

# Peer Leadership<sup>TM</sup> 360°

## Insights for Emerging Talent

Leadership skills are needed by more than those with direct reports. It's essential at all levels, and especially for those on a supervisory track. The **Peer Leadership<sup>TM</sup> 360°** measures the foundational traits of leadership, for those who aren't yet formally leaders. It's a powerful tool for providing developmental feedback to independent contributors and emerging talent.

### 360° FEEDBACK ON LEADERSHIP EFFECTIVENESS

Peer Leadership 360° is an online assessment that provides individuals with insightful feedback on their servant leadership skills, and the behaviors that impact their performance and effectiveness. The Peer Leadership 360° focuses on one individual and their interactions with those around them. It is the result of over 40 years of research and experience, examining the relationship between leadership, organizational culture, and organizational effectiveness. The Peer Leadership 360° instrument is designed to be efficient, cost-effective, and extremely rich in practical, developmental feedback.

- **Well-Rounded Insight:** Receive valuable feedback from all directions to get the full picture from superiors, peers, subordinates, and customers.
- **Total Confidentiality:** Respondents give feedback, knowing their responses are being collected by an outside, secure source. Names are not attached to ratings or comments.
- **Efficiency and Effectiveness:** User-friendly and easy to access, it takes less than 20 minutes to complete.

### PRIORITIZED AND ACTION ORIENTED RESULTS

Peer Leadership 360° results are colorful, graphic, and easy to read. But the reports go beyond just the ratings. Each dimension is prioritized based on developmental opportunities and includes both positive comments and developmental suggestions - so the individual knows exactly where to invest their energies. Done over time, Peer Leadership 360° tracks developmental progress and compares results to those of others in the organization, as well as a database of leaders across the world.

### LEADERSHIP QUALITIES

The Peer Leadership 360° measures the individual's leadership qualities in these 8 dimensions:

- Internal Motivation
- Adaptability/Flexibility
- Ability to Receive Feedback
- Helpfulness/Others Centricity
- Adult to Adult Communication
- Responsibility/Emotional Maturity
- Honest/Trustworthy/Respectable
- Effectiveness

