

# Executive Leader 360 Sample Report



## **Selected Pages from Sample Report**

The following are selected pages from a sample report. The total length of the report is about 50 pages. This excerpt includes examples of a few key pages to help you attain an idea of how the report works. The pages included as examples are:

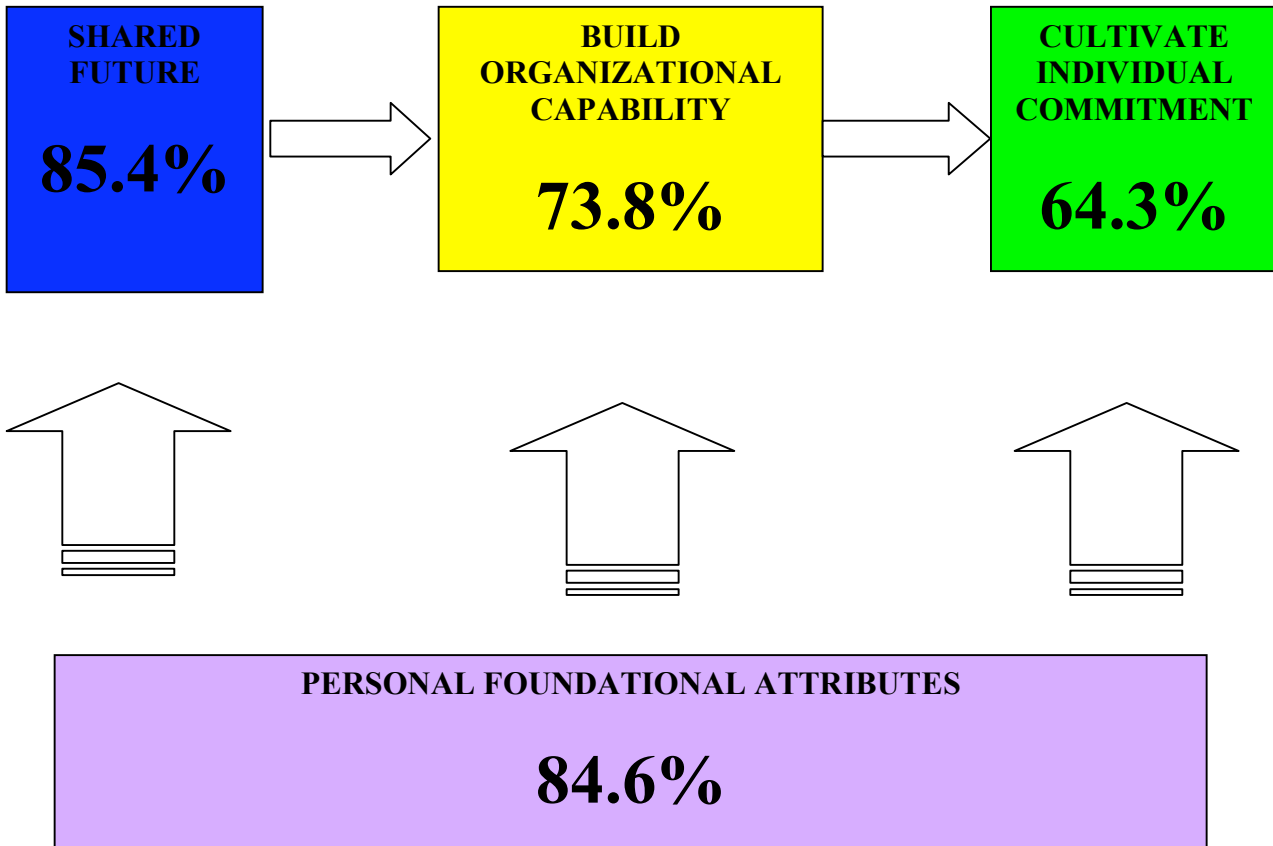
1. Capacity Readiness Picture This page provides a comprehensive overview of summary of the entire report in the four categories.
2. Capability Readiness Factor Comparison This page includes the specific data of all 20 factors measured.
3. The Global View Graph This graph provides a comprehensive comparison of strengths and weaknesses.
4. The Area View This page is a sample of one of the four areas that are measured with five factors in each area
5. The Factor View This page is an example of the 20 different factors that are measured with the factor's specific question are listed.
6. Comments Page All of the specific comments made by those who completed the assessment are included.

Please call or email us if you have any further questions about the Report or the Assessment Process.

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# The Capability Readiness Picture



**Notes:**

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## Capability Readiness Factor Comparison

<b>CREATE SHARED FUTURE</b>	
<b>Vision</b>	<b>98.2%</b>
<b>Ambiguity</b>	<b>75.9%</b>
<b>Risk</b>	<b>83.6%</b>
<b>Priorities</b>	<b>77.8%</b>
<b>Action</b>	<b>91.1%</b>

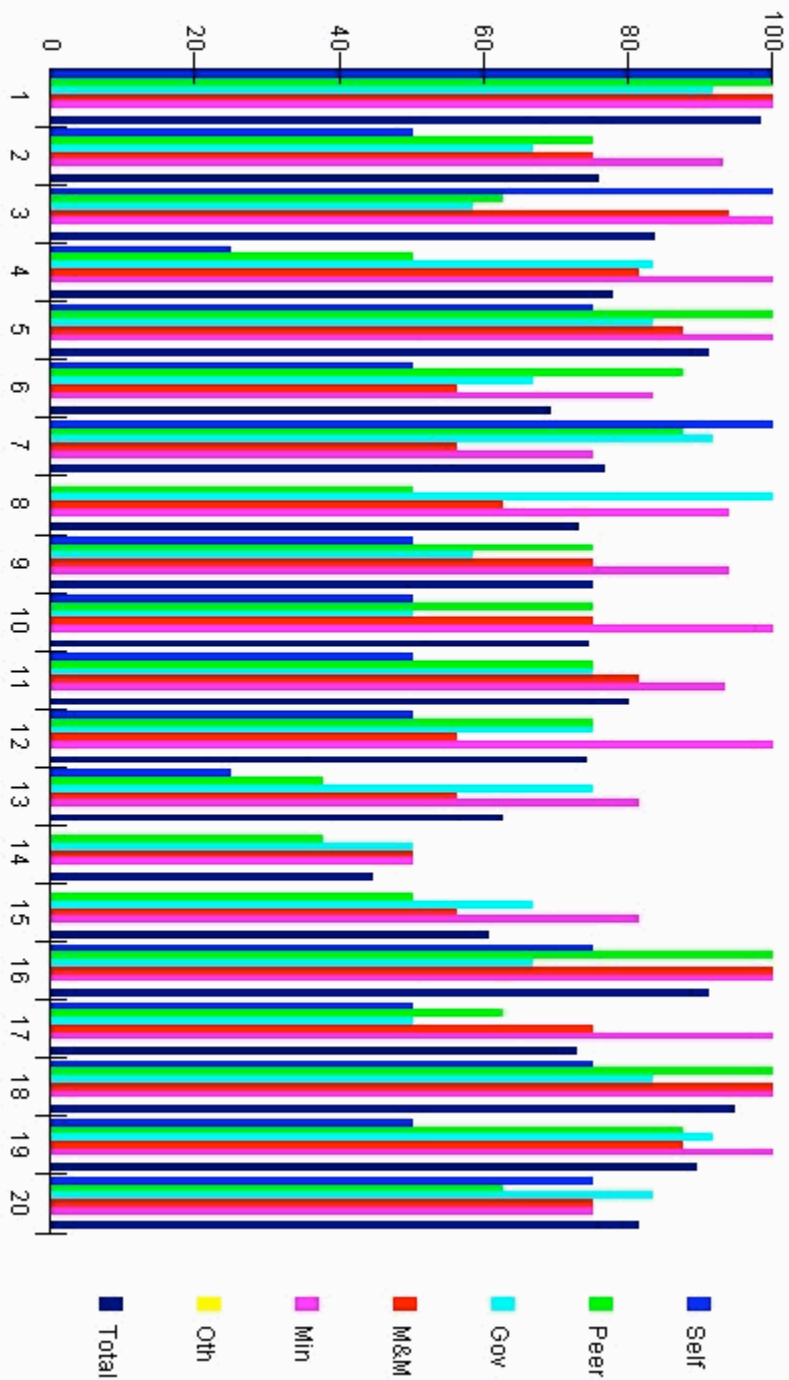
<b>CULTIVATE INDIVIDUAL COMMITMENT</b>	
<b>Relationship</b>	<b>80.0%</b>
<b>Mentoring</b>	<b>74.1%</b>
<b>Persuasion</b>	<b>62.5%</b>
<b>Feedback</b>	<b>44.6%</b>
<b>Conflict</b>	<b>60.7%</b>



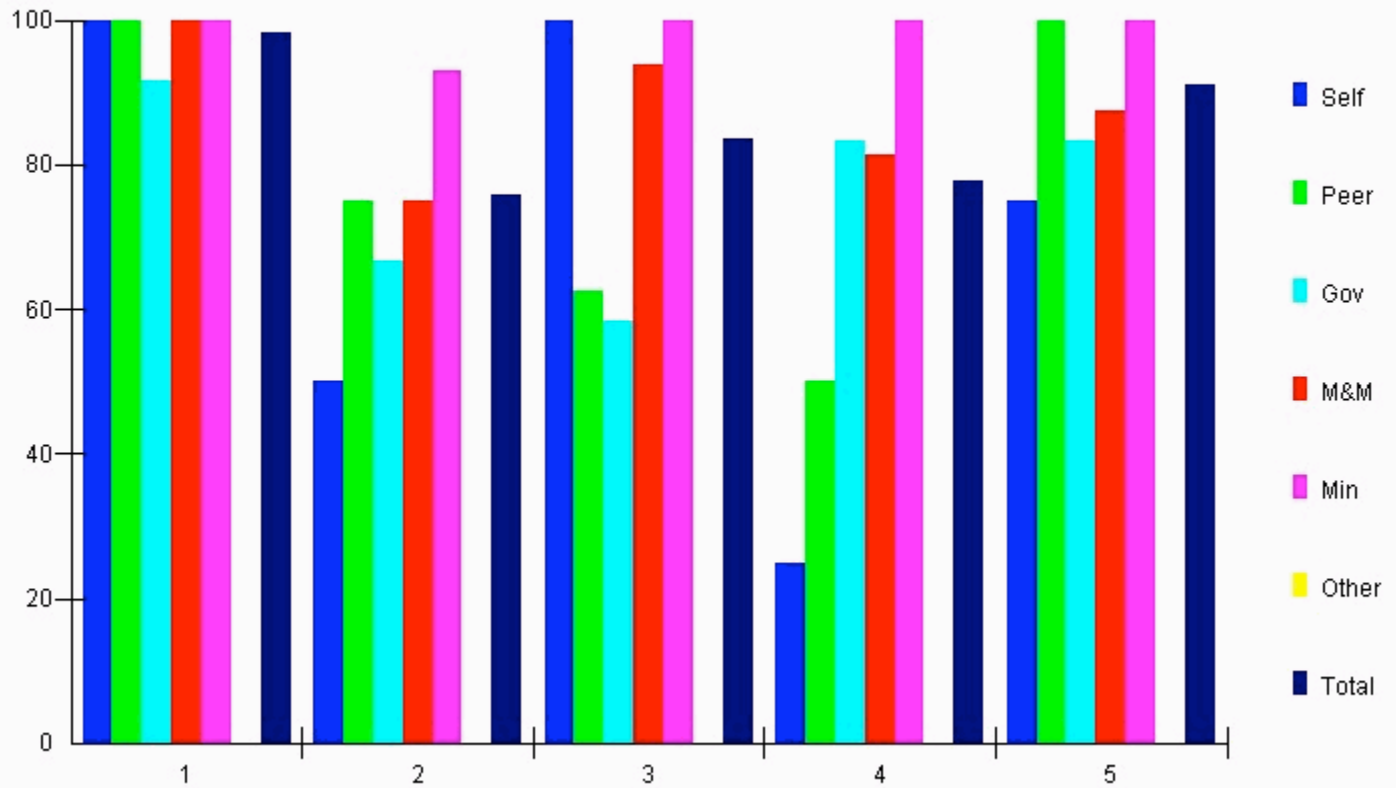
<b>BUILD ORGANIZATIONAL CAPABILITY</b>	
<b>Politics</b>	<b>69.2%</b>
<b>Participation</b>	<b>76.8%</b>
<b>Motivation</b>	<b>73.2%</b>
<b>Decision</b>	<b>75.0%</b>
<b>Teamwork</b>	<b>74.5%</b>

<b>PERSONAL FOUNDATIONAL ATTRIBUTES</b>	
<b>Trust</b>	<b>91.1%</b>
<b>Courage</b>	<b>72.7%</b>
<b>Integrity</b>	<b>94.6%</b>
<b>Maturity</b>	<b>89.3%</b>
<b>Authenticity</b>	<b>75.0%</b>

## The Global View - All Readiness Factors

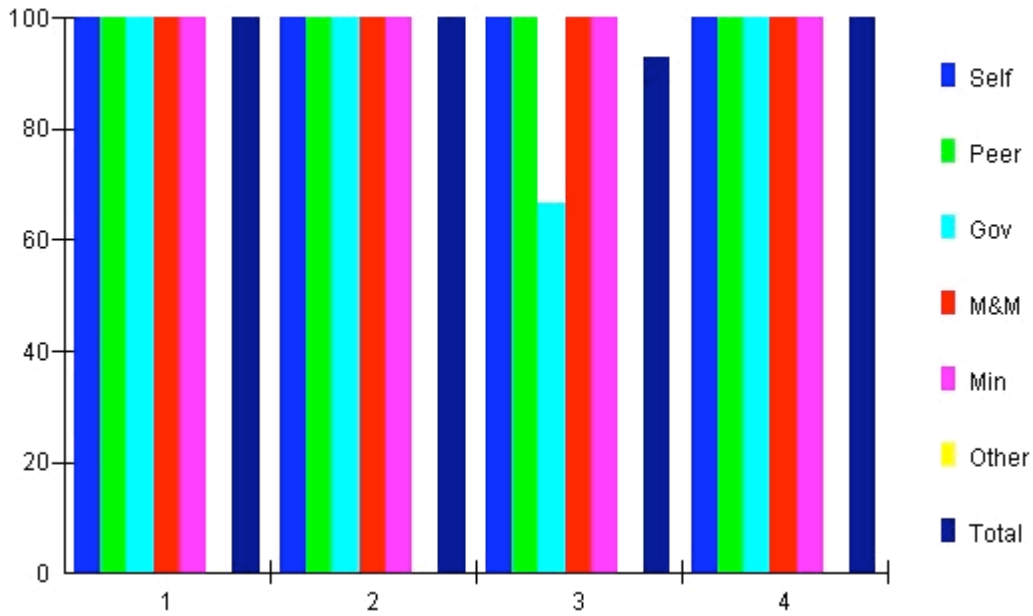


## Create A Shared Future



Topics	Self (N=1)	Peer (N=2)	Gov (N=3)	M&M (N=4)	Min (N=4)	Oth (N=0)	Total (N=14)
<b>A. Vision</b>	100.0%	100.0%	91.7%	100.0%	100.0%	NA%	98.2%
<b>B. Ambiguity</b>	50.0%	75.0%	66.7%	75.0%	92.9%	NA%	75.9%
<b>C. Risk Taking</b>	100.0%	62.5%	58.3%	93.8%	100.0%	NA%	83.6%
<b>D. Priorities</b>	25.0%	50.0%	83.3%	81.3%	100.0%	NA%	77.8%
<b>E. Action</b>	75.0%	100.0%	83.3%	87.5%	100.0%	NA%	91.1%
<b>Total</b>	70.0%	77.5%	76.7%	87.5%	98.6%	NA%	85.4%

## Vision



Questions	Self (N=1)	Peer (N=2)	Gov (N=3)	M&M (N=4)	Min (N=4)	Oth (N=0)	Total (N=14)
<b>3. Is creating broad-based support for a vision of the future for our church organization.</b>	100.0%	100.0%	100.0%	100.0%	100.0%	NA%	100.0%
<b>4. Is good at describing a compelling and inspired picture of the future of our church organization.</b>	100.0%	100.0%	100.0%	100.0%	100.0%	NA%	100.0%
<b>5. Is providing leadership in what the future of our church organization will be.</b>	100.0%	100.0%	66.7%	100.0%	100.0%	NA%	92.9%
<b>6. Is energised by building the future of our church organization..</b>	100.0%	100.0%	100.0%	100.0%	100.0%	NA%	100.0%
<b>Total</b>	100.0%	100.0%	91.7%	100.0%	100.0%	NA%	98.2%

## 7. Comments re Vision:

----- is particularly good at articulating a vision and painting a picture of future possibilities. He would assess this as an important part of his role, I believe. I believe that ----  
----- has transitioned from a tendency to specific "5 year plan" type strategies and vision, towards a more flexible vision and assessment of our future.

----- seems to have a genuine, deep passion for the Future Directions process, he works hard at seeing it's core values passed on to other COC leaders and makes it a priority in all Conference Centre projects

I enjoy, &am motivated by that part of my role that is "selling" the Future Directions process. I think I do it OK

Being new to the role, it is hard to really assess this, but ----- does seem like a classic visionary leader.

----- has the ability to connect with people from all levels of life. He is also a good story teller and is available to plug all these people into the possibilities.

----- is able to articulate a vision for our movement and is enthusiastic in the way that he does it.

As ----- has only been in his position for a short period of time – it may be too early to be certain of his vision BUT he has a passion for the future of the church. Experience has certainly shaped him to understand the need for a dream/vision that has the local churches encouraged by his leadership to take them into meaningful experiences.

Has a very clear idea of the way forward but does not subscribe to the tear it down and start again from scratch method preferring to look at needs of individual congregations who are willing to explore ways of change and reconnection to non christian communities

It is very early days yet in terms of -----'s new role, however, from what I can see so far, I think this is one of -----'s strength areas.

Vision for healthy and culturally-relevant local churches, that are able to effectively impact their communities with the gospel.

----- is a forward thinking person and reads a lot about future and shares the vision he receives from that process

## 12. Comments re Ability to Handle Ambiguity:

----- would much prefer to have certainty in decision making, particularly when considering the response of others to a particular path. ----- would prefer to achieve a consensus view rather than taking a strong position in the face of opposition.

Keeps a cool head, has lots of wisdom, and doesn't have to rush things in order to reach a resolution

Ambiguity might hinder the decision making process but I've never known ----- to stall in any situation, things always keep 'rolling' no matter what

I'm getting better at this...but there is still room for improvement...it's not my "natural" way

----- is able to live and lead with a great deal of ambiguity.

**A good" questioner" who is able to probe for answers and a way forward**

**My answers here reflect a degree of uncertainty given that I have not had much first hand experience in these particular matters, but my impressions are offered here.**

**Well experienced at this. Likes uncertainty, change and experimentation.**

**----- understands the tensions that ambiguity brings but sometimes becomes assertively impatient with the slow to understand or respond**

#### **17. Comments re Risk-Taking:**

**Willing to try new things....**

**I've seen ----- be unconventional in things from choosing staff to details in events planning. I believe it's part of his nature to challenge the mold and be a touch radical in his approach**

**This is where I try to live. I think I do it OK**

**----- is not afraid to push peoples boundaries. At the same time he cares deeply for people and so his risk taking is usually measured and very purposeful.**

**This is a leadership strength**

**New ideas and implementing them is certainly something that ----- thrives on – as he gets older he expresses a greater willingness to take risks**

**Is not reckless but uses reasoned judgment of probability of successful implementation of ideas**

**Again, my answers here reflect a degree of uncertainty given that I have not had any first hand experience in these particular matters. I offer these impressions hoping they are helpful to -----.**

**Prepared to take risks and likes to experiment with new ways of doing things.**

**I sense ----- enjoys taking risks and moving out to the edges of uncertainty**