

Ready for some real feedback?

Our 360 Surveys help you better understand yourself and your impact on others – because self-awareness is key to good leadership.

What is a 360 survey?

A 360 survey is a learning and development approach that provides you with an opportunity to gain valuable feedback from a range of different perspectives – your leader, your colleagues, your team, and a selection of your wider stakeholders.

When is a good time to use a 360 survey?

For an individual: A 360 survey is a great option when you're looking to stretch, grow and understand the impact you have on others through identifying your strengths, work-ons and potential blind spots. What might you need to focus on as you position yourself for your next milestone?

For teams and whole organisations: 360 surveys support leaders by providing different perspectives and valuable feedback they may not otherwise receive. They are often used to assist leadership teams in understanding their individual and collective impact, improving team dynamics, and building high performance across a business.

360 surveys are also a great support tool for building strategic learning and development plans based on desired leadership skills, capabilities and behaviours.

How do 360 surveys work?

You can expect to engage in the following process:

- Support to get clear on why you're doing a 360 survey and which tool is a best fit
- Discussions and confirmation on who is best placed to give you honest and open feedback. Agreed contacts complete the 360 survey online
- CVL prepares your 360 report and you engage in a 1:1 debrief with a CVL coach on the contents of your report and how to get value from the insights (90-120 minute session)
- As part of your debrief, you agree next steps for how you'll use the insights from the report.

What types of 360 survey do we offer?

At CVL we offer three unique 360 options: (1) Leadership Practices Survey; (2) Emotional Intelligence Survey; or (3) a tailored 360 survey unique to your business and leadership needs.

Some business choose to run 360's on a 12-18 month cycle to support ongoing development.



What does the Leadership Practices 360 Survey cover?

Our CVL Leadership Practices 360 Survey is based on the Leadership Diamond Model developed by Dr Peter Koestenbaum. The model has 4 key areas of focus which are measured as part of the process:

- **Vision:** including the measurement of thinking big, creating possibilities and systems thinking.
- **Reality:** including measurement on the ability to stay in touch with performance and leverage what is required to get results.
- **Courage:** including measurement on sustained initiative and risk taking, and personal resilience.
- **Service:** including measurement on being in service to others, coaching and developing team members and building strong relationships.

The Leadership Practices 360 Survey is best suited to individuals who have management responsibilities for a team.

What does the Emotional Intelligence 360 Survey cover?

Our CVL Emotional Intelligence 360 Survey is based on the Emotional Intelligence model by Daniel Goleman. Again, the model has 4 key areas of focus which are measured as part of the 360 process:

- **Emotional energy and motivation:** including the ability to influence self and others, tailor approaches to motivate and have positive impact.
- **Self-awareness:** including understanding how emotions influence yourself and others.
- **Empathy and relationship skills:** including an ability to create empathetic connections and recognise others emotional state.
- **Harnessing emotions:** including the ability to maintain self-control and handle stress.

This survey suits anyone who would like increase their own self-awareness and further develop personal emotional intelligence.

Privacy statement

Privacy is paramount to CVL. For all CVL created 360 surveys we have only one administrator and facilitator who can access the results. When tailoring a bespoke 360 survey we use a professional supplier who meets privacy requirements and are happy to run a specific privacy assessment with you before starting.

360 reports are private to the individual. We are clear with clients that we will not release a report to anyone other than the individual. The individual may then choose to share their report further if they wish.