CUS Leadership Institute
360 Assessment Tool

Directions: How fully does the leader you are evaluating exhibit each characteristic below? Respond to the following statements using a scale from 1-4; "4" indicates "always & fully" and a "1" indicates "never." Use an N/O to note behaviors you have not had a chance to observe.

Narrative comments are always helpful, especially for explaining items with very low or very high scores. Do NOT include your name on the sheet.

1. Anticipates what is likely to happen and takes precautionary steps.

   1  2  3  4  N/O

   Comments:

2. Considers the bigger picture as s/he looks at a problem, focusing beyond day-to-day realities.

   1  2  3  4  N/O

   Comments:

3. Motivates others to implement change.

   1  2  3  4  N/O

   Comments:

4. Listens intently and actively to others.

   1  2  3  4  N/O

   Comments:

5. Demonstrates a Christian lifestyle.

   1  2  3  4  N/O

   Comments:
6. Seeks first to understand, then to be understood.
   1  2  3  4  N/O
   Comments:

7. Commits first and foremost to serving the needs of others.
   1  2  3  4  N/O
   Comments:

8. Communicates a sense of urgency toward achieving the mission.
   1  2  3  4  N/O
   Comments:

9. Foresees what reasonably could have been foreseen and acts on it before it’s too late.
   1  2  3  4  N/O
   Comments:

10. Maintains a healthy lifestyle.
    1  2  3  4  N/O
    Comments:

11. Meaningfully supports the personal and professional development of others.
    1  2  3  4  N/O
    Comments:

12. Seeks to convince others, rather than coerce them into compliance.
    1  2  3  4  N/O
    Comments:

13. Treats others with dignity and respect.
    1  2  3  4  N/O
14. Actively looks for trends on the horizon that might affect his/her area of responsibility.

   1  2  3  4  N/O

Comments:

15. Nurtures a spirit of cooperation and teamwork throughout the institution.

   1  2  3  4  N/O

Comments:


   1  2  3  4  N/O

Comments:

17. Supports faith development of students and peers.

   1  2  3  4  N/O

Comments:

18. Intuitively understands other people’s unspoken meanings and feelings.

   1  2  3  4  N/O

Comments:

19. Helps others feel appreciated for a job well-done, large or small.

   1  2  3  4  N/O

Comments:

20. Frequently communicates key ideas to everyone who needs to know.

   1  2  3  4  N/O

Comments:

21. Demonstrates openness to criticism and other points of view.

   1  2  3  4  N/O

Comments:
22. Appropriately challenges our processes and procedures to help us improve.

   1     2     3     4     N/O

Comments:

23. Establishes appropriate personal boundaries.

   `  1     2     3     4     N/O

Comments:

24. Has an accurate perception of the strengths and weaknesses of the area for which she/he carries responsibility.

   1     2     3     4     N/O

Comments:

25. Strives to build a more positive community.

   1     2     3     4     N/O

Comments:

26. Manages institution resources for the good of the institution rather than his/her own good.

   1     2     3     4     N/O

Comments:

27. Effectively calms people in stressful situations.

   1     2     3     4     N/O

Comments:

28. Exhibits Christian faith in word and action.

   1     2     3     4     N/O

Comments:

29. Engages others in ways that build trust.

   1     2     3     4     N/O

Comments:
30. Helps others feel hopeful about the future of the institution and its programs.
   1  2  3  4  N/O
   Comments:

31. Makes others want to do an even better job in meeting student needs/goals.
   1  2  3  4  N/O
   Comments:

32. Viewed as someone to be trusted in time of need/distress.
   1  2  3  4  N/O
   Comments:

33. Gives others the freedom we need to do our best.
   1  2  3  4  N/O
   Comments:

34. Establishes a work environment that is challenging, satisfying, and fun.
   1  2  3  4  N/O
   Comments:

35. Communicates a clear and consistent picture of the purpose of the area for which he/she carries responsibility.
   1  2  3  4  N/O
   Comments:

36. Actively looks for ways to eliminate redundant processes and structures that are no longer necessary.
   1  2  3  4  N/O
   Comments:

37. Balances work and home.
   1  2  3  4  N/O
   Comments:
38. Exhibits a high level of personal discipline and sense of responsibility.

   1    2    3    4    N/O

   Comments:

39. Trusts others.

   1    2    3    4    N/O

   Comments:

40. Demonstrates acceptance when proved wrong.

   1    2    3    4    5    N/O

   Comments:

Other thoughts, suggestions, or specific observations you’d like to share:


Thanks for your help!