



Leadership/Impact[®] (L/I) 360

The L/I will be administered online and scored by Human Synergistics, an independent company specializing in training and development materials.

Leadership/Impact is designed to provide people like you with otherwise unavailable feedback on their impact on others as well as the strategies and techniques that account for this impact. Based on the inventory, this feedback report focuses on three major topics:

Effectiveness—your current performance along personal as well as organizational leadership criteria.

Impact on Others—the extent to which you motivate or drive people to behave in constructive versus defensive ways as well as the extent to which you believe you should encourage them to behave in these ways.

Leadership Strategies—the extent to which you personally act in prescriptive versus restrictive ways.

Two forms of the Leadership/Impact inventory are administered to collect the data that is reported:

Description by Others—administered to the people selected by you to describe the leadership strategies you employ, the impact you are currently having on their behavior, and your overall leadership effectiveness.

Self Report—completed by you to identify your self-perceptions of your leadership strategies and to ascertain the impact you ideally would like to have on the behavior of others.

Thus, this feedback report first allows you to review assessments of your current effectiveness as a leader. It then enables you to analyze the impact you are currently having on people in relation to the impact you ideally would like to have. Finally, the report allows you to compare your own impressions of your leadership strategies to your strategies as described by others. These results will enable you to understand how your current leadership strategies are shaping the behavior and performance of others—and to identify and move toward strategies and techniques that are more likely to have the impact you desire.