# 360° LEADERSHIP FEEDBACK REPORT

**Participant: Alice Smith**

Position: CEO

Organization: Acme Corp

Survey: Demo 360 Survey (Self/Manager/Peer)

Assessment Period: September 1, 2025 - September 15, 2025

Report Generated: September 1, 2025

**CONFIDENTIAL**

*This report contains confidential feedback for development purposes only.*

# Introduction & Overview

This 360-degree feedback report presents perspectives from multiple sources to support your leadership development. The feedback comes from colleagues who work with you in different capacities, providing a comprehensive view of your leadership effectiveness.

**Rating Scale:**

This report uses a 5-point scale where:
• 5 = Exceptional/Outstanding
• 4 = Strong/Highly Effective
• 3 = Good/Effective
• 2 = Developing/Needs Improvement
• 1 = Significant Development Needed

## Participation Summary

|  |  |  |  |
| --- | --- | --- | --- |
| Feedback Source | Invited | Responded | Response Rate |
| Self | 6 | 6 | 100% |
| Manager | 2 | 2 | 100% |
| Peer | 2 | 2 | 100% |
| Reportee | 2 | 2 | 100% |

## Overall Results Summary

|  |  |  |  |
| --- | --- | --- | --- |
| Leadership Area | Overall Score | Visual Scale | Performance Level |
| Presence | 3.42 | █ █ █ ▌ ░ | Developing Area |
| Purpose | 4.04 | █ █ █ █ ▌ | Strong Performance |

# Detailed Results by Leadership Area

## Presence

**Overall Category Score: 3.42 - Developing Area**

|  |  |  |  |
| --- | --- | --- | --- |
| Feedback Source | Average Score | Visual Scale | # Questions |
| Self | 3.17 | █ █ █ ▌ ░ | 1 |
| Manager | 3.00 | █ █ █ ░ ░ | 1 |
| Peer | 3.50 | █ █ █ ▌ ░ | 1 |
| Reportee | 4.00 | █ █ █ █ ░ | 1 |

### Question-Level Results

|  |  |
| --- | --- |
| How effectively does this leader demonstrate executive presence in high-stakes situations? | **Score** | **Visual Scale (1-5)** |
| Self (6 responses) | **3.17** █ █ █ ▌ ░ *(4,3,3,2,5,2)* |
| Manager (2 responses) | **3.00** █ █ █ ░ ░ *(3,3)* |
| Peer (2 responses) | **3.50** █ █ █ ▌ ░ *(4,3)* |
| Reportee (2 responses) | **4.00** █ █ █ █ ░ *(5,3)* |

## Purpose

**Overall Category Score: 4.04 - Strong Performance**

|  |  |  |  |
| --- | --- | --- | --- |
| Feedback Source | Average Score | Visual Scale | # Questions |
| Self | 3.17 | █ █ █ ▌ ░ | 1 |
| Manager | 3.50 | █ █ █ ▌ ░ | 1 |
| Peer | 4.50 | █ █ █ █ ▌ | 1 |
| Reportee | 5.00 | █ █ █ █ █ | 1 |

### Question-Level Results

|  |  |
| --- | --- |
| To what extent does this leader’s sense of purpose incorporate positive impacts on society and a sustainable legacy? | **Score** | **Visual Scale (1-5)** |
| Self (6 responses) | **3.17** █ █ █ ▌ ░ *(1,4,3,4,3,4)* |
| Manager (2 responses) | **3.50** █ █ █ ▌ ░ *(4,3)* |
| Peer (2 responses) | **4.50** █ █ █ █ ▌ *(4,5)* |
| Reportee (2 responses) | **5.00** █ █ █ █ █ *(5,5)* |

# Development Recommendations

## Key Strengths

Build on these areas of strength:

• Purpose: 4.04 - Strong Performance

## Development Priorities

Focus development efforts on these areas:

• Presence: 3.42 - Developing Area

## Next Steps

1. Review your detailed results and identify specific behaviors to develop

2. Discuss this feedback with your manager or coach

3. Create a development plan focusing on 1-2 priority areas

4. Seek opportunities to practice new behaviors

5. Request ongoing feedback to track your progress