

Gain the Most from Your 360-Degree Feedback

In partnership with Lynne, maximize the benefits of your feedback through:

Information

Increase your clarity and comfort by understanding the purpose and process of 360 assessment.

Preparation

Decide who your most valuable sources of feedback are and how to best prepare your raters.

Interpretation

Receive nuanced feedback on your strengths and development opportunities through skillful interpretation of input integrated with other sources of information.

Development Planning

Chart your course of action to leverage strengths, address gaps and stretch into higher levels of competency.

360-Degree Assessment

Perception colors reality.

In our inter-connected world, leaders must work with and through others to achieve outcomes. How effectively you do that depends on far more than your knowledge, skills and abilities. It also depends on how others perceive you as a leader, which influences their willingness to collaborate with you or follow your lead.

A well-designed 360-degree assessment can be invaluable for checking the alignment between your self-perception and how others perceive your strengths, gaps, blind spots and potential. Typically, multi-rater (360-degree) feedback is gathered from managers/superiors, peers, direct reports/subordinates and may include mentors, customers and others. LMH Services can provide **skillful implementation and analysis** using state-of-the-art 360-degree assessment tools or one customized for your organization's leadership framework.

360-degree assessment tools can provide nuanced feedback on your strengths and development opportunities in areas including:

- ▶ Leadership competencies
- ▶ Communication style
- ▶ Personal and interpersonal skills
- ▶ Performance dimensions
- ▶ Career stallers and derailers



360-Degree Feedback: The Outside View

Count on **LMH Services** to synthesize your 360 feedback for maximum learning and value.

Contact us to discuss your leadership development interests.