



## **360 SAFARI© Assessment**

The 360 SAFARI© Assessment is an extremely effective evaluation tool for demonstrating how you view yourself and how you are viewed by others. Through the use of an anonymous survey, a 360 assessment allows you to receive honest feedback from your managers, peers and direct reports. This survey examines strengths and weaknesses in six critical leadership areas:

Self Awareness ~ Accountability ~ Fortitude ~ Adaptability ~ Respect ~ Integrity

The SAFARI© assessment consists of an online survey of 84 questions and takes about 20 minutes to complete. The scale of the survey is from 1 (Strongly Disagree) to 5 (Strongly Agree). Participants receive feedback in a format similar to the ones below.

**Sample 360 Safari© Assessment – Results Summary**

	SELF	GROUP	MANAGER
Makes hands on, productive contributions	4	4.55	5
Effectively executes a plan of action	5	4.64	5
Appeals to the minds of others	3	4.27	4
Lorem ipsum dolor sit amet.	4	4.64	5
Maecenas vitae elit non sem aliquet hendrerit	5	4.91	5
Sed turpis quam, tincidunt sit amet, pharetra hendrerit	3	4.55	4
<b>AVERAGE:</b>	<b>4</b>	<b>4.59</b>	<b>4.67</b>
<u>Manager:</u> Sally has great potential as a leader in our business.			
<u>Group:</u>			
1. Sally is an excellent leader. Driven and fair minded in all of her dealings			
2. She is sometimes hard on the people around her who don't always see things her way. She needs to lighten up.			

<b>Sample 360 Safari© Assessment – Group Results Detail</b>						
	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Response Average</b>
<b>Self-Awareness</b>						
Makes hands on, productive contributions	0% (0)	0% (0)	0% (0)	45% (5)	55% (6)	4.55
Effectively executes a plan of action	0% (0)	0% (0)	0% (0)	36% (4)	64% (7)	4.64
Appeals to the minds of others	0% (0)	0% (0)	0% (0)	73% (8)	27% (3)	4.27
Lorem ipsum dolor sit amet.	0% (0)	0% (0)	9% (1)	18%(2)	73%(8)	4.64
Maecenas vitae elit non sem aliquet hendrerit	0% (0)	0% (0)	0% (0)	9% (1)	91% (10)	4.91
Sed turpis quam, tincidunt sit amet, pharetra hendrerit	0% (0)	0% (0)	18% (2)	9% (1)	73% (8)	4.55

After receiving the feedback report, you will work with an experienced 360 Coach who, using very specific questions, will guide you in the development of an individual action plan. Part of this facilitation works to define your hidden strengths and blind spots. The use of these tools has proven time and again to be a very effective way of providing a gap analysis between how you see

Highlights of the 360 SAFARI© Assessment include:

1. 360 SAFARI© Assessment online survey tool to collect feedback on the individual receiving the coaching. The individuals may solicit survey feedback from up to 20 respondents. Invitees may include peers, colleagues, direct reports, and others. This survey takes about 20 minutes to complete.
2. A four hour session with a skilled 360 Coach to review the 360 feedback and develop an action plan.