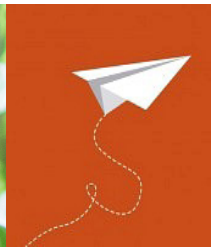


# BENCHMARKS 360° QUESTIONNAIRE



## WHAT IS BENCHMARKS?

This 360° feedback questionnaire assesses the skills required to be successful in leadership roles. It is completed anonymously by a group of peers, subordinates and superiors, and includes a self-report. Feedback of the results provides a powerful opportunity to learn about impact on others, perceived skills and development opportunities.

Benchmarks helps to determine the best development strategy, and gives support through a development process. It is particularly effective when combined with the Myers-Briggs Type Indicator, as individuals receive a self-assessment of their preferences (from MBTI®), alongside feedback from colleagues.

## WHAT ARE THE BENEFITS?

Feedback of the results is a stimulating and enlightening process, enabling people to identify their strengths, develop their skills and relationships. Analysis of working style from a variety of perspectives promotes effective people management and addresses a variety of work place issues. Benchmarks is based on extensive research into the skills crucial for success in middle management and senior executive roles. The ratings are benchmarked against those of other successful leaders - offering two different levels of information: comparison on *16 key leadership skills*, and *derailment factors* that can stall a career.

## 16 KEY LEADERSHIP SUCCESS FACTORS

- Resourcefulness; Doing whatever it takes; Decisiveness; Being a quick learner.
- Confronting problem employees; Change management; Participative management.
- Building and mending relationships; Straightforwardness, composure; Putting people at ease.
- Balance between personal life and work; Respecting differences; Leading employees.
- Compassion and sensitivity; Self-awareness; Career management.

## PROBLEMS THAT CAN STALL A CAREER

- Difficulty in leading teams; Difficulty changing or adapting; Problems with relationships.
- Failure to meet business objectives; Working with a limited field of operation.

## HOW IS BENCHMARKS USED?

Questionnaires are completed online. The results are fed back, and development strategies discussed, in a one-to-one workshop with a qualified practitioner. A detailed Development Planner is included.

