



Summary Report

Participant Name : Steve Brown

Survey Name : Leadership Perspectives 360 Survey

Report Date : 3/15/2004

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Shares thoughts, feelings & rationale.:

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Key Actions	Strength	Target	Need	Gap
Shares his/her concerns regarding situations, projects or issues.	4.2	4.00		0.20
Discloses appropriate personal experiences to help build trust in coaching situations.	4.3	4.00		0.30
Is comfortable disclosing what (s)he knows about a situation or business rationale, as appropriate.	4.5	4.00		0.50
Is open with me and my coworkers and shares his/her feelings on important issues.	4.2	4.00		0.20
Explains the benefits of a newly delegated responsibility or task.	4.3	4.00		0.30
Summary	Overall Score = 4.30		Scale Used: 1 - 5	
			Target Set = 4.00	

Asks for help & encourages involvement.:

Asks for help & encourages involvement

Key Actions	Strength	Target	Need	Gap
Makes sure (s)he gets input from appropriate team members before making a decision.		4.0		
Is good at helping others overcome barriers and identify the resources they need.	4.2	4.00		0.20
Incorporates other's suggestions as part of a plan instead of doing it all by himself/herself.		4.0		
Regularly asks for my help and encourages others' involvement.	4.2	4.00		0.20
Asks for other people's ideas, opinions, or solutions.		4.0		
Summary	Overall Score = 4.08		Scale Used: 1 - 5	
			Target Set = 4.00	

Listens & responds with empathy:

Listens & responds with empathy.

Key Actions	Strength	Target	Need	Gap
Lets others know that (s)he "hears" and understands how they feel before moving on in a discussion.		4.00	3.8	-0.20
Is good at listening to others and responding with empathy.		4.0		
Is good at understanding how others' feel.		4.00	3.8	-0.20
Creates an environment in which others feel comfortable expressing their feelings, good or bad.		4.00	3.8	-0.20
Confirms his/her understanding of others by verbally summarizing the emotions and information they express.		4.00	3.8	-0.20
Summary	Overall Score = 3.86		Scale Used: 1 - 5	
			Target Set = 4.00	

Supports other's without removing responsibility.:

Supports other's without removing responsibility.

Key Actions	Strength	Target	Need	Gap
Is comfortable letting others maintain control over tasks when the going gets tough or the stakes go up.	4.1	4.00		0.10
Shows others how to approach a task and then lets them do it on their own.		4.00	3.9	-0.10
Supports team members' ideas even if it isn't the same way (s)he would approach the situation.	4.3	4.00		0.30
Works with others to set up tracking procedures for monitoring the success or achievement of a project.		4.0		
Provides others with support without removing their responsibility.		4.00	3.7	-0.30
Summary	Overall Score = 4.00	Scale Used: 1 - 5	Target Set = 4.00	

Maintains or enhances self esteem:

Maintains or enhances self esteem.

Key Actions	Strength	Target	Need	Gap
Compliments others when they do something well.	4.1	4.00		0.10
Lets others know the value they bring to the organization.		4.00	3.9	-0.10
Lets people know that their accomplishments, ideas and / or suggestions are appreciated.		4.00	3.9	-0.10
Expresses confidence in others' abilities.		4.0		
Maintains and enhances others' self-esteem.		4.00	3.9	-0.10
Summary	Overall Score = 3.94	Scale Used: 1 - 5	Target Set = 4.00	

Average Overall Score: 4.04**Average Overall Target: 4.00****Comments:** What should (s)he continue to do? What should (s)he start doing? What should (s)he stop doing?