



Validation 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	TR	NA	RA (TR-NA)	Ratio (RA/TR)
Shares his/her concerns regarding situations, projects or issues.	7	1	6	86%
Discloses appropriate personal experiences to help build trust in coaching situations.	7	1	6	86%
Is comfortable disclosing what (s)he knows about a situation or business rationale, as appropriate.	7	1	6	86%
Is open with me and my coworkers and shares his/her feelings on important issues.	7	1	6	86%
Explains the benefits of a newly delegated responsibility or task.	7	1	6	86%

Asks for help & encourages involvement.:

Asks for help & encourages involvement

Key Actions	TR	NA	RA (TR-NA)	Ratio (RA/TR)
Makes sure (s)he gets input from appropriate team members before making a decision.	7	2	5	71%
Is good at helping others overcome barriers and identify the resources they need.	7	2	5	71%
Incorporates other's suggestions as part of a plan instead of doing it all by himself/herself.	7	2	5	71%
Regularly asks for my help and encourages others' involvement.	7	2	5	71%
Asks for other people's ideas, opinions, or solutions.	7	2	5	71%

Listens & responds with empathy:

Listens & responds with empathy.

Key Actions	TR	NA	RA (TR-NA)	Ratio (RA/TR)
Lets others know that (s)he "hears" and understands how they feel before moving on in a discussion.	7	1	6	86%
Is good at listening to others and responding with empathy.	7	1	6	86%
Is good at understanding how others' feel.	7	1	6	86%
Creates an environment in which others feel comfortable expressing their feelings, good or bad.	7	1	6	86%
Confirms his/her understanding of others by verbally summarizing the emotions and information they express.	7	2	5	71%

Supports other's without removing responsibility.:

Supports other's without removing responsibility.

Key Actions	TR	NA	RA (TR-NA)	Ratio (RA/TR)
Is comfortable letting others maintain control over tasks when the going gets tough or the stakes go up.	7	0	7	100%
Shows others how to approach a task and then lets them do it on their own.	7	0	7	100%
Supports team members' ideas even if it isn't the same way (s)he would approach the situation.	7	0	7	100%
Works with others to set up tracking procedures for monitoring the success or achievement of a project.	7	0	7	100%
Provides others with support without removing their responsibility.	7	0	7	100%

Maintains or enhances self esteem:

Maintains or enhances self esteem.

Key Actions	TR	NA	RA (TR-NA)	Ratio (RA/TR)
Compliments others when they do something well.	7	0	7	100%
Lets others know the value they bring to the organization.	7	0	7	100%
Lets people know that their accomplishments, ideas and / or suggestions are appreciated.	7	0	7	100%
Expresses confidence in others' abilities.	7	0	7	100%
Maintains and enhances others' self-esteem.	7	0	7	100%

Statistical Summary

Total Skills	5
Total Actions/Questions	25
Total Respondents	7
Total TR	175
Total NA	21
Total RA(TR - NA)	154
Overall Ratio	88%