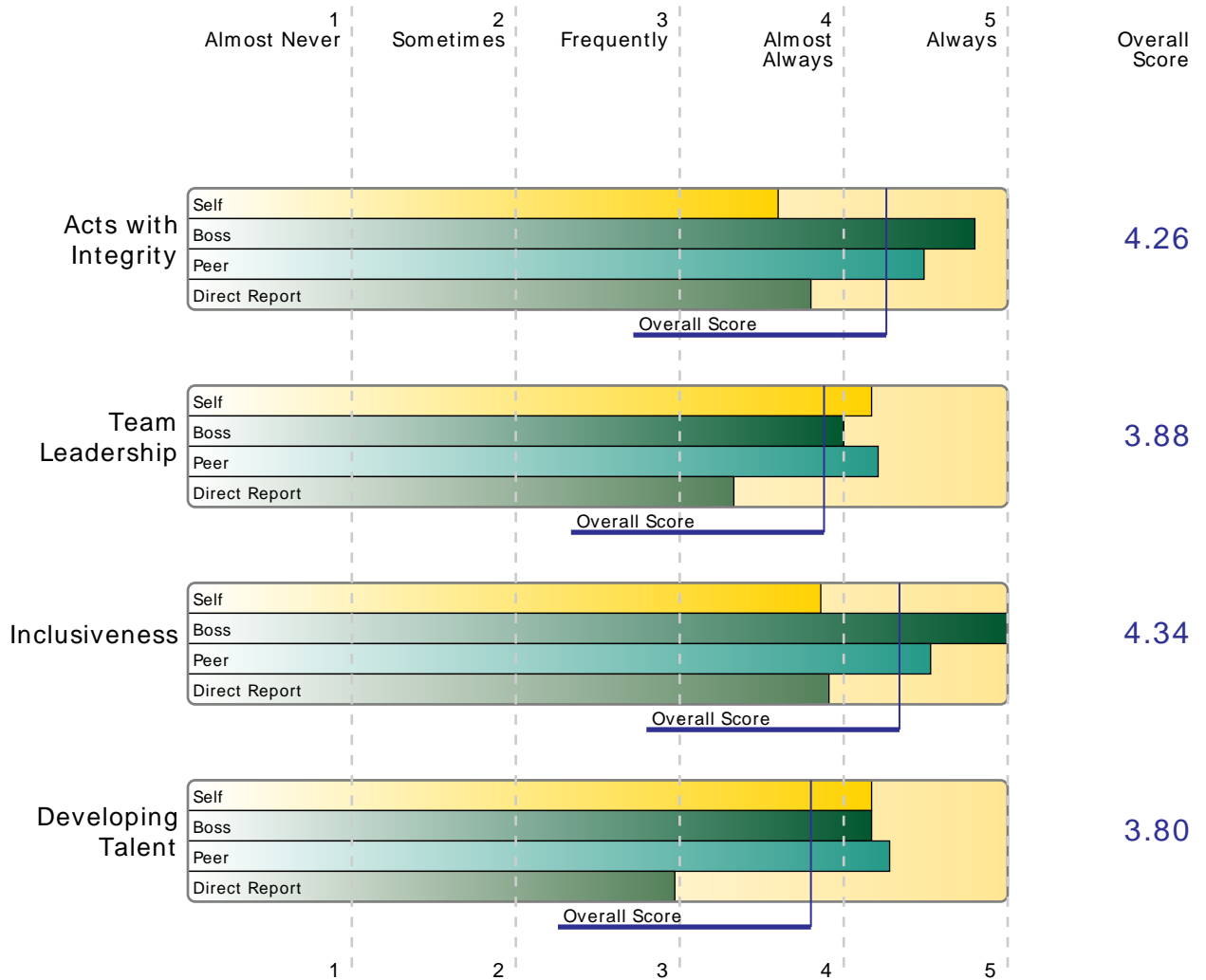
Overall Competency Ratings by Rater Group



Overall scores by rater group make it easy to see trends.



Overall Competency Ratings by Rater Group





Overall competency ratings page provides a quick overview of all the feedback and illustrates variation in the ratings.



Unexpected Strengths and Blind Spots

Unexpected Strengths

Areas for which others rated you an average of 4.25 or higher, AND you rated yourself at least 1 point lower than others rated you. Others see you performing these behaviors well, but you see yourself as having room to improve.

Competency		Self	Overall Score
Communication Skills	24. Asks clarifying questions to confirm understanding.	3.00	4.43
Communication Skills	21. Adjusts message according to the audience.	2.00	4.43
Mission Focus	1. Understands historical, economic and political factors that affect the organization.	3.00	4.38
Acts with Integrity	28. Follows through on commitments.	3.00	4.36
Acts with Integrity	27. Gives credit to others for their good work.	2.00	4.31
Inclusiveness	44. Encourages others to express diverse opinions.	3.00	4.29
Inclusiveness	40. Shows respect for others, regardless of position or background.	3.00	4.29

Blind Spots

Areas for which others rated you an average of 3.75 or lower, AND you rated yourself at least 1 point higher than others rated you. You see yourself performing these behaviors better than others do.

Competency		Self	Overall Score
Team Leadership	36. Leads by example.	5.00	3.57
Developing Talent	50. Sets appropriate development goals with direct reports.	5.00	3.57
Results Orientation	14. Effectively prioritizes initiatives, projects, and tasks.	5.00	3.73

Blind Spots page highlights any significant gaps in self-awareness.



Focus on Strengths and Development Needs

Strengths

Competency	Your 10 Highest Rated Behaviors	Self vs. Others				Overall Score
		Self	Boss	Peer	Direct Report	
Inclusiveness	39. Confronts inappropriate behavior in others.	5.00	5.00	4.63	4.20	4.50
Communication Skills	22. Expresses ideas clearly and concisely.	4.00	5.00	4.63	4.20	4.50
Stakeholder Management	10. Effectively balances competing needs of multiple stakeholders.	4.00	5.00	4.75	4.00	4.50
Mission Focus	6. Manages budgets according to the organization's priorities.	5.00	5.00	4.63	4.20	4.50
Mission Focus	5. Demonstrates passion for the organization's mission.	4.00	5.00	4.63	4.20	4.50
Mission Focus	3. Promotes the organization's mission to others.	5.00	4.00	4.75	4.20	4.50
Inclusiveness	43. Treats people with different backgrounds as equals.	4.00	5.00	4.71	4.00	4.46
Communication Skills	25. Shares information with others as needed.	4.00	5.00	4.86	3.80	4.46
Inclusiveness	38. Values diversity.	4.00	5.00	4.63	4.00	4.43
Acts with Integrity	30. Says what he/she means.	4.00	5.00	4.50	4.20	4.43

Development Needs

Competency	Your 10 Lowest Rated Behaviors	Self vs. Others				Overall Score
		Self	Boss	Peer	Direct Report	
Results Orientation	16. Sets challenging, yet appropriate, goals.	4.00	3.00	3.75	3.20	3.50
Developing Talent	49. Understands strengths and weaknesses of his/her direct reports.	3.00	2.00	4.13	2.80	3.50
Results Orientation	18. Proactively addresses issues before they become problems.	4.00	3.00	3.88	3.20	3.57
Team Leadership	36. Leads by example.	5.00	4.00	3.88	3.00	3.57
Developing Talent	50. Sets appropriate development goals with direct reports.	5.00	5.00	4.25	2.20	3.57
Results Orientation	13. Delegates initiatives, projects, and tasks appropriately.	4.00	5.00	3.88	3.20	3.71
Team Leadership	33. Makes sure his/her team has adequate resources to succeed.	3.00	3.00	4.25	3.00	3.71
Team Leadership	37. Gets his/her team working toward shared goals.	4.00	4.00	4.00	3.20	3.71
Results Orientation	14. Effectively prioritizes initiatives, projects, and tasks.	5.00	4.00	4.00	3.25	3.73
Results Orientation	17. Stays abreast of progress on key projects, initiatives and goals.	4.00	5.00	4.25	3.00	3.86

Highlights lowest and highest scores to help set priorities.