Leadership Favorable/Unfavorable Development Report

Survey Title:
360 Leadership Development Survey

Administered To:
Suzie Example
Apr 5, 2004
Leadership Favorable/Unfavorable
Development Report

Main Report Section

3. When people are going to be affected by a decision, asks them to participate in it.

\[
\text{Favorable: } 95.2\% \\
\text{Unfavorable: } 4.8\%
\]

- \(n = 21\)
- Mean: 5.86/7
- SD: 1.06
- Mode: */8
- Rank: 19/60

6. Explains how our efforts are affecting not only the bottom line--but employees, customers, owners, and the company.

\[
\text{Favorable: } 75.0\% \\
\text{Unfavorable: } 25.0\%
\]

- \(n = 16\)
- Mean: 5.25/7
- SD: 1.34
- Mode: 6/8
- Rank: 43/60

7. If an individual is unsure of how to do something, makes it safe for that person to say, “I don’t know.”

\[
\text{Favorable: } 94.1\% \\
\text{Unfavorable: } 5.9\%
\]

- \(n = 17\)
- Mean: 6.00/7
- SD: 1.06
- Mode: 6/8
- Rank: 12/60

12. Gives people feedback to help them perform at their best—even when a heated discussion may result.

\[
\text{Favorable: } 78.9\% \\
\text{Unfavorable: } 21.1\%
\]

- \(n = 19\)
- Mean: 5.37/7
- SD: 1.54
- Mode: 6/8
- Rank: 40/60

15. Is able to challenge others’ thinking in ways that minimize defensiveness.

\[
\text{Favorable: } 57.1\% \\
\text{Unfavorable: } 42.9\%
\]

- \(n = 21\)
- Mean: 4.43/7
- SD: 1.60
- Mode: 6/8
- Rank: 58/60

19. Is able to express complex ideas in ways that are clear and unambiguous.

\[
\text{Favorable: } 80.0\% \\
\text{Unfavorable: } 20.0\%
\]

- \(n = 20\)
- Mean: 5.75/7
- SD: 1.29
- Mode: 6/8
- Rank: 22/60

= Favorable  = Neutral  = Unfavorable  * - more than one mode

Results reported in a percent scale  (R) = Reversed Scoring  Rank based on: Descriptive Mean
Leadership Favorable/Unfavorable
Development Report

Main Report Section

27. Is willing to admit mistakes and take responsibility for them.

<table>
<thead>
<tr>
<th>Favorable</th>
<th>Unfavorable</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-10</td>
<td>95.2</td>
</tr>
<tr>
<td>20</td>
<td>21</td>
</tr>
</tbody>
</table>

Mean: 5.90/7  SD: 0.83  Mode: 6/8  Rank: 17/60

30. Looks for opportunities to celebrate successes.

<table>
<thead>
<tr>
<th>Favorable</th>
<th>Unfavorable</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>89.5</td>
</tr>
<tr>
<td>30</td>
<td>19</td>
</tr>
</tbody>
</table>

Mean: 5.63/7  SD: 1.07  Mode: 6/8  Rank: 28/60

32. Treats others with respect, even when he or she is having problems with them.

<table>
<thead>
<tr>
<th>Favorable</th>
<th>Unfavorable</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
<td>73.7</td>
</tr>
<tr>
<td>40</td>
<td>19</td>
</tr>
</tbody>
</table>

Mean: 5.11/7  SD: 1.20  Mode: 6/8  Rank: 46/60

35. Creates an atmosphere where people seldom bad-mouth or mock their teammates.

<table>
<thead>
<tr>
<th>Favorable</th>
<th>Unfavorable</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>23.5</td>
</tr>
<tr>
<td>30</td>
<td>52.9</td>
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</table>

Mean: 4.88/7  SD: 1.41  Mode: 6/8  Rank: 50/60

43. Avoids playing favorites when evaluating people.

<table>
<thead>
<tr>
<th>Favorable</th>
<th>Unfavorable</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>63.6</td>
</tr>
<tr>
<td>30</td>
<td>11</td>
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Mean: 4.73/7  SD: 1.49  Mode: 8/8  Rank: 54/60

Visioning

<table>
<thead>
<tr>
<th>Favorable</th>
<th>Unfavorable</th>
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</thead>
<tbody>
<tr>
<td>20</td>
<td>74.6</td>
</tr>
<tr>
<td>30</td>
<td>19</td>
</tr>
</tbody>
</table>

Mean: 5.21/7  SD: 1.44  Mode: 6/8  Rank: 8/8

=R= Reversed Scoring

Results reported in a percent scale

= Favorable  = Neutral  = Unfavorable

Rank based on: Descriptive Mean
Leadership Favorable/Unfavorable Development Report

Administered To: Suzie Example  Date Administered: Apr 5, 2004

Main Report Section

<table>
<thead>
<tr>
<th>Diagnosing</th>
<th>n = 15</th>
<th>Mean: 5.68/7</th>
<th>SD: 1.19</th>
<th>Mode: 8/8</th>
<th>Rank: 2/8</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Favorable</td>
<td>86.8</td>
<td>Unfavorable</td>
<td>10.5</td>
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<table>
<thead>
<tr>
<th>Individual Ability Skills</th>
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<td>Unfavorable</td>
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<table>
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<th>Social Motivation Skills</th>
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<th>SD: 1.35</th>
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<tbody>
<tr>
<td></td>
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<td>77.1</td>
<td>Unfavorable</td>
<td>15.5</td>
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<table>
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<tr>
<th>Social Ability Skills</th>
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<tbody>
<tr>
<td></td>
<td>Favorable</td>
<td>73.1</td>
<td>Unfavorable</td>
<td>10.0</td>
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<table>
<thead>
<tr>
<th>Uses Reward Structure</th>
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<th>SD: 1.15</th>
<th>Mode: 8/8</th>
<th>Rank: 2/8</th>
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<tbody>
<tr>
<td></td>
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<td>86.8</td>
<td>Unfavorable</td>
<td>10.5</td>
<td></td>
</tr>
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= Favorable  = Neutral  = Unfavorable
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