

THE HIGH PERFORMANCE  
LEADERSHIP COACH  
PROGRAM



*Griffith 360 Degree  
Leadership Survey*

*Leadership Journey*

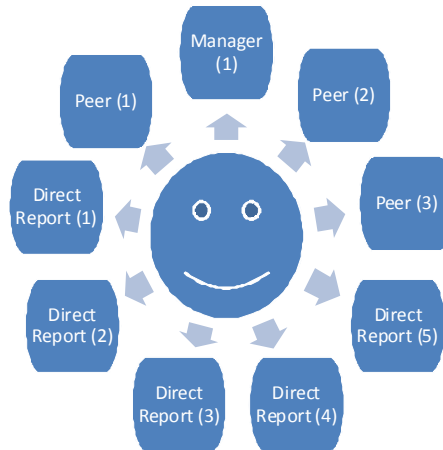
*Leadership Reinvention*





Developing High Performance People

## High Performance Emotional & Social Competence Griffith 360° Leadership Survey Reports



\*Example of a 360 Degree Reporting structure  
(1 x Manager, 3 x Peer and 5 x Direct Report)

### Benefits for the individual and organisation

The insights gained from participating in the 360° process can assist the participant in pursuing their career management and individual development strategy. It offers feedback on the leadership and coaching abilities, gains insight into the complexities of group behaviour whilst further understanding the planning and management of personal development. Better emotional and social intelligence builds personal development, independent and group learning, and employability. The Emotional and Social Competency model used is based on one of the world's most thoroughly validated and widely used models of EI.

The survey measures competencies organised into four clusters: Self-Awareness, Self-Management, Social Awareness, and Relationship Management. To be more specific the four competencies are then divided into twelve leadership modules which are as follows:

Competency	Description
Emotional Self - Awareness	Recognising one's emotions and their effects
Accurate self - Assessment	Knowing one's strengths and limits
Self-confidence	A strong sense of one's self-worth and capabilities
Emotional Self - Control	Keeping disruptive emotions and impulses in check
Achievement	Striving to improve or meet a standard of excellence
Initiative	Readiness to act on opportunities
Optimism	Persistence in pursuing goals despite obstacles and setbacks
Social Competence	Sensing others' feelings and perspectives, and taking an active interest in their concerns
Inspirational Leadership	Guiding and motivating
Developing Others	Bolstering others through feedback and guidance
Conflict Management	Negotiating and resolving disagreements
Team Capabilities	Creating group synergy in pursuing collective goals, Co-operation and team building

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## **Process**

Each participant is given information and instructions for completing the questionnaire which usually takes each participant about 15 minutes to complete. The questionnaire can be sent to up to five (5) other respondents in each area which are their manager, direct reports and peers. The questionnaires are emailed from Griffith Group and completed online by all participants, once completed the reports will be automatically returned to Griffith Group for processing and preparing the reports. The reports are color coded and very easy to understand whilst offering a comprehensive analysis at the same time.

The standard service includes the processing and scoring of responses, generation and provision of individual reports and help-desk assistance.

## **Confidentiality**

It is important to note that in the data collection process, individual respondents cannot see the responses given by others. In addition, the responses given by staff and others are reported as averages, to help ensure confidentiality. The manager's responses are however reported separately, to provide a foundation for development planning and discussions about the participant's role.

A sample questionnaire can be emailed to you upon request.

## **Further information**

For further information regarding the 360° High Performance Emotional & Social Competence Leadership feedback questionnaire and access arrangements please contact Griffith Group on (03) 9499 8099 or [info@griffithconsulting.com](mailto:info@griffithconsulting.com)