

## MBI Leadership Assessment



Our 360° Leadership Assessment examines 35 traits, competencies, and behaviors that are essential for a leader's effectiveness. Research has shown that these 35 competencies are distributed among 4 domains: **Character Traits**, **Interpersonal Competencies**, **Strategy and Buy-In**, and **Judgment and Decision Making**.

### *The Essential Leadership Competencies:*

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#### » Character Traits

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- Integrity
- Empathy
- Attitude
- Emotional Control
- Flexibility
- Self-Confidence
- Service Motivation
- Appreciative
- Receptive
- Humility
- Executive Presence

#### » Interpersonal Competencies

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- Open Communication
- Effective Communication
- Teamwork and Collaboration
- Conflict Resolution
- Autonomy
- Delegation
- Coaching and Mentoring
- Professional Growth

#### » Strategy and Buy-In

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- Influence
- Inspirational Vision
- Strategic Thinking
- Presentation Skills
- External Awareness
- Creativity and Innovation
- Problem Identification
- Story Telling

#### » Judgment and Decision Making

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- Judgment
- Decision Making
- Business Savvy
- Big Picture Thinking
- Risk and Reward
- Perspective
- Foresight
- Mistakes

## MBI Leadership Assessment (continued)



### *Benefits of Our Assessment*

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- **Efficient and Confidential** – The assessment is conducted online and is completely confidential.
- **High Rate of Response** – To ensure compliance from raters, the assessment can be completed in less than 10 minutes. Spending more time writing comments is optional.
- **No redundant questions** – The questions are clear and concise. This eliminates the need to ask the same questions multiple ways.
- **Comprehensive** – The 360 feedback report includes all essential competencies and skills for effective leadership, and can include feedback from up to 25 raters.



### *The Assessment Process*

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1. **Set-up:** We set up the assessment and then enter the list of raters.
2. **Feedback:** The system sends out reminder emails to ensure a high response rate.
3. **Report:** Once we have sufficient feedback (usually within about two weeks), we generate a comprehensive report showing a leader's strengths and weaknesses, along with written comments from raters.
4. **Review:** We meet with the stakeholders to review the assessment results, offer perspective and insights, and suggest a plan of development.