



LEADERFIED 360 FEEDBACK REPORT

James Bird Guess International Success Academy has identified four fundamental areas (communication, leadership, trust, and conflict) that are linked to individual employee and team performance based on our research of over 20,000 supervisors, managers, directors, and executives from corporations, non-profits, government organizations, and colleges and universities.

The Leaderfied 360 Assessment was developed to measure the health of teams for supervisors, managers and business leaders, to ensure employees are engaged to deliver their best performance. Leaderfied will also determine if managers and leaders are “highly effective,” “average,” or “ineffective” when leading their teams and diagnose potential areas for training and improvement.

The Leaderfied 360 assessment statements measure the most critical areas for managers and leaders — those areas highly correlated to organizational outcomes including: **employee performance, team productivity, staff retention and turnover, safety and workplace accidents, customer satisfaction, employee motivation, absenteeism, team conflict and more.**

The effectiveness of managers and leaders is measured by the average rating, which is the average of the eleven assessment statements displayed below. The higher the score (with a maximum score of 5), the more effective the manager or leader, and the more the organization’s employees are engaged to perform their best work and achieve goals and objectives.

L1: My manager encourages feedback, suggestions and opinions.

L2: I trust my direct manager.

L3: My manager is approachable.

L4: We receive recognition for our individual and team efforts from our manager.

L5: I rarely think about looking for a job with a new organization.

L6: We are all treated fairly and favoritism is never an issue.

L7: The expectations of my role and goals have been clearly communicated.

L8: My manager cares about my personal and professional growth.

L9: When my manager provides feedback it’s delivered in a helpful rather than hurtful way.

L10: My manager consistently does what she/he says she/he will do.

L11: My manager coaches his/her staff to further their development.

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John Doe 360 Survey

1. Please select your relationship to the person receiving feedback.

Direct report	66.7%	<div><div></div></div>	6
Primary manager	22.2%	<div><div></div></div>	2
Peer/Colleague	0.0%	<div><div></div></div>	0
Other (client, vendor, etc...)	11.1%	<div><div></div></div>	1
Total			9

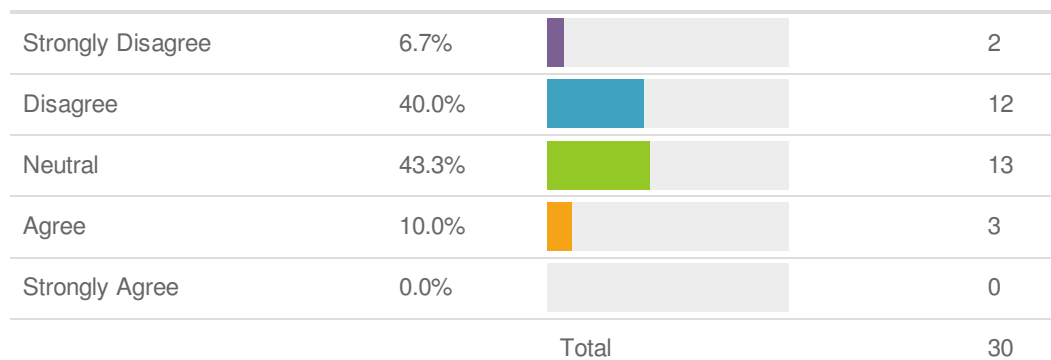
2. My manager encourages feedback, suggestions and opinions.

Strongly Disagree	6.7%	<div><div></div></div>	2
Disagree	13.3%	<div><div></div></div>	4
Neutral	43.3%	<div><div></div></div>	13
Agree	23.3%	<div><div></div></div>	7
Strongly Agree	13.3%	<div><div></div></div>	4
Total			30

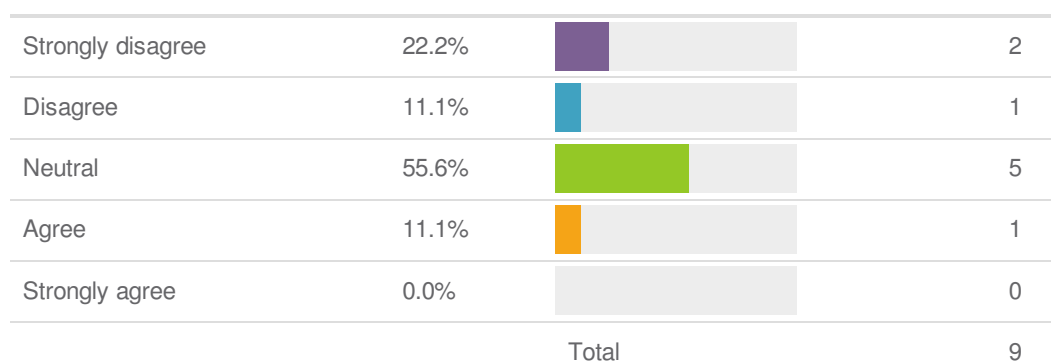
3. I trust my manager.

Strongly Disagree	3.3%	<div><div></div></div>	1
Disagree	50.0%	<div><div></div></div>	15
Neutral	30.0%	<div><div></div></div>	9
Agree	16.7%	<div><div></div></div>	5
Strongly Agree	0.0%	<div><div></div></div>	0
Total			30

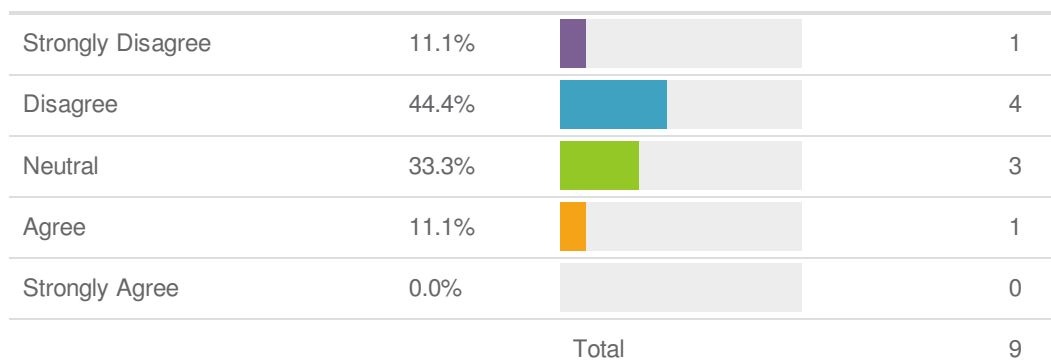
4. My manager is approachable.



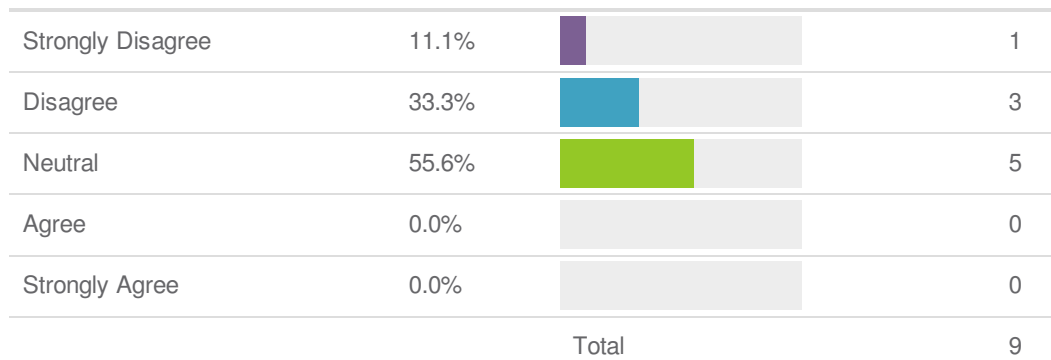
5. We receive recognition for our individual and team efforts from our manager.



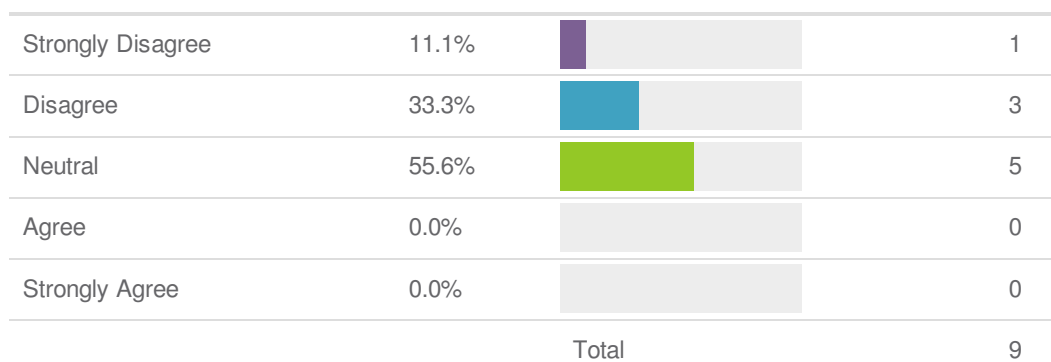
6. I rarely think about looking for a job with a new organization.



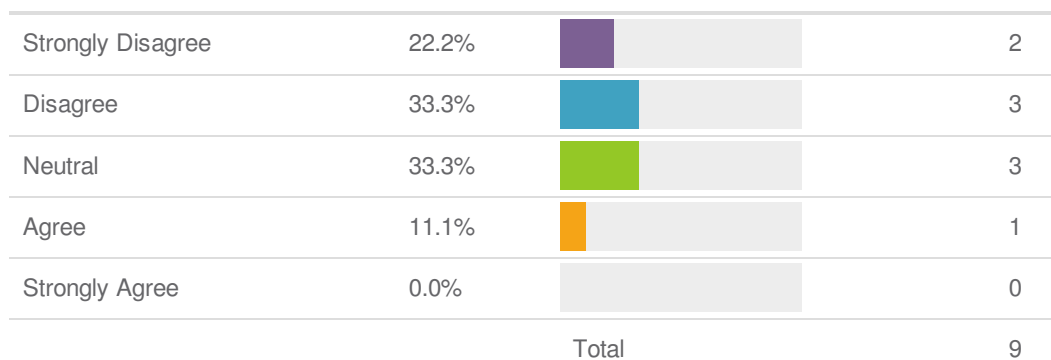
7. We are all treated fairly and favoritism is never an issue.



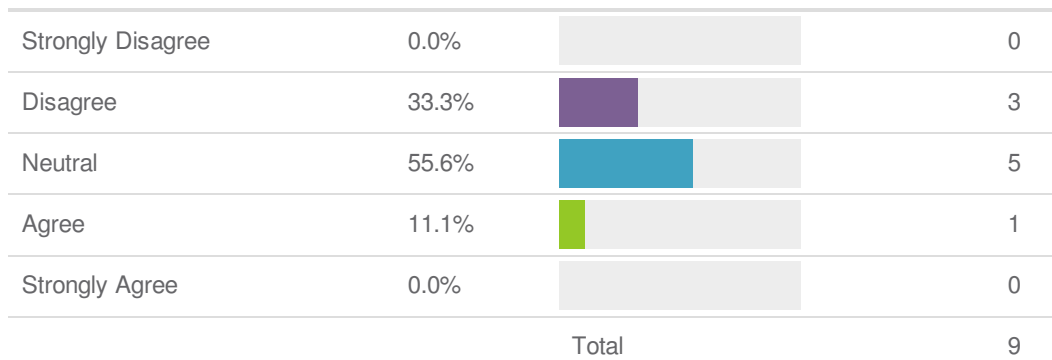
8. The expectations of my role and goals have been clearly communicated.



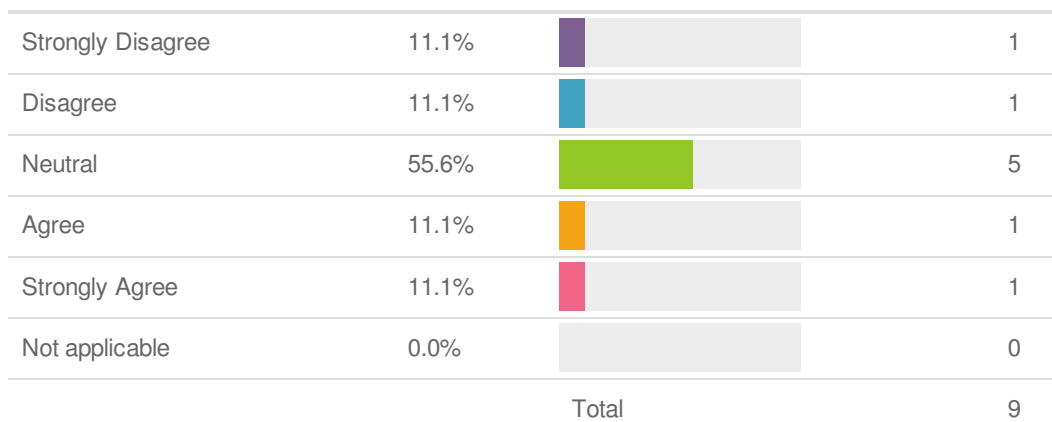
9. My manager/supervisor cares about my personal and professional growth.



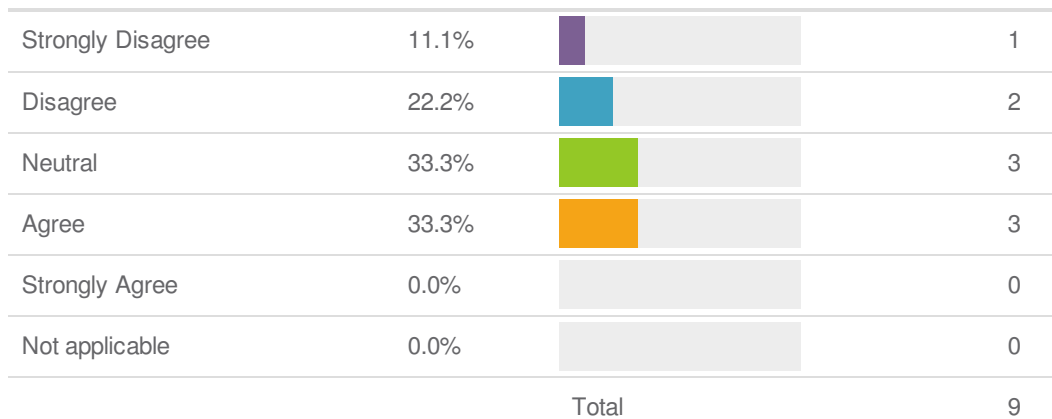
10. When my manager/supervisor provides feedback it's delivered in a helpful rather than hurtful way.



11. My manager consistently does what she/he says she/he will do.



12. My manager coaches his/her staff to further their development.



13. To help me achieve a higher level of performance, what should my manager stop doing?

Count	Response
1	STOP: - keeping employees in the dark about what's coming.
1	Stop - Micromanaging, Stop expecting "perfection" and set realistic expectations.
1	complaining about staff.
1	fcc
1	micromanaging and being unclear.
1	micromanaging.
1	n a
1	na
1	Stop taking so long to resolve issues. Stop putting off going paperless. Stop creating more work with spreadsheets, forms & note entries.

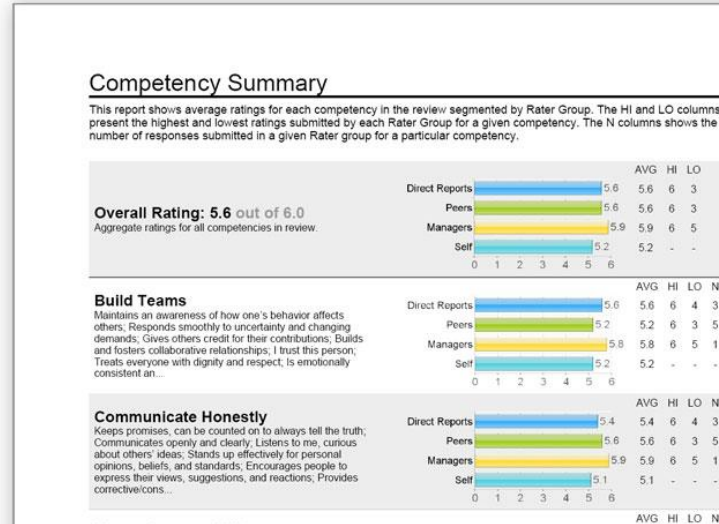
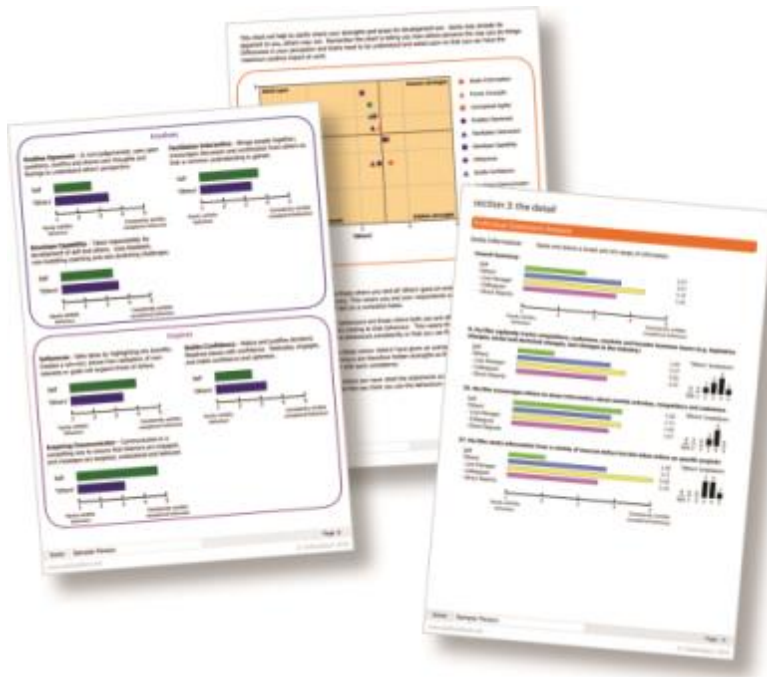
14. To help me achieve a higher level of performance, what should my manager keep doing?

Count	Response
1	Having our back when other departments blame us.
1	Keep - mutual support among peers, can do attitude
1	Keep having short and purposeful meetings but spend more time on keeping us in the loop.
1	Trying to improve.
1	communicating goals and roles.
1	communicating our goals.
1	fce
2	na

15. To help me achieve a higher level of performance, what should my manager start doing?

Count	Response
1	Praising and recognizing our performance.
1	Start- Allowing and expecting employees to succeed.
1	coaching staff.
2	na
1	recognizing.
1	wf
1	Start hiring temporary employees to help with the work load. Start taking less time to replace employees that have left the company. This places so much stress on the remaining employees who already have heavy workloads then have to take more on.
1	Start encouraging independent and critical thinking, sharing of ideas and fostering a positive work environment and sense of community. Start giving people an incentive to stay here.

Remarkable Reporting. Our cache of data reporting tools includes dynamic interactive 360 reports with direct export to PowerPoint, Excel, PDF; detailed graphs and averages of data as well as simplified single page snapshot reports.



Items By Competency with Importance

