



The PDI 360° Leadership Effectiveness Benchmark Survey©

SAMPLE ONLY

Instructions:

This PDI360° Survey© provides feedback to a participant on areas critical to his/her leadership success in your organization. The statements listed below describe the behaviors required for leadership performance excellence. It is important that you provide thoughtful and candid feedback. All individual responses are 100% confidential.

Notice that your answers will typically range from 1 =Almost Never to 5=Almost Always, with ?= Not Observed.

Almost Never=1 Seldom=2 Sometimes=3 Usually=4 Almost Always=5

Not Observed=?

Capability Category

Organization Skills

1. Effectively organizes and coordinates work activities

Attitude Category

Ethics

2. Follows ethical standards that will not be compromised, even when under pressure.

Initiative Category

Entrepreneurship

3. Takes appropriate, calculated risks to make things happen.

Performance Support Category

Recognition

4. Provides praise and recognition to his/her team for work well done.

Team Building Category

Respect

5. Treats team members with respect, dignity and compassion.

Employee Engagement Category

Autonomy

6. Gives team members appropriate control and freedom in their work -- does not make decisions that others should be making for themselves.

Shared Vision Category

Long-term Goals

- 7. Paints an inspiring “big picture” of where the organization is going in the future and the opportunities it will bring.

Relationship Building Category

Customer/Patient Impact

- 8. When explaining decisions discusses the impact on customers/patients.

Accountability Category

Dependability

- 9. Makes a point of honoring his/her promises and commitments.

Organization Loyalty

- 10. Achieves the goals and objectives his/her team has been assigned.

Customer Loyalty

- 11. His/her team has as excellent reputation of being customer/patient focused.

Employee Loyalty

- 12. When looking back over your interactions with this person; how often was he/she an excellent leader?

OPEN ENDED QUESTIONS

What are this person’s areas of strength that you appreciate, and want them to continue?

In order for this person to be a more effective leader, what areas do they need to improve?

Thank You for your participation!