360 and development plan

# 360

## Leadership Trait Questionnaire (LTQ)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Rater 1 | Rater 2 | Rater 3 | Rater 4 | Rater 5 | Average rating | Self-rating |
| Articulate | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Perceptive | 2 | 5 | 3 | 3 | 3 | 3.2 | 4 |
| Self-confident | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Self-assured | 5 | 3 | 4 | 4 | 4 | 4 | 4 |
| Persistent | 1 | 5 | 4 | 3 | 2 | 2 | 3 |
| Determined | 5 | 4 | 3 | 3 | 3 | 3.6 | 4 |
| Trustworthy | 3 | 5 | 4 | 3 | 4 | 3.8 | 4 |
| Dependable | 3 | 5 | 4 | 4 | 4 | 4 | 4 |
| Friendly | 4 | 5 | 4 | 4 | 4 | 4.2 | 3 |
| Outgoing | 3 | 5 | 5 | 5 | 4 | 4.4 | 4 |
| Conscientious | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Diligent | 3 | 4 | 3 | 3 | 3 | 3.2 | 4 |
| Sensitive | 1 | 2 | 1 | 1 | 1 | 1.2 | 1 |
| Empathic | 1 | 1 | 1 | 1 | 1 | 1 | 1 |

## Skills inventory

Technical skill: 25/30  
Human skill: 12/30  
Conceptual skill: 26/30

## Style Questionnaire

Task score: 20  
Relationship score: 15  
Total: 35/50

## Situational Leadership Situation 1: Development level: 4 Very capable and confident Action: A

Situation 2:   
Development level: 2 Unable but confident Action: C

Situation 3:   
Development level: 3 Capable but unwilling Action: C

Situation 4:   
Development level: 3 Capable but unwilling Action: D

## Least preferred Coworker Measure (LPC)

Score: 60/144

## Path-Goal Leadership Questionnaire

Directive style: 24/35  
Supportive style: 20/35  
Participative style: 15/35  
Achievement-oriented style: 30/35

## LMX 7 Questionnaire

Score 22/35

## Multifactor Leadership Questionnaire (MLQ) Form 5X-Short

Transformation Leadership Style: 5/20  
Transactional Leadership Styles: 7/8  
Passive/Avoidant Leadership Style: 2/8

## Servant Leadership Questionnaire

Emotional healing: 16/28  
Community value: 0/28  
conceptual skills: 24/28  
empowering: 20/28  
Helping subordinates grow and succeed: 8/28  
Behaving ethically: 12/28

## Authentic Leadership Self- Assessment Questionnaire

## self-awareness: 24/24 internalized moral perspective: 15/24 balanced processing: 18/24 relational transparency: 17/24

## Team Excellence and Collaborative Team Leader Questionnaire

Team: 12/28  
Leadership: 22/28

# Development plan

Goal: Increase attention span

|  |  |
| --- | --- |
| Development activities | Target Dates |
| Put phone on mute while working | Week 1 and ongoing |
| Read 30 min a day | Week 3 and ongoing |
| Learn how to meditate | Week 4 and ongoing |
| Exercise | Week 6 and ongoing |

Support / Resources Needed:  
Tea  
Relaxing music  
A book  
A quite place

Measures of Success:  
2 hours of continuous work I don’t like.  
Better control of my emotions