
Leadership Frequency Distribution Report

**Survey Title:
360 Leadership Development Survey**

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

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Date Administered: Apr 5, 2004

Main Report Section

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don't Know
3. When people are going to be affected by a decision, asks them to participate in it.	0.0	0.0	4.8	0.0	33.3	28.6	33.3	0.0
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.	0.0	0.0	14.3	4.8	14.3	33.3	9.5	23.8
n = 21	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."	0.0	0.0	4.8	0.0	14.3	33.3	28.6	19.0
n = 21	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.	0.0	4.8	14.3	0.0	14.3	38.1	19.0	9.5
n = 21	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.	0.0	14.3	23.8	4.8	23.8	28.6	4.8	0.0
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.	0.0	0.0	9.5	9.5	4.8	42.9	28.6	4.8
n = 21	Mean: 5.75/7		SD: 1.29	Mode: 6/8		Rank: 22/60		

* - more than one mode
(R) = Reversed Scoring

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27. Is willing to admit mistakes and take responsibility for them.	0.0	0.0	4.8	0.0	9.5	71.4	14.3	0.0
n = 21	Mean: 5.90/7		SD: 0.83	Mode: 6/8		Rank: 17/60		

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
30. Looks for opportunities to celebrate successes.	0.0	0.0	9.5	0.0	14.3	57.1	9.5	9.5
n = 21	Mean: 5.63/7		SD: 1.07	Mode: 6/8		Rank: 28/60		

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
32. Treats others with respect, even when he or she is having problems with them.	0.0	0.0	15.0	10.0	25.0	40.0	5.0	5.0
n = 20	Mean: 5.11/7		SD: 1.20	Mode: 6/8		Rank: 46/60		

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
35. Creates an atmosphere where people seldom bad-mouth or mock their teammates.	0.0	0.0	20.0	20.0	0.0	40.0	5.0	15.0
n = 20	Mean: 4.88/7		SD: 1.41	Mode: 6/8		Rank: 50/60		

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
43. Avoids playing favorites when evaluating people.	0.0	0.0	19.0	0.0	14.3	14.3	4.8	47.6
n = 21	Mean: 4.73/7		SD: 1.49	Mode: 8/8		Rank: 54/60		

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
Visioning	0.0	3.6	11.9	3.6	11.9	34.5	9.5	25.0
n = 21	Mean: 5.21/7		SD: 1.44	Mode: 6/8		Rank: 8/8		

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Diagnosing	0.0	0.0	6.3	1.6	11.1	27.0	14.3	39.7
n = 21	Mean: 5.68/7 SD: 1.19 Mode: 8/8 Rank: 2/8							

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
Individual Ability Skills	0.0	2.0	8.2	5.4	16.3	34.0	19.0	15.0
n = 21	Mean: 5.52/7 SD: 1.31 Mode: 6/8 Rank: 5/8							

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
Social Motivation Skills	0.0	3.1	11.2	6.7	17.9	37.8	15.1	8.1
n = 21	Mean: 5.32/7 SD: 1.35 Mode: 6/8 Rank: 6/8							

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
Social Ability Skills	0.0	1.6	13.2	8.8	16.5	35.2	12.6	12.1
n = 21	Mean: 5.23/7 SD: 1.34 Mode: 6/8 Rank: 7/8							

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
Uses Reward Structure	0.0	0.0	4.8	1.2	6.6	24.0	9.0	54.5
n = 21	Mean: 5.68/7 SD: 1.15 Mode: 8/8 Rank: 2/8							