# 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 | 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 | # Questions |
| Self | 3.17 | 1 |
| Manager | 3.00 | 1 |
| Peer | 3.50 | 1 |
| Reportee | 4.00 | 1 |

### Question-Level Results

**Question: How effectively does this leader demonstrate executive presence in high-stakes situations?**

|  |  |  |  |
| --- | --- | --- | --- |
| Source | Score | Responses | Individual Scores |
| Self | 3.17 | 6 | 4,3,3,2,5,2 |
| Manager | 3.00 | 2 | 3,3 |
| Peer | 3.50 | 2 | 4,3 |
| Reportee | 4.00 | 2 | 5,3 |

## Purpose

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

|  |  |  |
| --- | --- | --- |
| Feedback Source | Average Score | # Questions |
| Self | 3.17 | 1 |
| Manager | 3.50 | 1 |
| Peer | 4.50 | 1 |
| Reportee | 5.00 | 1 |

### Question-Level Results

**Question: To what extent does this leader’s sense of purpose incorporate positive impacts on society and a sustainable legacy?**

|  |  |  |  |
| --- | --- | --- | --- |
| Source | Score | Responses | Individual Scores |
| Self | 3.17 | 6 | 1,4,3,4,3,4 |
| Manager | 3.50 | 2 | 4,3 |
| Peer | 4.50 | 2 | 4,5 |
| Reportee | 5.00 | 2 | 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