



### **360 Interview Guide — Confidential**

As you know, I'm working with [client] as a coach. He/she selected you as someone that has experience working with him/her, and who can speak to your experience regarding [client's] leadership effectiveness. All of your comments in this interview are confidential — the purpose is to gather insight and feedback that will assist [client] in expanding his/her leadership ability. Do you have any questions before we begin?

**Question: What is your general experience working with the client?**

**Interviewee:**

**Interviewee:**

**Interviewee:**

**Summary Notes:**

**Question: What are the attributes that you think are the client's greatest strengths as a leader?**

**Interviewee:**

**Interviewee:**

**Interviewee:**

**Summary Notes:**

*(continued next page)*

**Question: What weaknesses do you think hinder the client's effectiveness as a leader?**

**Interviewee:**

**Interviewee:**

**Interviewee:**

**Summary Notes:**

**Question: If the client were able to strengthen one key area as a leader, what area do you think would have the most impact?**

**Interviewee:**

**Interviewee:**

**Interviewee:**

**Summary Notes:**

*(continued next page)*

**Question: How would you describe the client's leadership style under pressure or stress?**

**Interviewee:**

**Interviewee:**

**Interviewee:**

**Summary Notes:**

**Question: How would you describe the client's ability to influence or inspire commitment in others?**

**Interviewee:**

**Interviewee:**

**Interviewee:**

**Summary Notes:**

*(continued next page)*

**Question: Custom question**

***Interviewee:***

***Interviewee:***

***Interviewee:***

***Summary Notes:***

**Question: Custom question**

***Interviewee:***

***Interviewee:***

***Interviewee:***

***Summary Notes:***