vitalenty

LEAD 360

ADAM SMITH
16 APRIL 2024

The Vitalenty Lead360 is one of the most comprehensive leadership 360 assessments available in the world. The goal of this report is to provide the leader with valuable feedback on four main sections. The Vitalenty Lead360 is an organizational tool to help leaders become more effective by increasing their self-awareness. It works on the principle of multi-rater feedback and gives the leader two perceptions of how he or she leads: the leader's perception, and how others see the leader.

This multi-rater feedback process is designed to assist the leader in their professional development. When used effectively, the survey can encourage honest communication between the leader and their colleagues, helping them identify their professional strengths and developmental opportunities, and establish a quantitative baseline that will allow them to assess their progress. It will also allow them the opportunity to improve their skills by being more aware of others' perceptions and observations of their leadership performance

THE INFORMATION HAS BEEN COLLATED AND PRESENTED IN 4 MAIN SECTIONS:

LEADERSHIP IMPACT
01
Analysis of the ratee's leadership intelligence as it relates to leadership effectiveness, emotional intelligence and performance impact

LEADERSHIP STABILITY
02
Indication of leadership behaviours that may derail performance for self and/or others

LEADERSHIP SWOT
03
A matrix analysis indicating leadership strengths, weaknesses, opportunities and threats
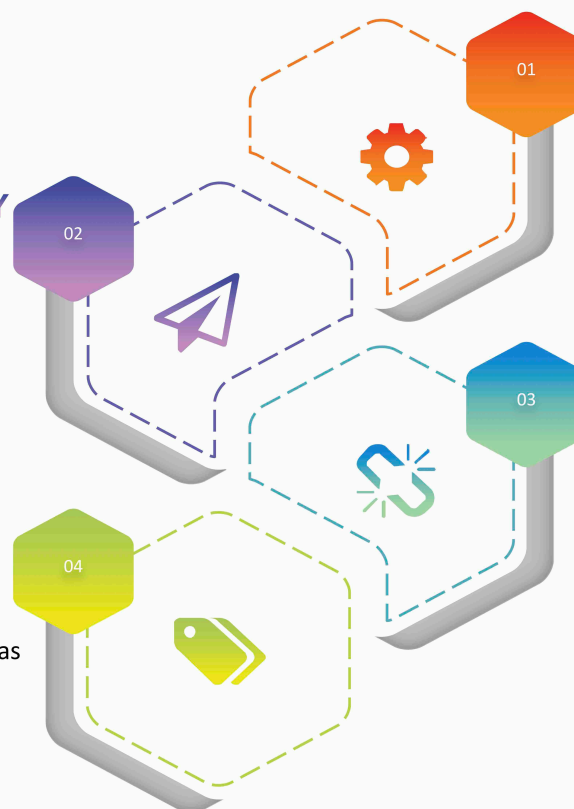
RATER FEEDBACK
04
Quantitative and Qualitative feedback from raters on all 18 leadership competencies, as well as behaviours they would like to see more from the leader, as well as behaviours they want to see less from the leader in the workplace

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V-LEAD360

THE V-LEAD360 MODEL

The v-Lead360 Model is based on six dimensions and 18 leadership competencies.

V-LEAD360

Impact Summary

The-v-Lead360 Impact Summary is a combination of key competencies related to Leadership Intelligence, Emotional Intelligence, and Performance Impact. Your results are compared to the overall group participating in this project to gain a better perspective on how your ratings relates to that of your team.

Leadership Effectiveness

Leadership Effectiveness refers to your ability to master new ways to lead people. An intelligent leader achieves success efficiently by evaluating the team and identifying what their strengths are.
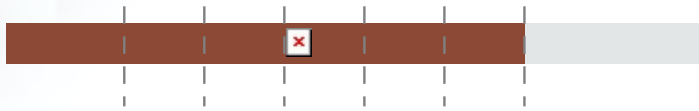
Emotional Intelligence

Emotionally Intelligent leaders are good at sensing what is going on inside other people and between people and knowing what they need to do about that. It can best be described as the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behaviour.

Performance Impact

Performance Impact refers to a leaders' ability to significantly contribute to the performance of the organisation. Leaders creating a performance driven culture within their teams will ultimately impact the performance of a company.

★ *= average group rating*
Bar graph = your self-rating

V-LEAD360

Competency Profile Chart

The Competency Profile radar chart below shows scores for each rating group across all competencies. Radar charts are useful in easily spotting gaps between rater groups' perceptions and observations of an individual's behaviours. More favourable scores fall toward the outside of the chart.
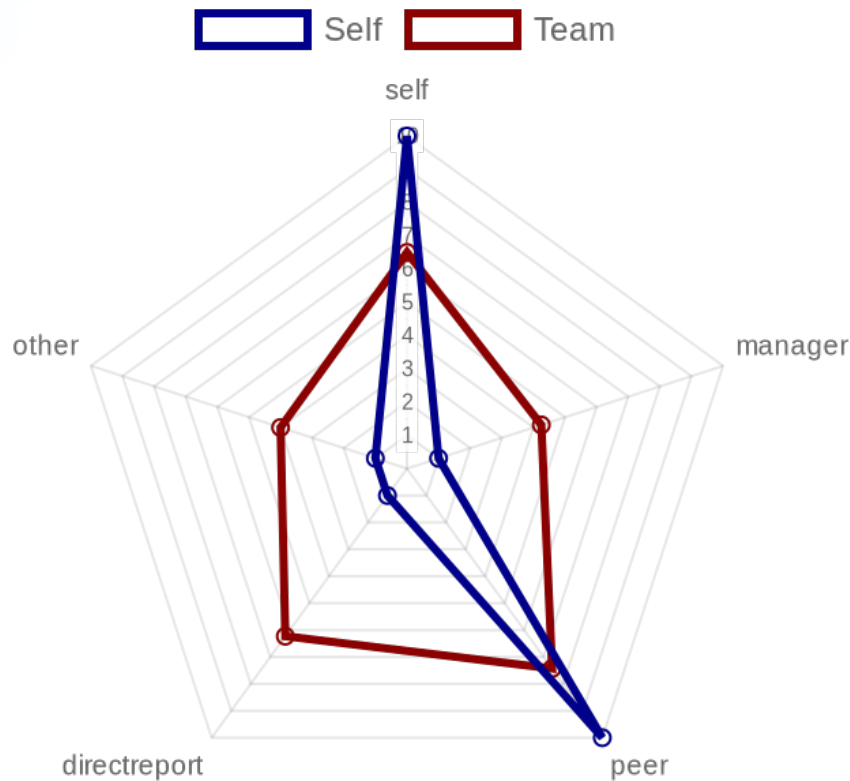

	Self	Manager	Peer	Direct Reports	Others
Agility	10.00	1.00	10.00	1.00	1.00
Assertiveness	10.00	1.00	10.00	1.00	1.00
Communication	10.00	1.00	10.00	1.00	1.00
Decision Making	10.00	1.00	10.00	1.00	1.00
Developing Talent	10.00	1.00	10.00	1.00	1.00
Drive for Results	10.00	1.00	10.00	1.00	1.00
Ethics and Fairness	10.00	1.00	10.00	1.00	1.00
Integrity and Honesty	10.00	1.00	10.00	1.00	1.00
Interpersonal Sensitivity	10.00	1.00	10.00	1.00	1.00
Learning Oriented	10.00	1.00	10.00	1.00	1.00
Manage Performance	10.00	1.00	10.00	1.00	1.00
Management Style	10.00	1.00	10.00	1.00	1.00
Managing Change	10.00	1.00	10.00	1.00	1.00
Managing Conflict	10.00	1.00	10.00	1.00	1.00
Motivation	10.00	1.00	10.00	1.00	1.00
Quality of work	10.00	1.00	10.00	1.00	1.00
Resourcefulness	10.00	1.00	10.00	1.00	1.00
Teamwork	10.00	1.00	10.00	1.00	1.00

DELIVERY

Agility

Having the mental agility to achieve extraordinary levels of success in being creative and innovative, dealing with novel problems, questioning the status-quo, and challenging others to be successful.
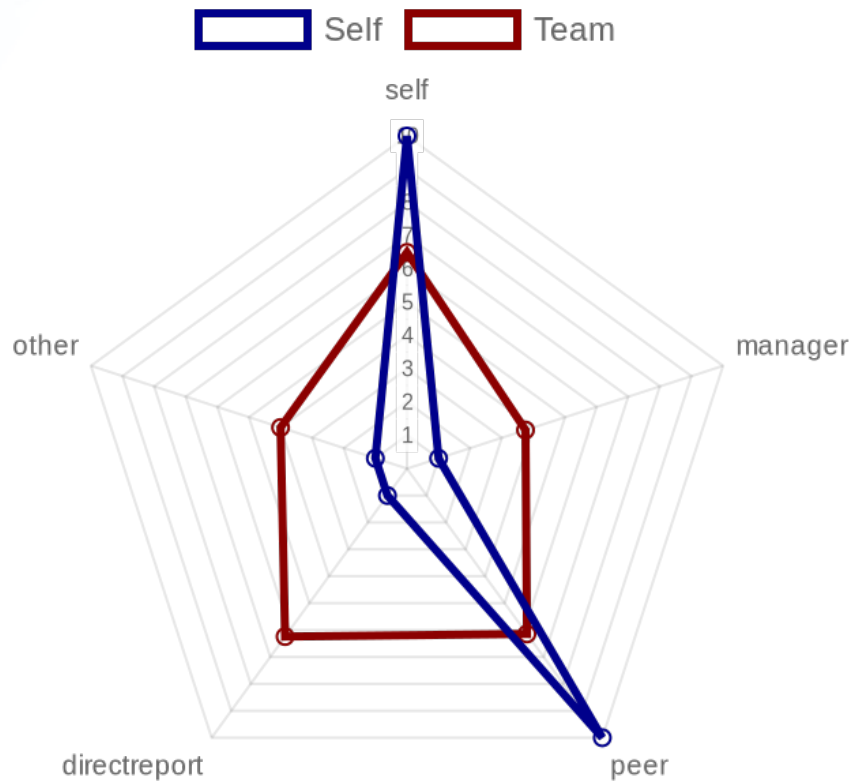

Self	Group	Team
10.00	3.25	5.68

	Self	Manager	Peer	Direct Reports	Others
Is comfortable dealing with complex problems	10.00	1.00	10.00	1.00	1.00
Develops creative solutions	10.00	1.00	10.00	1.00	1.00
Takes quick and effective action in rapidly changing conditions	10.00	1.00	10.00	1.00	1.00
Is open to considering creative ideas to solve problems	10.00	1.00	10.00	1.00	1.00
Is comfortable not knowing the answer	10.00	1.00	10.00	1.00	1.00
Empowers others to be self-determined and independent	10.00	1.00	10.00	1.00	1.00
Regularly takes a step back to understand the bigger picture	10.00	1.00	10.00	1.00	1.00

EXPRESSION

Assertiveness

The ability to stand and speak up, being confident in defending your opinion, and not being afraid to say no.

Self	Group	Team
10.00	3.25	5.33

	Self	Manager	Peer	Direct Reports	Others
Is willing to challenge others	10.00	1.00	10.00	1.00	1.00
Always speaks/stands up for self	10.00	1.00	10.00	1.00	1.00
Acts in an assertive manner	10.00	1.00	10.00	1.00	1.00
Does not allow others to interrupt	10.00	1.00	10.00	1.00	1.00
Is not afraid to say no	10.00	1.00	10.00	1.00	1.00

EXPRESSION

Communication

The ability to clearly communicate to others that involves active listening, providing feedback and being cognizant of your audience when communicating to them.
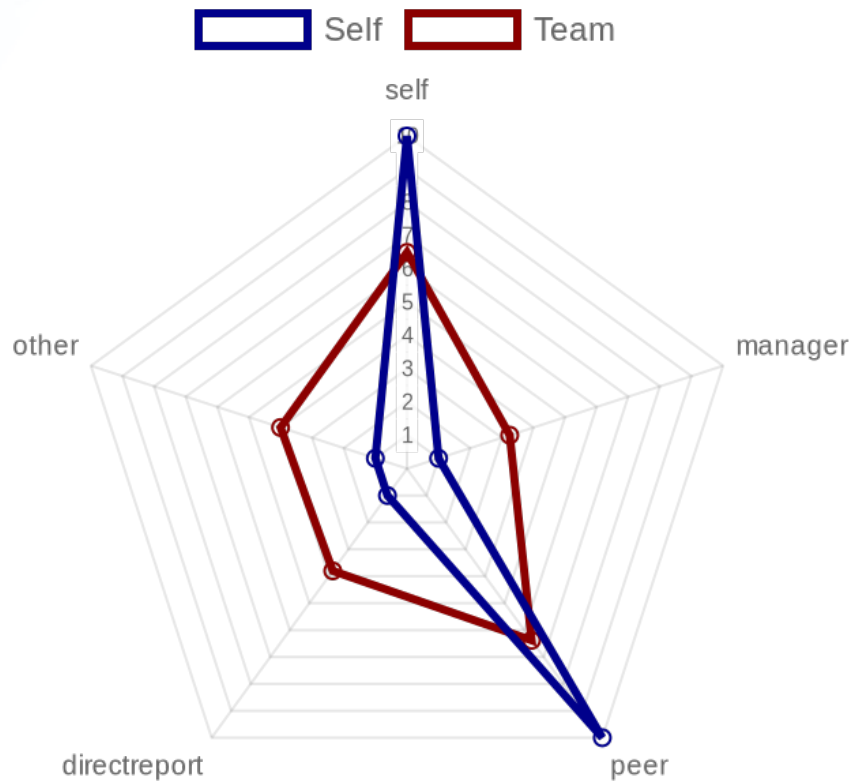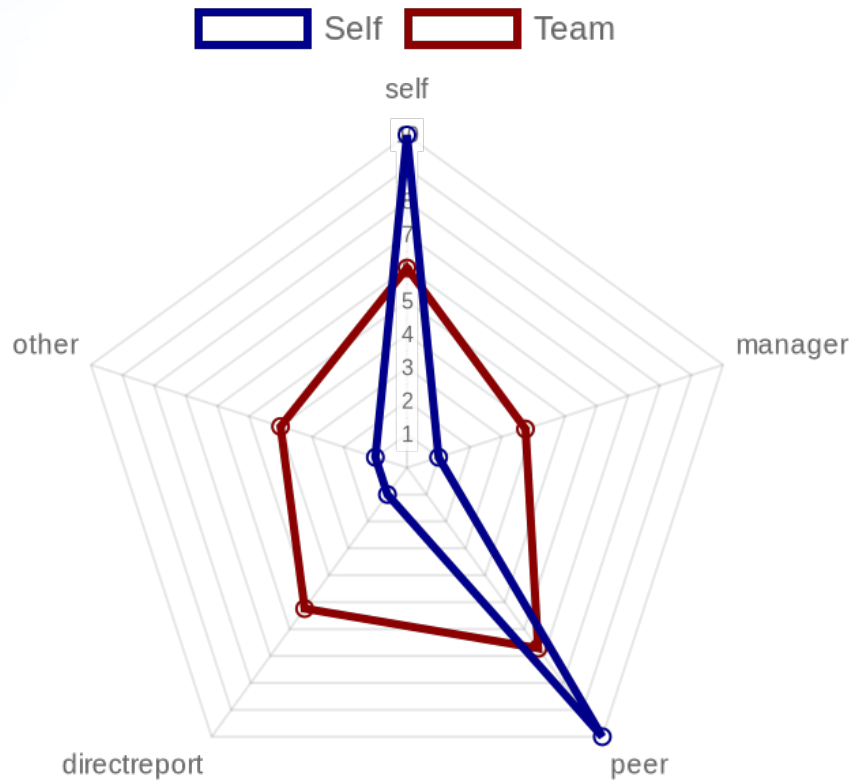

Self	Group	Team
10.00	3.25	4.79

	Self	Manager	Peer	Direct Reports	Others
Creates opportunities for discussion and dialogue	10.00	1.00	10.00	1.00	1.00
Provides constructive feedback	10.00	1.00	10.00	1.00	1.00
Effectively communicates ideas to others	10.00	1.00	10.00	1.00	1.00
Listens effectively to others' suggestions	10.00	1.00	10.00	1.00	1.00
Asks for more information if they do not understand something	10.00	1.00	10.00	1.00	1.00
Tailors communication style to the needs of the audience	10.00	1.00	10.00	1.00	1.00

EXPRESSION

Decision Making

The ability to make timely and effective decisions, considering alternatives and the input from others.

Self	Group	Team
10.00	3.25	5.14

	Self	Manager	Peer	Direct Reports	Others
Considers alternatives before making a decision	10.00	1.00	10.00	1.00	1.00
Considers others' input before making a decision	10.00	1.00	10.00	1.00	1.00
Makes an effort to understand all information before deciding on a course of action	10.00	1.00	10.00	1.00	1.00
Does not allow mood to influence decisions	10.00	1.00	10.00	1.00	1.00
Does not procrastinate when having to make decisions	10.00	1.00	10.00	1.00	1.00

GROWTH

Developing Talent

The ability and desire to develop people around you, driving skills development and growing leadership talent.
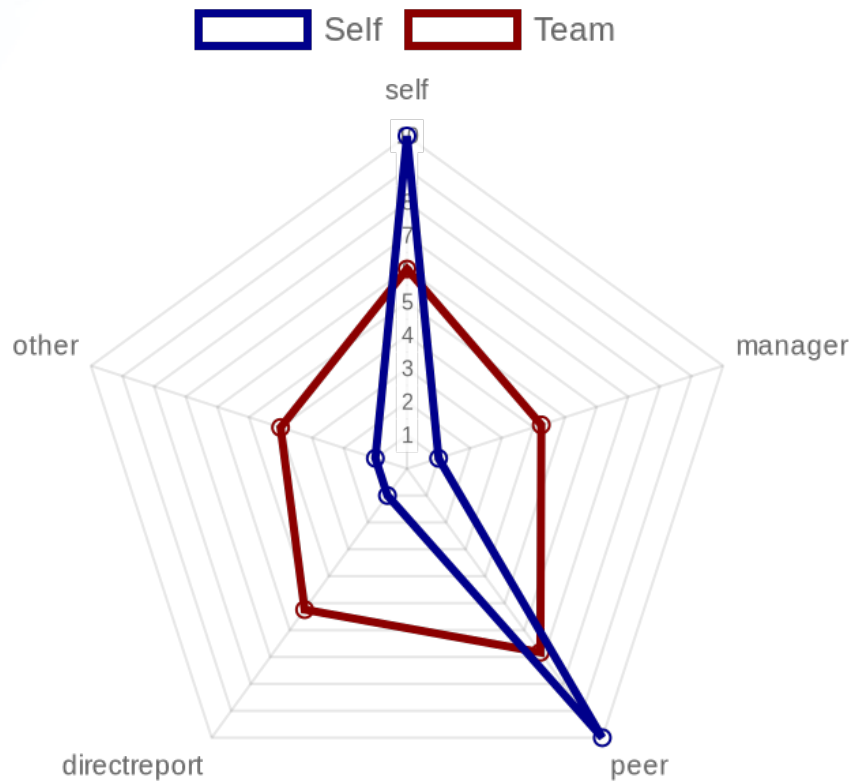
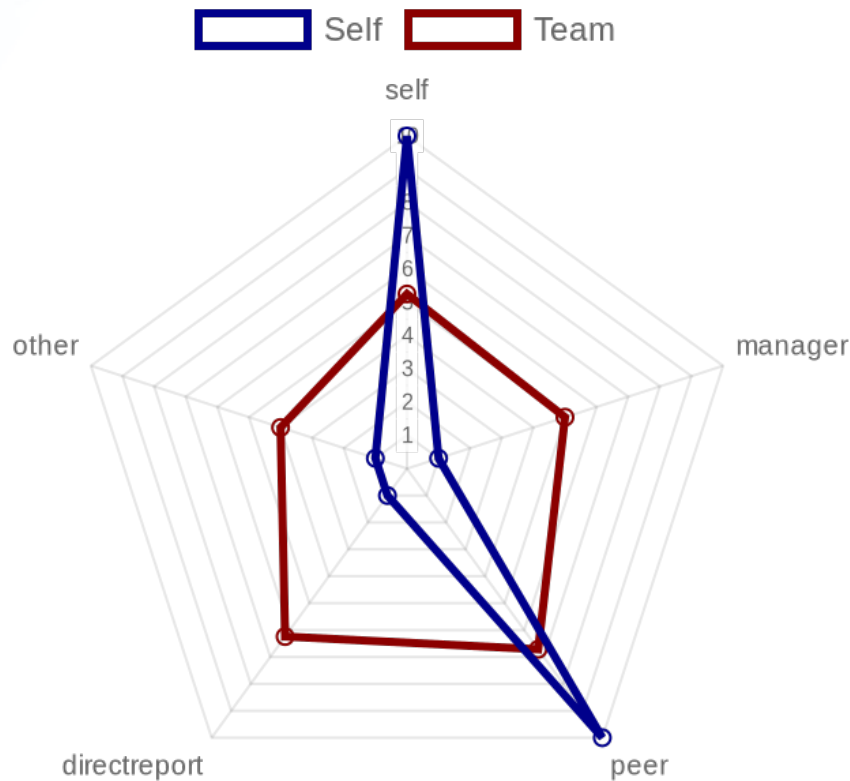

Self	Group	Team
10.00	3.25	5.26

	Self	Manager	Peer	Direct Reports	Others
Offers everyone equal opportunities to develop	10.00	1.00	10.00	1.00	1.00
Is concerned about developing the team	10.00	1.00	10.00	1.00	1.00
Motivates everyone to be the best they can be	10.00	1.00	10.00	1.00	1.00
Ensures people have the skills to excel in their jobs	10.00	1.00	10.00	1.00	1.00
Committed to developing future leaders	10.00	1.00	10.00	1.00	1.00

GROWTH

Drive for Results

Being results oriented and working hard to achieve success through team and individual contributions, overcoming obstacles and having a performance-driven attitude.
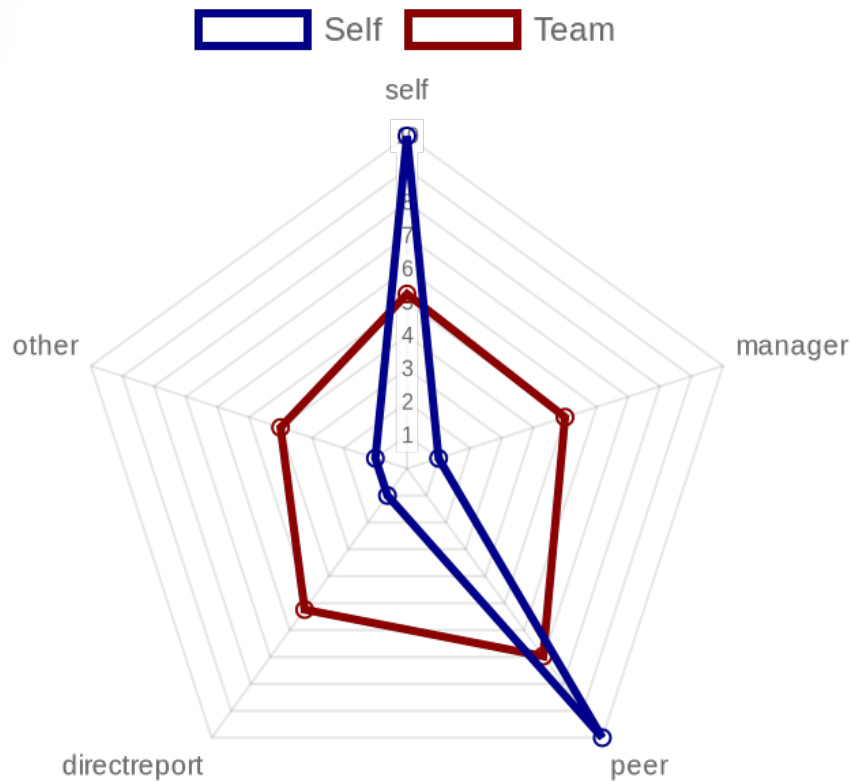

Self	Group	Team
10.00	3.25	5.44

	Self	Manager	Peer	Direct Reports	Others
Helps others achieve their objectives	10.00	1.00	10.00	1.00	1.00
Sets challenging goals	10.00	1.00	10.00	1.00	1.00
Always keeps to deadlines	10.00	1.00	10.00	1.00	1.00
Achieves objectives regardless of obstacles	10.00	1.00	10.00	1.00	1.00
Prioritises outcomes to ensure we reach targets/objectives	10.00	1.00	10.00	1.00	1.00

TRUST

Ethics and Fairness

Having a strong desire to do the right thing even when no one is watching, treating everyone fairly and putting the needs of others and the team first.
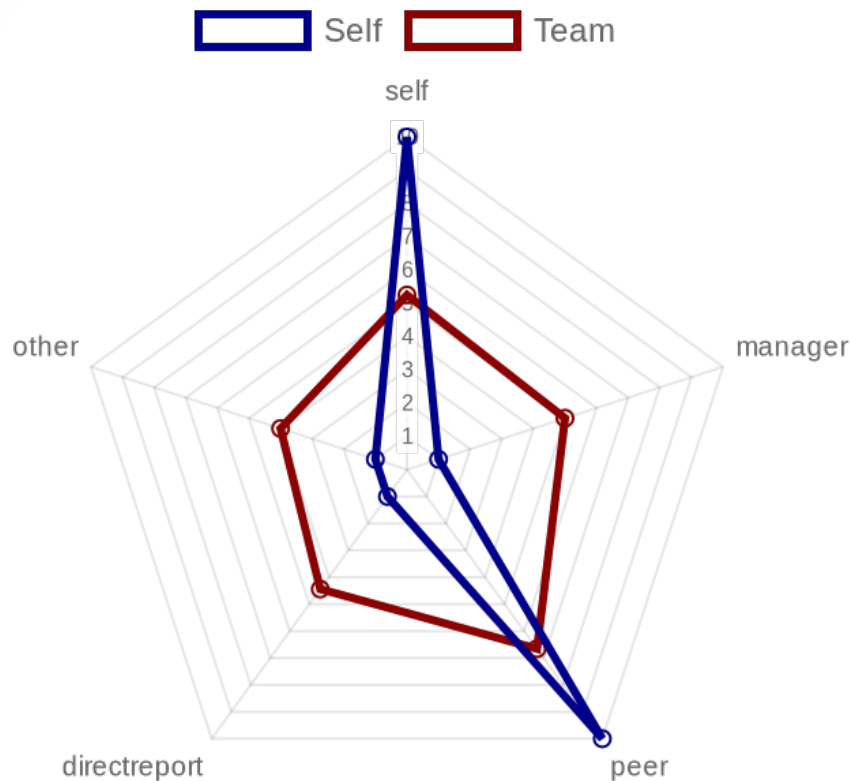

Self	Group	Team
10.00	3.25	5.29

	Self	Manager	Peer	Direct Reports	Others
Sets an example of ethical behaviour	10.00	1.00	10.00	1.00	1.00
Consistently demonstrates strong moral principles.	10.00	1.00	10.00	1.00	1.00
Promotes the dignity and rights of others	10.00	1.00	10.00	1.00	1.00
Treats everyone fairly	10.00	1.00	10.00	1.00	1.00
Does not allow unethical behaviour	10.00	1.00	10.00	1.00	1.00

TRUST

Integrity and Honesty

Having integrity and keeping ones' promises and commitments, being transparent and sharing relevant information to everyone. Being trustworthy and always adhering to company policies and procedures.
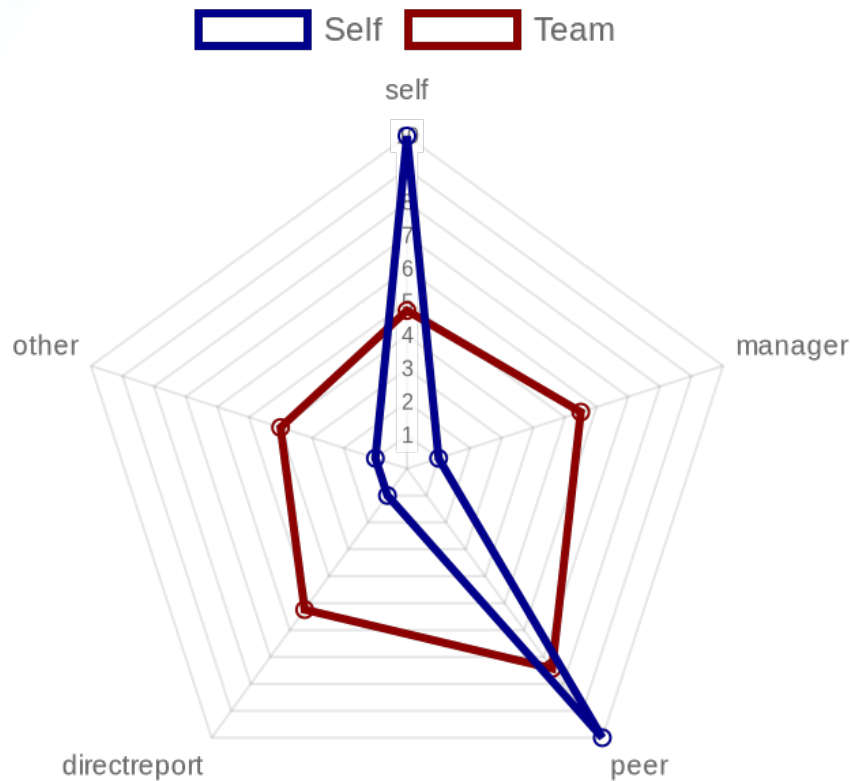

Self	Group	Team
10.00	3.25	5.07

	Self	Manager	Peer	Direct Reports	Others
Always keeps promises	10.00	1.00	10.00	1.00	1.00
Can be trusted	10.00	1.00	10.00	1.00	1.00
Never hides information that could help someone	10.00	1.00	10.00	1.00	1.00
Always tells the truth	10.00	1.00	10.00	1.00	1.00
Adheres to company rules and policies	10.00	1.00	10.00	1.00	1.00

RELATIONSHIPS

Interpersonal Sensitivity

The ability to build rapport with others, being approachable and sensitive towards cultural differences. Honestly caring about the wellbeing of others.
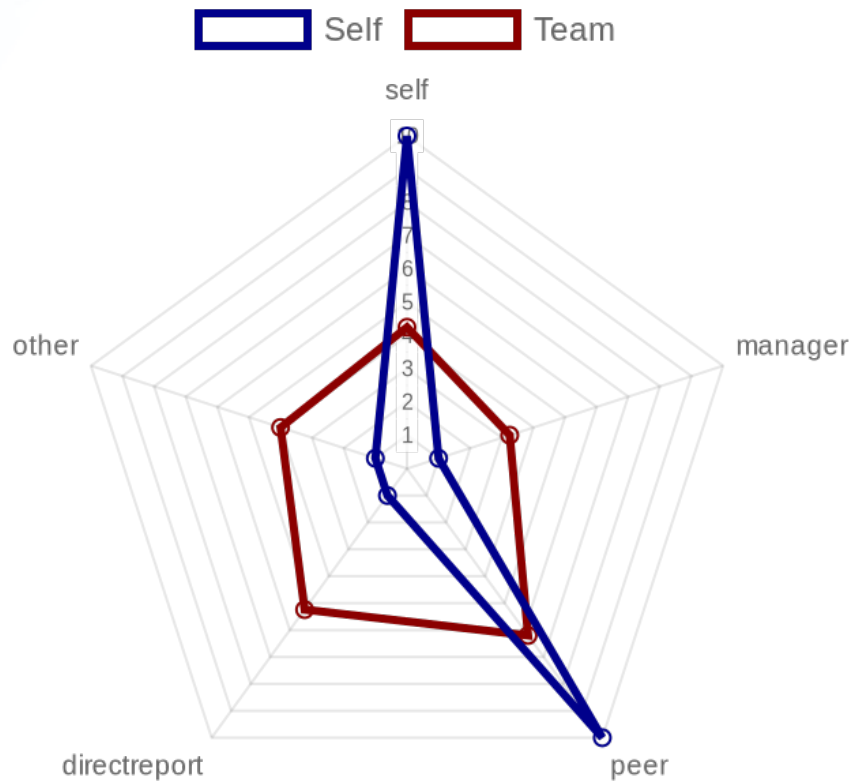

Self	Group	Team
10.00	3.25	5.38

	Self	Manager	Peer	Direct Reports	Others
Values good working relationships	10.00	1.00	10.00	1.00	1.00
Sensitive to cultural differences	10.00	1.00	10.00	1.00	1.00
Sincerely cares about the well-being of others	10.00	1.00	10.00	1.00	1.00
Builds and maintains effective relationships at work	10.00	1.00	10.00	1.00	1.00
Interacts with others in a friendly manner	10.00	1.00	10.00	1.00	1.00

GROWTH

Learning Oriented

Being inquisitive and open-minded, wants to learn new information through experimenting, challenging others, and receiving feedback from others
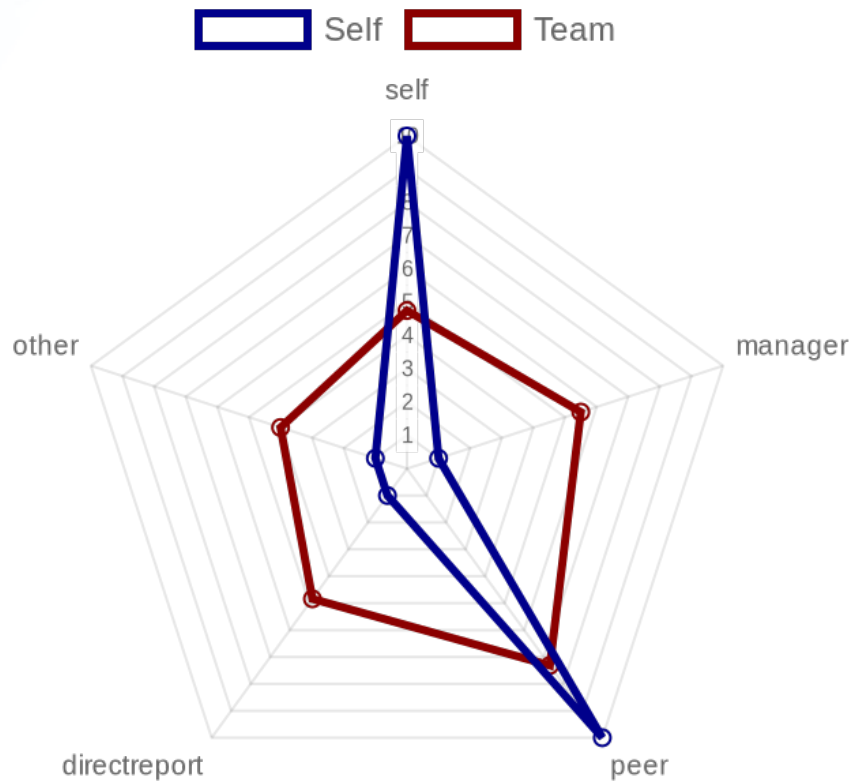

Self	Group	Team
10.00	3.25	4.59

	Self	Manager	Peer	Direct Reports	Others
Is willing to receive feedback even when negative	10.00	1.00	10.00	1.00	1.00
Acknowledges own mistakes openly	10.00	1.00	10.00	1.00	1.00
Likes to experiment with new things	10.00	1.00	10.00	1.00	1.00
Set an example of self-development	10.00	1.00	10.00	1.00	1.00
Constantly communicates the importance of learning from mistakes	10.00	1.00	10.00	1.00	1.00

MANAGEMENT

Manage Performance

Having a performance-driven leadership style and providing regular feedback to discuss performance of staff. Addressing performance issues as they arise and help staff improve their performance.
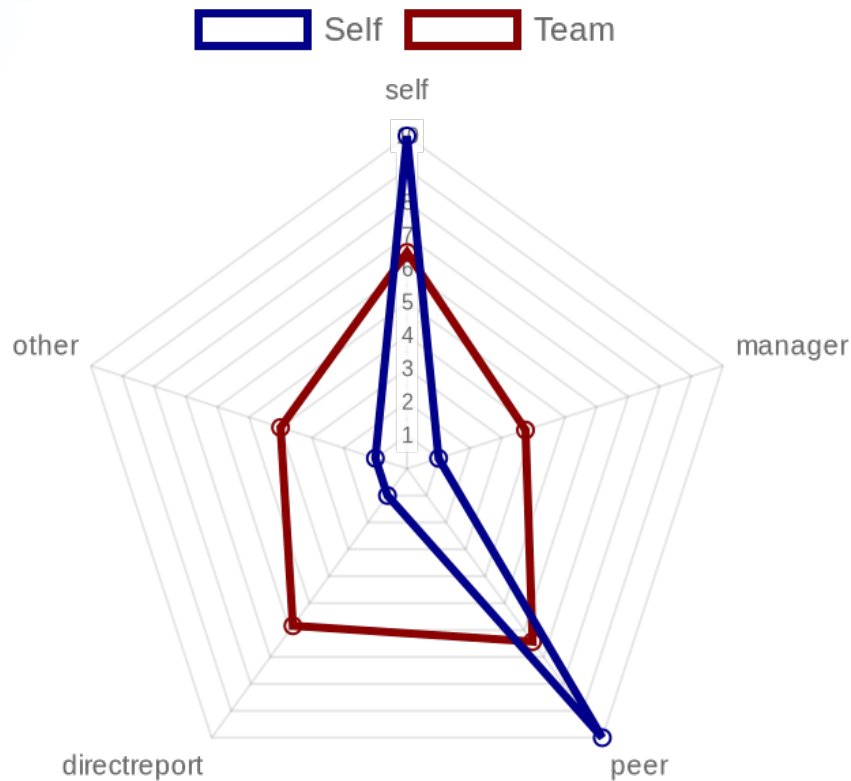

Self	Group	Team
10.00	3.25	5.28

	Self	Manager	Peer	Direct Reports	Others
Provides constructive feedback on performance	10.00	1.00	10.00	1.00	1.00
Provides timely feedback on performance	10.00	1.00	10.00	1.00	1.00
Holds others accountable for results	10.00	1.00	10.00	1.00	1.00
Deals quickly with performance issues	10.00	1.00	10.00	1.00	1.00
Is fair in evaluating performance	10.00	1.00	10.00	1.00	1.00

MANAGEMENT

Management Style

The ability to effectively manage others, holding them accountable for results and empowering them to achieve.
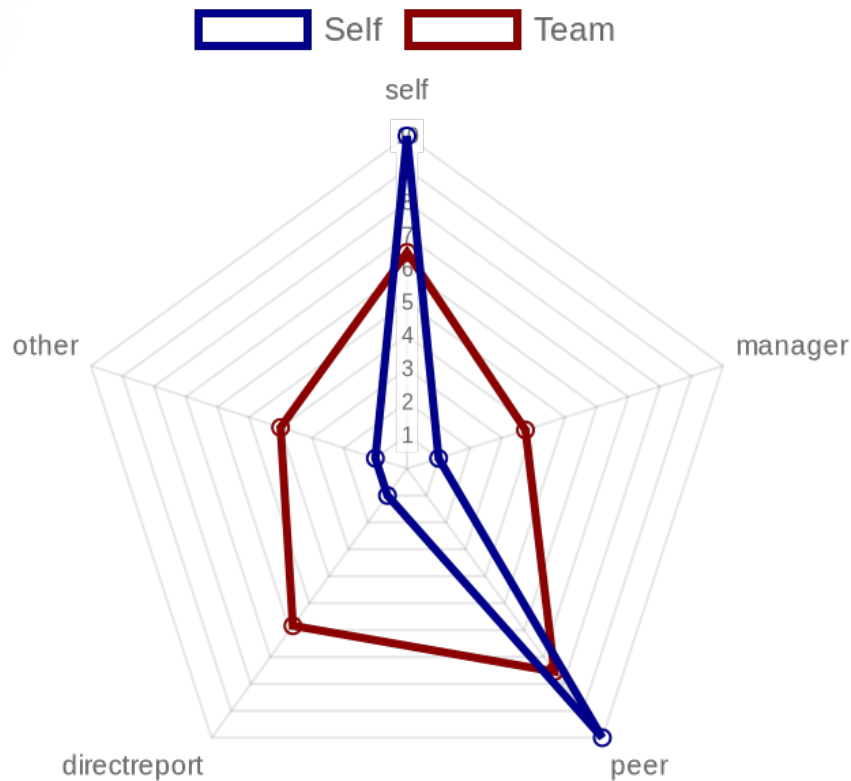

Self	Group	Team
10.00	3.25	5.30

	Self	Manager	Peer	Direct Reports	Others
Delegates work effectively	10.00	1.00	10.00	1.00	1.00
Does not intimidate people	10.00	1.00	10.00	1.00	1.00
Holds people accountable for their responsibilities	10.00	1.00	10.00	1.00	1.00
Does not micromanage	10.00	1.00	10.00	1.00	1.00
Runs meetings effectively	10.00	1.00	10.00	1.00	1.00

MANAGEMENT

Managing Change

Having the ability to manage change and adapt to changing situations. Coping well with change and managing emotions to not over react or respond too emotionally.
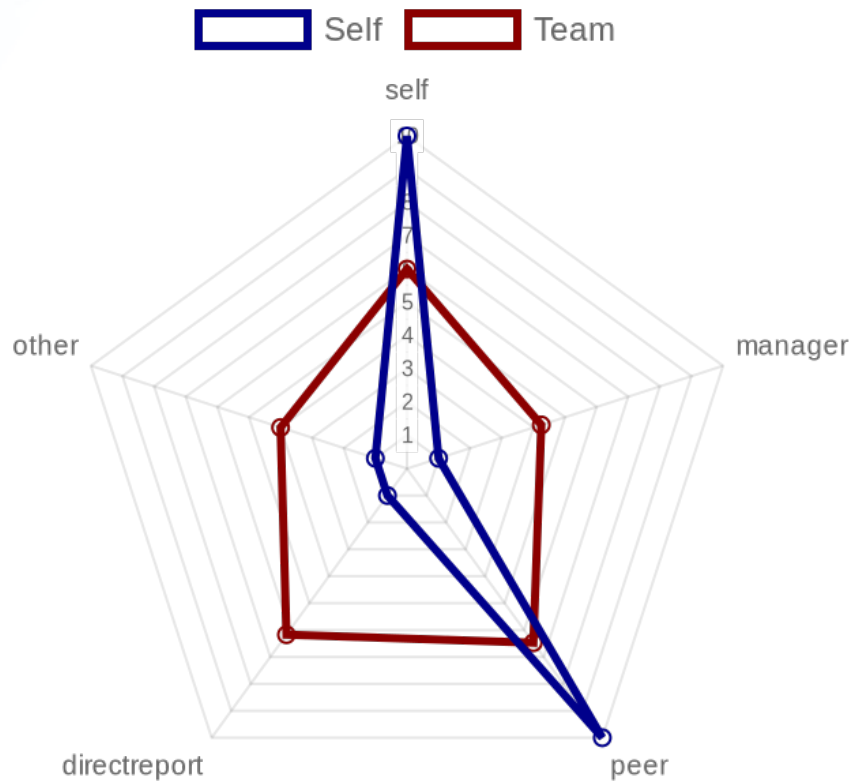

Self	Group	Team
10.00	3.25	5.53

	Self	Manager	Peer	Direct Reports	Others
Copes well with change	10.00	1.00	10.00	1.00	1.00
Supports others in times of change	10.00	1.00	10.00	1.00	1.00
Adapts easily when the situation changes	10.00	1.00	10.00	1.00	1.00
Controls emotions effectively in times of change	10.00	1.00	10.00	1.00	1.00
Copes well with uncertainty	10.00	1.00	10.00	1.00	1.00

MANAGEMENT
Managing Conflict

The ability to effectively resolve conflict, being sensitive to others' emotions and resolving the conflict based on facts.
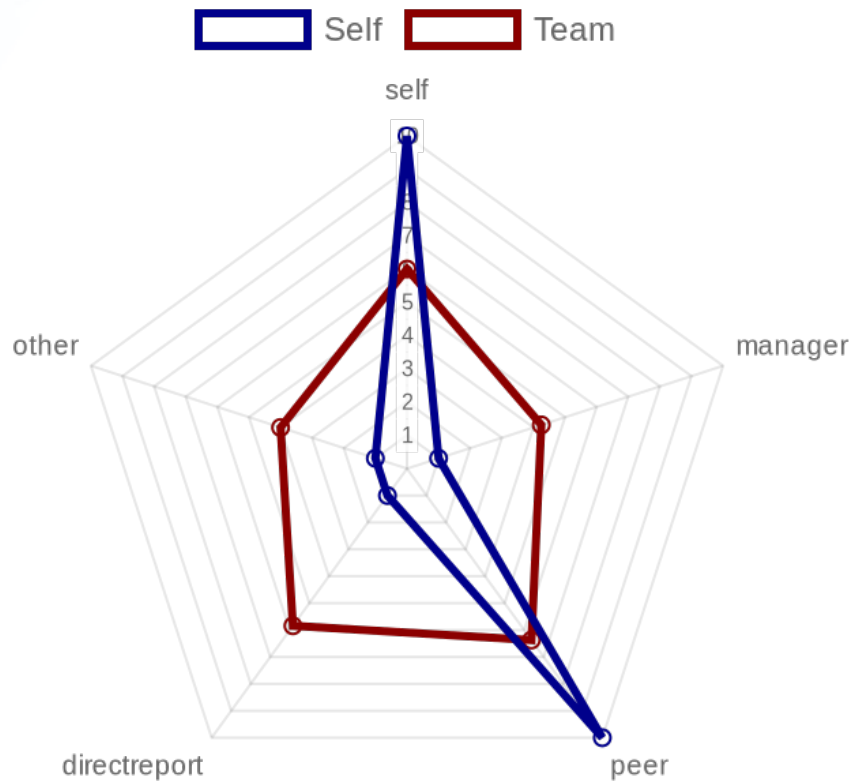

Self	Group	Team
10.00	3.25	5.38

	Self	Manager	Peer	Direct Reports	Others
Always seeks a win-win solution	10.00	1.00	10.00	1.00	1.00
Is sensitive to conflict situations within teams	10.00	1.00	10.00	1.00	1.00
Never take sides	10.00	1.00	10.00	1.00	1.00
Never leaves a conflict situation unresolved	10.00	1.00	10.00	1.00	1.00
Considers the facts when solving conflict	10.00	1.00	10.00	1.00	1.00
Sensitive to emotions in conflict situations	10.00	1.00	10.00	1.00	1.00
Manage own emotions well, does not get emotional	10.00	1.00	10.00	1.00	1.00

EXPRESSION

Motivation

Being optimistic and motivating others, looking at the bright side of life and inspiring your team to perform.

Self	Group	Team
10.00	3.25	5.29

	Self	Manager	Peer	Direct Reports	Others
Is optimistic and positive	10.00	1.00	10.00	1.00	1.00
Shares credit with the team for their contribution	10.00	1.00	10.00	1.00	1.00
Always motivates those around them	10.00	1.00	10.00	1.00	1.00
Is attentive to the morale of the team and the organisation	10.00	1.00	10.00	1.00	1.00
Sees the positive side of problems	10.00	1.00	10.00	1.00	1.00

DELIVERY

Quality of work

Having high quality standards for self and others, being more focused on the quality of the content than the speed at which it is delivered.
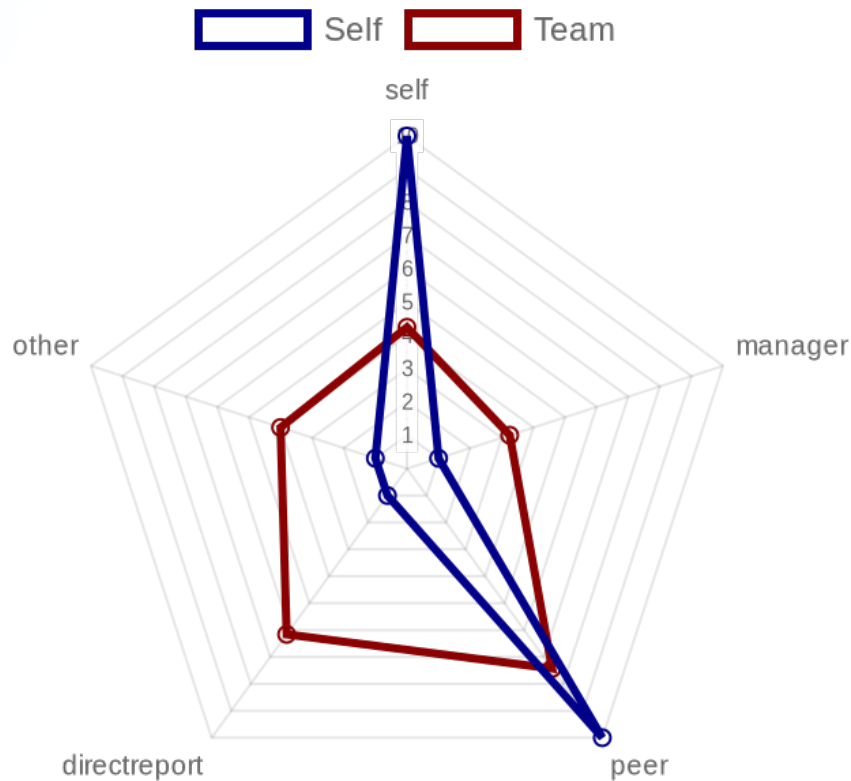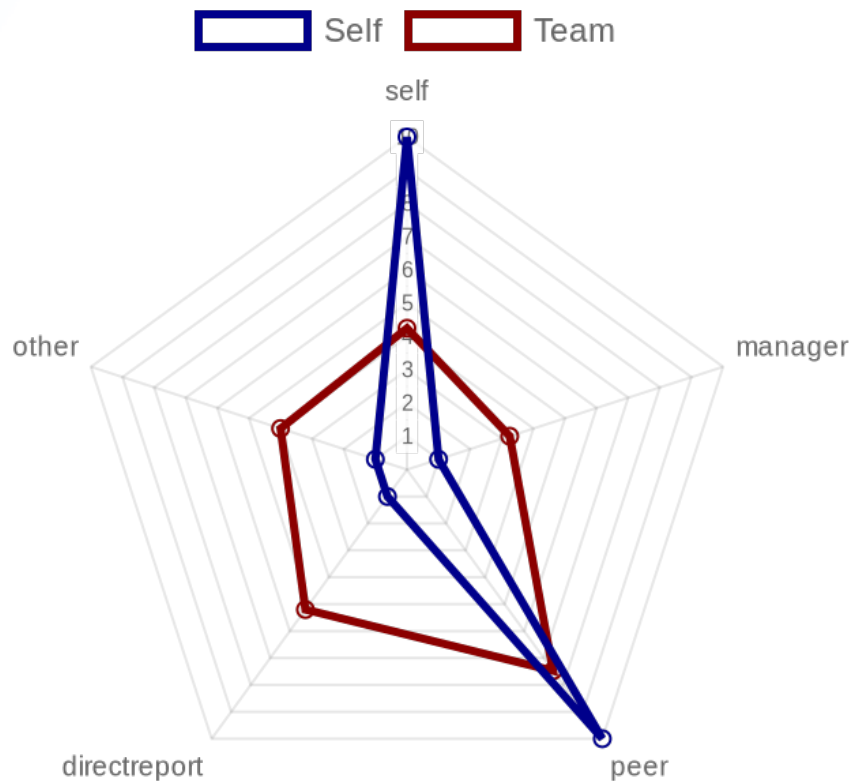

Self	Group	Team
10.00	3.25	5.02

	Self	Manager	Peer	Direct Reports	Others
Sets high-quality standards	10.00	1.00	10.00	1.00	1.00
Ensures work does not contain mistakes	10.00	1.00	10.00	1.00	1.00
Only accepts quality work from others	10.00	1.00	10.00	1.00	1.00
Focuses more on quality than speed	10.00	1.00	10.00	1.00	1.00
Output is always of high quality	10.00	1.00	10.00	1.00	1.00

DELIVERY

Resourcefulness

Having the necessary resources to deal with situations in an efficient and effective manner, without wasting time on entertaining excuses or reasons why something can't be done. Having a can-do attitude and being resilient and persistent to achieve the desired outcome.
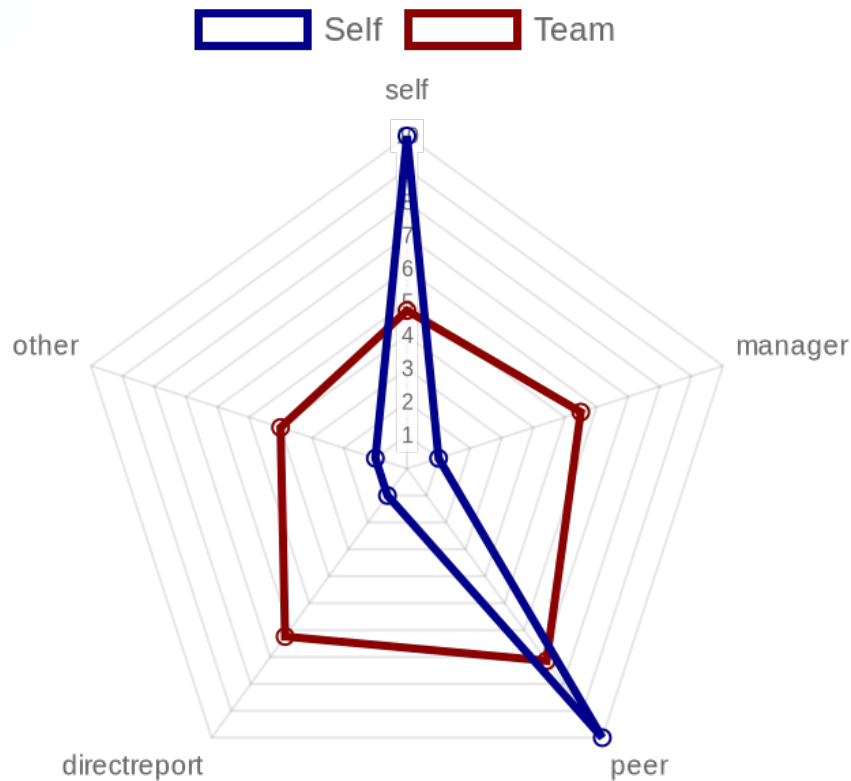

Self	Group	Team
10.00	3.25	4.84

	Self	Manager	Peer	Direct Reports	Others
Proactively approaches tasks	10.00	1.00	10.00	1.00	1.00
Doesn't waste time with excuses	10.00	1.00	10.00	1.00	1.00
Is always open to new possibilities	10.00	1.00	10.00	1.00	1.00
Finds innovative ways to get things done	10.00	1.00	10.00	1.00	1.00
Can simplify the most complex issues	10.00	1.00	10.00	1.00	1.00
Is very persistent and never gives up	10.00	1.00	10.00	1.00	1.00

RELATIONSHIPS

Teamwork

The ability to work in a team and inspire a team spirit. Valuing each team member and treating them with respect.

Self	Group	Team
10.00	3.25	5.53

	Self	Manager	Peer	Direct Reports	Others
Actively participates in team sessions	10.00	1.00	10.00	1.00	1.00
Works well in a team	10.00	1.00	10.00	1.00	1.00
Treats team members with respect	10.00	1.00	10.00	1.00	1.00
Values the differences between team members	10.00	1.00	10.00	1.00	1.00
Involves the team in decision-making and problem solving	10.00	1.00	10.00	1.00	1.00

QUALITATIVE FEEDBACK
Advice from raters on behaviour

The raters were asked to advise the ratee on behaviours they would like to see more from the ratee (positive behaviours). Their answers are reported on verbatim.

What behaviours would you like to see more from Adam Smith

Manager

Manager Feedback on see more

Peer

Peer behaviours more

Peer 2 behaviours more

Direct Report

Direct report more

Other

Others behaviour more

QUALITATIVE FEEDBACK
Advice from raters on behaviour

The raters were asked to advise the ratee on behaviours they would like to see less from the ratee (negative behaviours). Their answers are reported on verbatim.

What behaviours would you like to see less from Adam Smith

Manager

Manager Feedback on see less

Peer

Peer behaviours less

Peer 2 behaviours less

Direct Report

Direct report less

Other

Others behaviour less

SWOT ANALYSIS
Leadership Spectrum

The SWOT Analysis provides a general overview of the level of agreement between how you see yourself compared to others. The leadership spectrum will allow you to better understand the competencies that are viewed as Strengths, Weaknesses, Opportunities and Threats.

Strength: Competency rated as high by yourself and others

Weakness: Competency rated as low by yourself and others

Opportunity: Competency rated as low by yourself, but high by others

Threat: Competency rated high by yourself, but low by others

Self-Rating

Threats	Strengths
Weakness	Opportunity

Rating from others
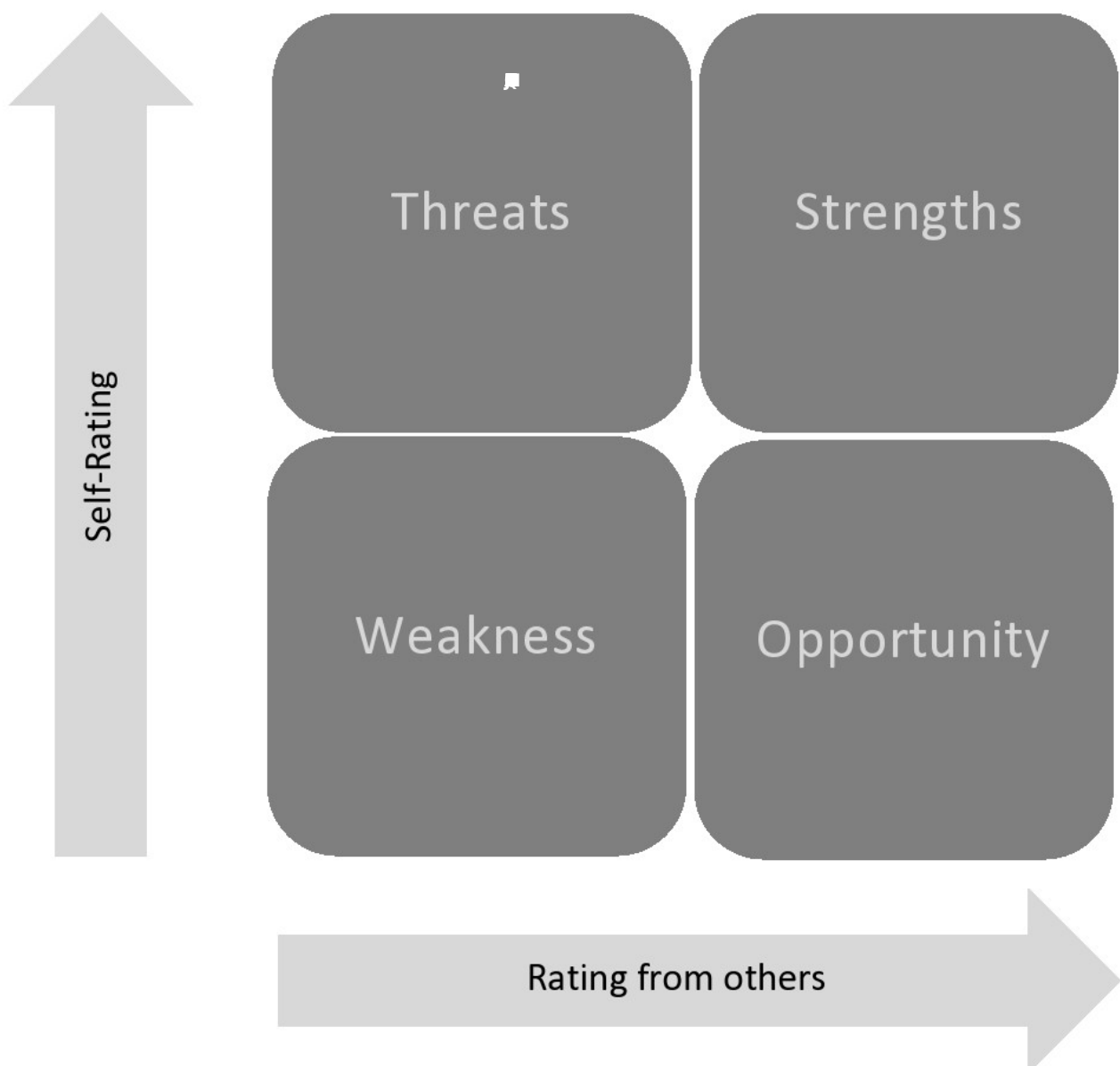
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Legend

A	Agility
B	Assertiveness
C	Communication
D	Decision Making
E	Drive for Results
F	Developing Talent
G	Ethics and Fairness
H	Integrity and Honesty
I	Interpersonal Relationships
J	Learning Oriented
K	Managing Change
L	Managing Conflict
M	Motivation
N	Manage Performance
O	Management Style
P	Quality of Work
Q	Resourcefulness
R	Teamwork

POTENTIAL LEADERSHIP RISKS
Leadership Stability

Leadership refers to the perception of others relating to your leadership style and effectiveness. When a group of raters identified the same leadership competency as a risk, this will become a leadership derailer that may get in the way of your and the teams' performance. A derailer may be interpreted as a weakness or a blind spot in your leadership style that should be developed to improve your leadership skills.

Adam Smith's results showed no high risk derailers

REPORT ANALYTICS

Raters Participation

The following groups of individuals were invited to participate in this review. The "Nominated" rater count excludes individuals that opted-out of participating or were removed by project administrators.

Rater Type Nominated Responded Response Rate

Rater Type	Responded
manager	1
peer	2
directreport	1
other	1

All rater identities are protected and cannot be shared with the ratee. The ensure protection, no personal data is collected during the capturing of information of this report.

LEGAL
Privacy and Confidentiality

The purpose of this report is to indicate the results on various behavioural competencies measured through a 360-degree leadership. This report consists of data received through multi-party ratings to report on the leadership effectiveness of the participant named on the title page of this document. This report may not be shared with any individual or company who is not trained in psychometric testing or leadership surveys or have been authorised through informed consent by the test-taker and supervising psychologist.

Since the report contains confidential information it needs to be dealt with accordingly. Consequently, this report may not be handed over to the participant without detailed feedback and explanation of the results. This report may not be used as evidence in a disciplinary hearing. Should this report or the content of the report be handled or communicated incorrectly by any party within the company, Strategic Talent Technologies cannot be held liable for any claims resulting from such action.