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# **Leadership Frequency Distribution Report**

**Survey Title:  
360 Leadership Development Survey**

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

# Leadership Frequency Distribution Report

Administered To: Suzie Example

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							

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don't Know
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							

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don't Know
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							

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don't Know
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							

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don't Know
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							

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don't Know
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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	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
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							

## Visioning

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

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## Main Report Section

	Strongly Disagree	Disagree	Somewhat Disagree	Undecided	Somewhat Agree	Agree	Strongly Agree	Don' t Know
<b>Diagnosing</b>	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
<b>Individual Ability Skills</b>	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
<b>Social Motivation Skills</b>	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
<b>Social Ability Skills</b>	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
<b>Uses Reward Structure</b>	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							