



Welcome!

We're excited to partner with you on this important step in your professional growth. The 360-Degree Assessment is a powerful tool designed to give you clear, actionable insights into your leadership effectiveness. It will help you leverage your strengths and identify specific areas where you can expand your impact.

This guide will walk you through the process, outline what you can expect to gain, and explain the time commitment involved.

The 360-Degree Assessment: Expanding Your Career Impact

At the heart of this assessment is the **Competing Values Framework (CVF)**, a trusted model that helps leaders understand and balance the diverse demands of their role. Through this assessment, you'll receive **confidential feedback** from the people you work with every day: your manager, peers, direct reports, and your own self-reflection.

The result is a well-rounded, multi-perspective view of your leadership across the CVF's core competency areas, including roles such as:

Mentor (supporting and developing others)

Facilitator (building collaboration and trust)

Innovator (driving creativity and change)

Director (providing clarity and vision)

Producer (delivering results and accountability)

Broker (negotiating and building external relationships)

Coordinator (managing projects and processes)

Monitor (tracking performance and ensuring standards are met)



The Process: Step by Step

We've designed a simple, guided process that takes you from setup to a **personalized action plan** for growth. Each step is purposeful, ensuring that your experience is both manageable and meaningful.

Initial Setup

- Identify your manager and 6 peers who will provide confidential feedback. Select people who work with you at least once a week. Please fill out the information in this form: <https://forms.gle/NbYmMZh9r2nzBnU49>
- Email us to receive instructions and receive your CVF profile once you have completed the above mentioned form. Email us at: jmoore@ixeusconsulting.com

Feedback Collection

- Your selected respondents will complete the assessment, rating your leadership behaviors across the CVF roles. Please be sure to let them know that an email will be coming from Ixeus Consulting – Leader4Impact.
- Complete your own self-assessment.

Data Analysis

- Responses are compiled into a report, highlighting strengths, blind spots, and growth opportunities.
- All feedback remains anonymous to ensure honest, constructive input.
- Together in a small group, you'll discuss and interpret the results and explore what they mean for your leadership effectiveness.

Action Planning

- Develop a tailored action plan based on your feedback and career goals.
- Identify practical strategies to leverage strengths and address development areas.

Follow-Up & Support

- In your small group discuss your progress and refine your action plan.
- Access resources and ongoing support to keep your development on track.



Step 1: Setting up your assessment. Your first step is to identify your manager and 6 peers who will provide confidential feedback. Select people who work with you at least once a week. Please fill out the information in this form: <https://forms.gle/NbYmMZh9r2nzBnU49>

The key is to select people who know you. If you are not currently in a job choose 6 people who work with you in a non-profit or other community project. Email us to receive instructions and receive your CVF profile once you have completed the above mentioned form. Email us at: jmoore@ixeusconsulting.com

Step 2: Learn the CVF Framework. To help you get the most out of your results, we ask that you familiarize yourself with the Competing Values Framework (CVF) that the assessment is built upon. Please choose the format that works best for you:

- **Watch** this introductory video: <https://youtu.be/UvAnrdikHcY?feature=shared>
- **Listen** to this podcast episode: [The Competing Values Framework.wav](#) (found in your resource files)
- **Read** this overview document: [CVF intro.pdf](#) (found in your resource files)

Step 3: First online meeting. Once you receive your CVF self-assessment report, you'll be invited to join a small group of young professionals who are also working to strengthen their leadership effectiveness. Please email us to confirm the date and time of your small group session.

Step 4: The Assessment. Reach out to the coworkers you've selected and share a bit about your coaching journey. Let them know the assessment focuses on workplace behaviors and preferences, and that their responses will remain completely confidential—you will not see their individual answers. Encourage them to be open and honest, as their feedback is essential for you to gain an accurate understanding of your strengths and areas for growth.

Step 5: Confidential Report. After the feedback window closes, we will compile the responses into a comprehensive and confidential report. Your raters' feedback will be averaged to ensure confidentiality and encourage candid responses.

Step 6: Debrief & Coaching Session. You will participate in a small group debriefing session with one of our certified coaches. In this session, we will walk you through your report, help you interpret the results, and begin building a focused, actionable development plan tailored to your personal and professional goals.



Outcomes: What You Will Gain

Our goal is to empower you with the clarity and tools needed to elevate your leadership effectiveness. By the end of this process, you will have:

- **Greater Self-Awareness:** A clear understanding of how your leadership style is perceived by others.
- **Identified Strengths:** A validated view of your core leadership strengths to leverage more intentionally.
- **Pinpointed Blind Spots:** Insight into potential "blind spots" where your impact may differ from your intent.
- **An Actionable Development Plan:** A concrete plan with 1-2 specific, high-impact goals to accelerate your growth.

Your Time Investment

We respect your demanding schedule and have streamlined the process accordingly:

- **For You:**
 - **Initial Discussion & Framework Review:** Approximately 45-60 minutes.
 - **Selecting Raters:** Approximately 15-20 minutes.
 - **Completing Your Self-Assessment:** Approximately 15-20 minutes.
 - **Debrief & Coaching Session:** 90 minutes.
- **For Your Raters:** The assessment is designed to be completed in approximately 15-20 minutes.

We are confident that you will find this process to be an invaluable investment in your professional career. We look forward to supporting you every step of the way.

Sincerely,

The Leader4Impact Team