


360 Leadership Assessment Template

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 **360 Leadership Assessment Template**

Instructions

Thank you for taking the time to complete the following survey! Your results will be anonymized and synthesized with other participants' answers. Your candid feedback will help [insert name] develop stronger leadership skills that will benefit their team and organization.

Rating Questions


Please rate the leader's performance for each item using the scale provided. Give examples in the space below whenever possible.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

Displaying Strong Ethics

Does the leader ...

Take accountability for mistakes?	1	2	3	4	5
Work to ensure that everyone is treated fairly?	1	2	3	4	5
Model a strong set of values in daily work?	1	2	3	4	5
Display a high level of honesty?	1	2	3	4	5

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Motivating a Team

Does the leader ...

- | | | | | | |
|---------------------------------------|---|---|---|---|---|
| Share an inspiring vision? | 1 | 2 | 3 | 4 | 5 |
| Convey enthusiasm for group projects? | 1 | 2 | 3 | 4 | 5 |
| Foster an inclusive environment? | 1 | 2 | 3 | 4 | 5 |
| Encourage creative thinking? | 1 | 2 | 3 | 4 | 5 |
| Collaborate effectively with others? | 1 | 2 | 3 | 4 | 5 |
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Encouraging Growth

Does the leader ...

- | | | | | | |
|---|---|---|---|---|---|
| Tailor development plans to individuals' needs? | 1 | 2 | 3 | 4 | 5 |
| Take accountability for mistakes? | 1 | 2 | 3 | 4 | 5 |
| Discuss your professional goals with you? | 1 | 2 | 3 | 4 | 5 |
| Provide effective mentorship and coaching? | 1 | 2 | 3 | 4 | 5 |
| Offer helpful developmental resources? | 1 | 2 | 3 | 4 | 5 |
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Communication

Does the leader ...

- | | | | | | |
|--|---|---|---|---|---|
| Share gratitude often for good work? | 1 | 2 | 3 | 4 | 5 |
| Provide clear direction to guide the team? | 1 | 2 | 3 | 4 | 5 |
| Make expectations clear? | 1 | 2 | 3 | 4 | 5 |
| Share helpful feedback frequently? | 1 | 2 | 3 | 4 | 5 |
| Check in with you often to ask about your needs? | 1 | 2 | 3 | 4 | 5 |
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Decision-Making

Does the leader ...

- | | | | | | |
|--|---|---|---|---|---|
| Make decisions thoughtfully? | 1 | 2 | 3 | 4 | 5 |
| Ask an appropriate range of people for advice? | 1 | 2 | 3 | 4 | 5 |
| Consider unconventional ideas at times? | 1 | 2 | 3 | 4 | 5 |
| Welcome input from the team? | 1 | 2 | 3 | 4 | 5 |
| Make strategically sound decisions? | 1 | 2 | 3 | 4 | 5 |
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Navigating Conflict and Change

Does the leader ...

Help others effectively manage change?	1	2	3	4	5
Effectively mediate disagreements?	1	2	3	4	5
Handle conflict respectfully and productively?	1	2	3	4	5
Display strong problem-solving abilities?	1	2	3	4	5
Welcome opportunities for organizational transformation?	1	2	3	4	5

Additional Feedback

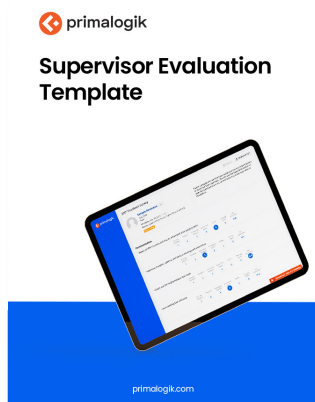
-
1. What should this leader **start** doing to become more effective?

2. What should this leader **stop** doing to become more effective?

3. What should this leader **continue** doing?

Was this helpful?

Take the next step.



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