



Feedback Report
Accelerate 360 Assessment

LEADERSHIP
RESOURCES



Participant, Sample
TruScore
May 2024

About the Assessment

The Accelerate 360 Assessment is a multi-rater anonymous assessment that derives feedback from a multitude of different viewpoints surrounding a leader. The responses are gathered from the leader's direct reports, direct supervisors, peers, and any other individuals who may work with the leader on a frequent basis. Examples of this could include clients, customers, or other individuals within their organization that don't quite fit the mold of the first three options.

The assessment centers around 3 core constructs: Leading Self, Leading Others, and Leading the Organization.

Leading Self covers the aptitudes needed to lead yourself on a day-to-day basis. Leading Self is aggregated by 5 core aptitudes:

- Growth Mindset - Approaching life with a glass half full mentality.
- Emotional Intelligence of Self - Knowing yourself and controlling your emotions.
- Accountability - Maintaining commitments and being true to your word.
- Adaptability - Adjusting to changing circumstances effectively.
- Productivity - Spending your time in the right places, hitting goals.

Leading Others covers the soft skills needed to lead the individuals immediately around you. Leading Others and aggregated by 4 core aptitudes:

- Motivation - Fostering an environment for an intrinsically motivated team.
- Developing Others - Developing those around you to be the best versions of themselves.
- Communication - Effectively communicating verbally and non-verbally.
- Emotional Intelligence of Others - Understanding and regulating the emotions of those around you.

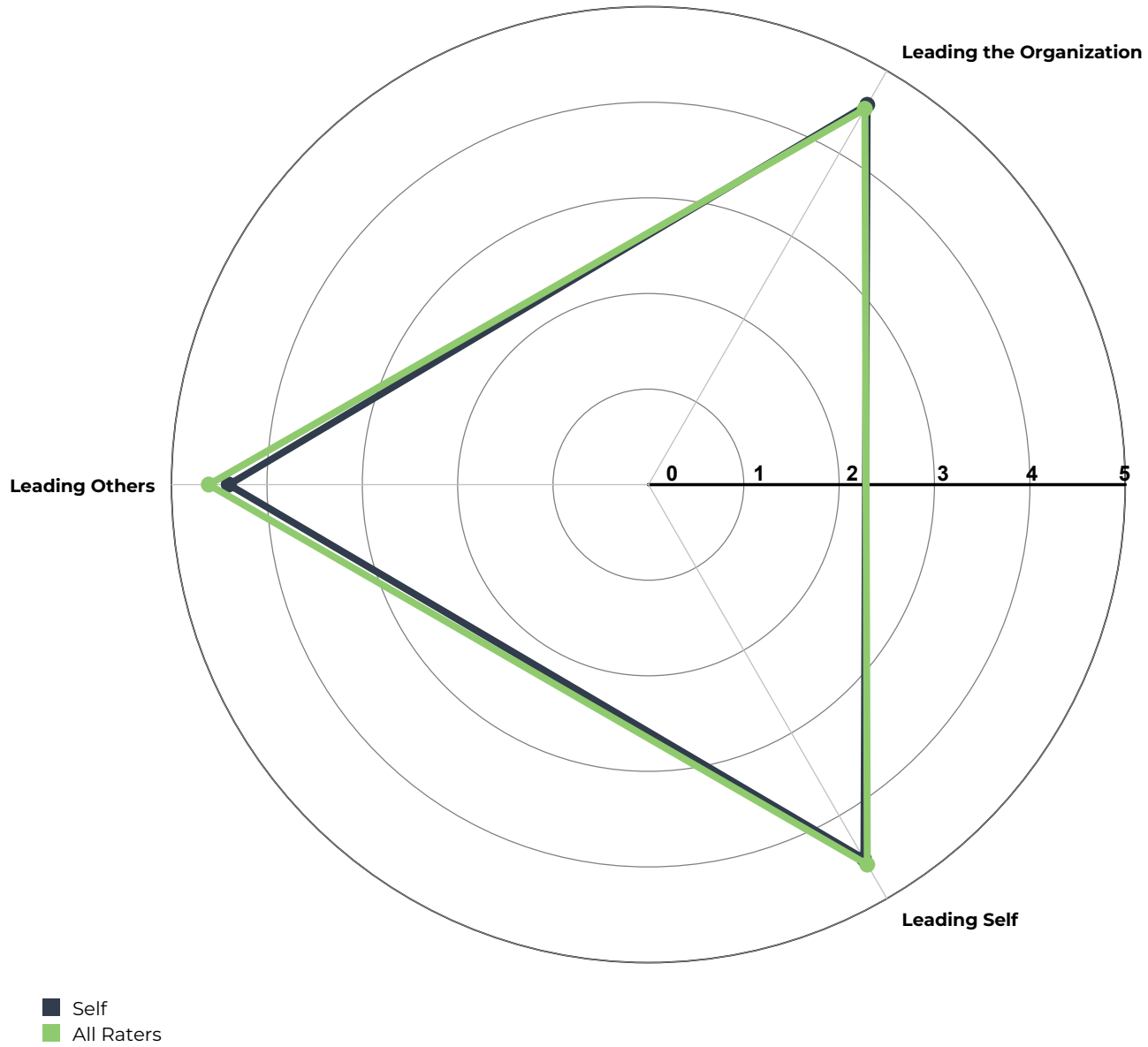
Leading the Organization covers the skills needed to drive the organization to achieve your most important goals. Leading the Organization is aggregated by 3 core aptitudes:

- Results - Taking initiative and G\$D.
- Delegation - Effectively identifying and delegating the tasks your team should be doing.
- Influence - The capacity you have to drive change, behaviors and thoughts of those around you to achieve your organizations goals.



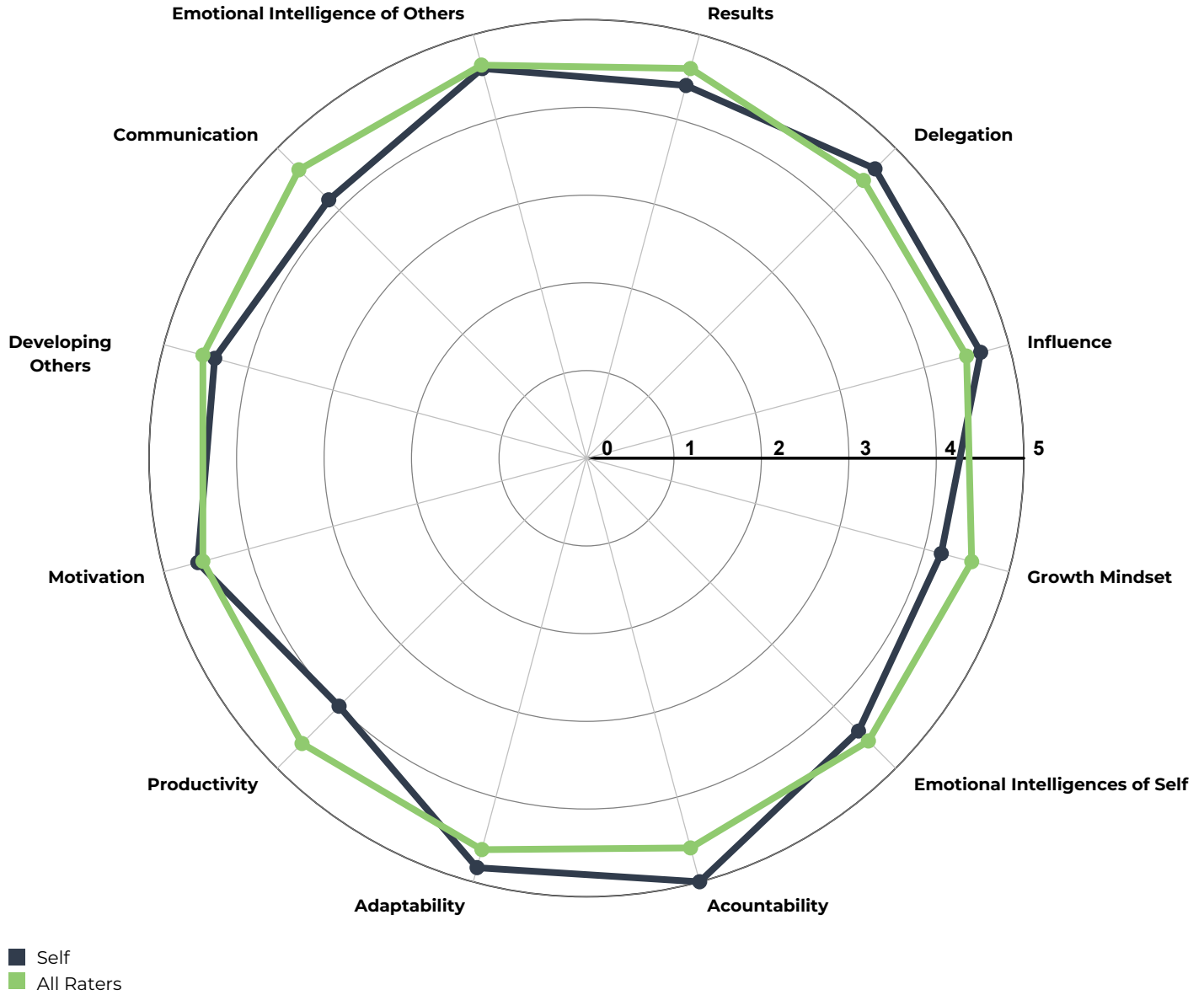
The 3 Core Constructs

This chart compares how you were rated for each construct by each rater group.



Competency Overview

This chart compares how you were rated for each competency by each rater group.



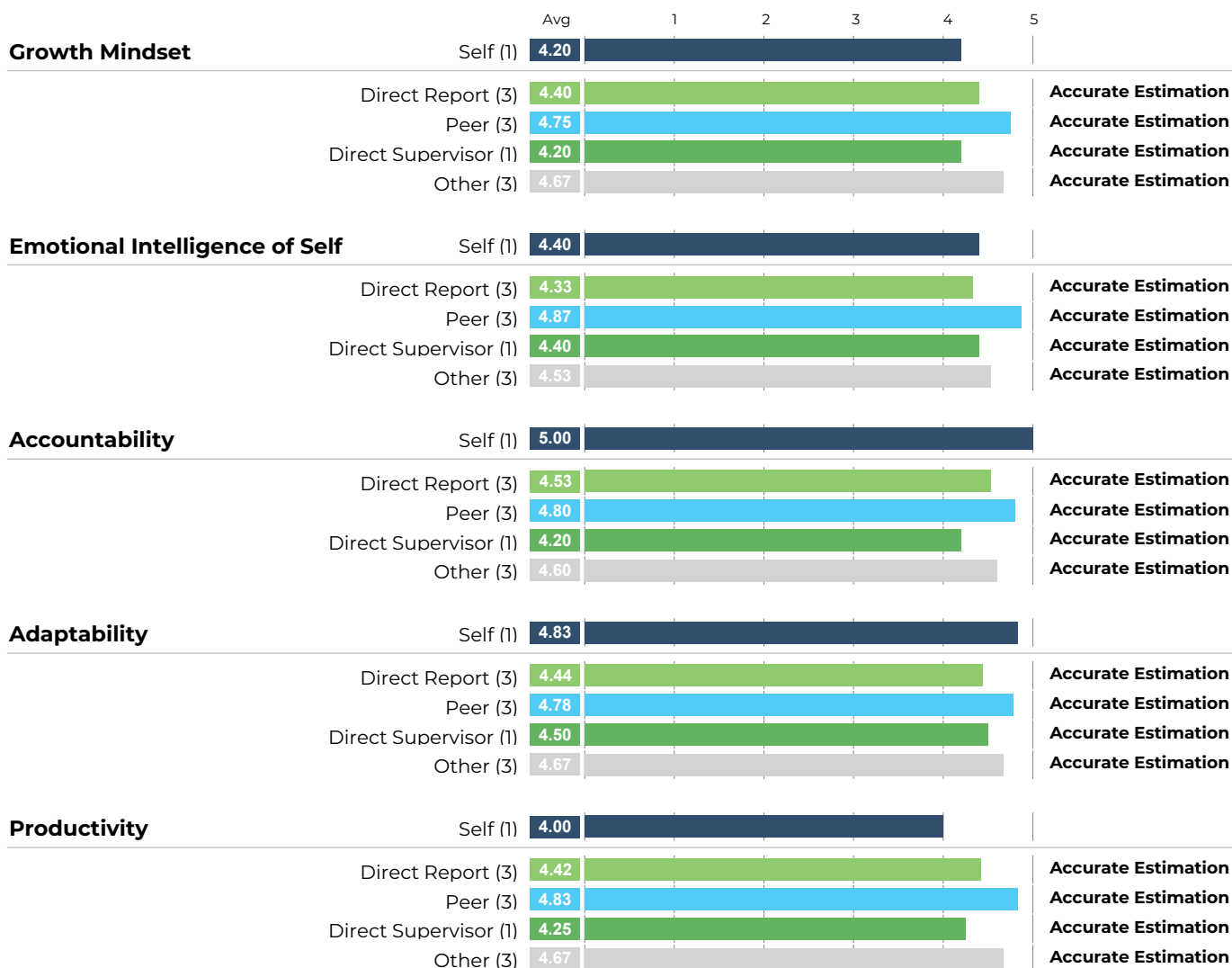
Competency Gap Analysis

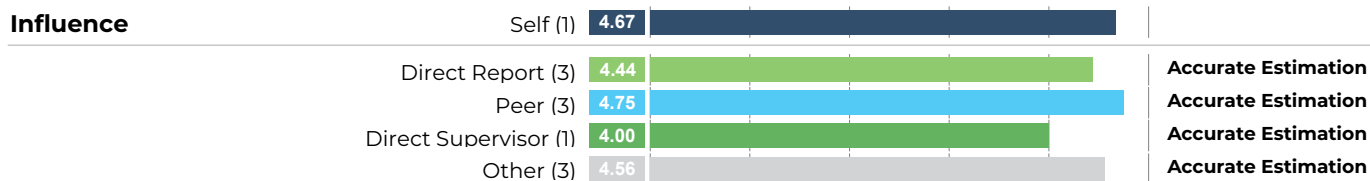
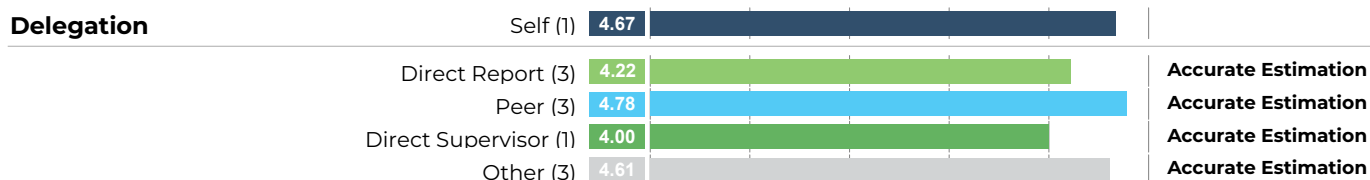
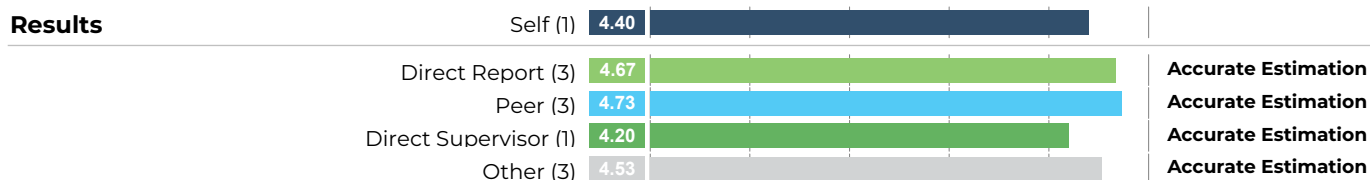
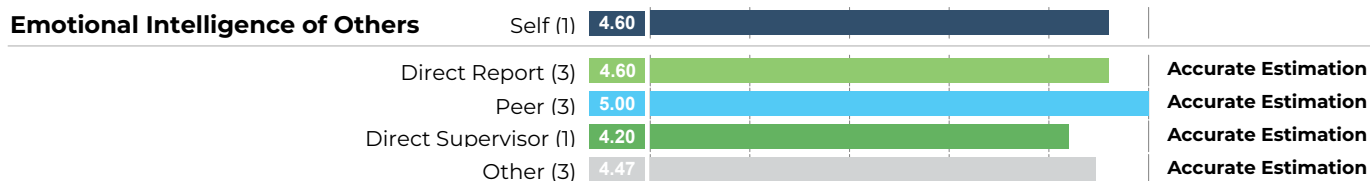
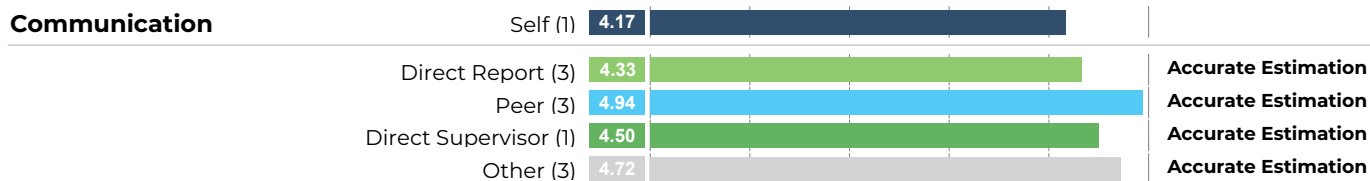
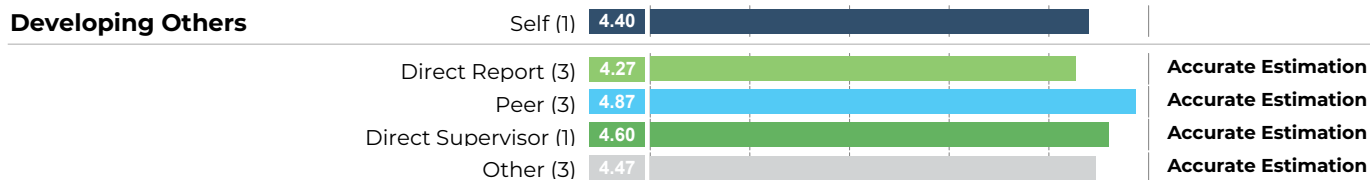
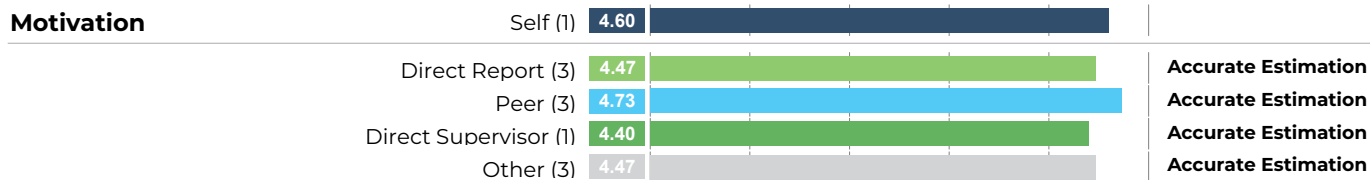
This chart summarizes your ratings by competency and rater group. It also shows a gap analysis comparing your rating with your rater groups. The following are the designations given based on the score differences.

Overestimation is when you rated yourself higher than others rated you by at least 1.00. This indicates that you have over-estimated your capabilities as compared to how your raters rated you.

Accurate Estimation is when the difference between how you rated yourself and how others rated you is less than 1.00. This indicates you and your raters are in alignment about your capabilities.

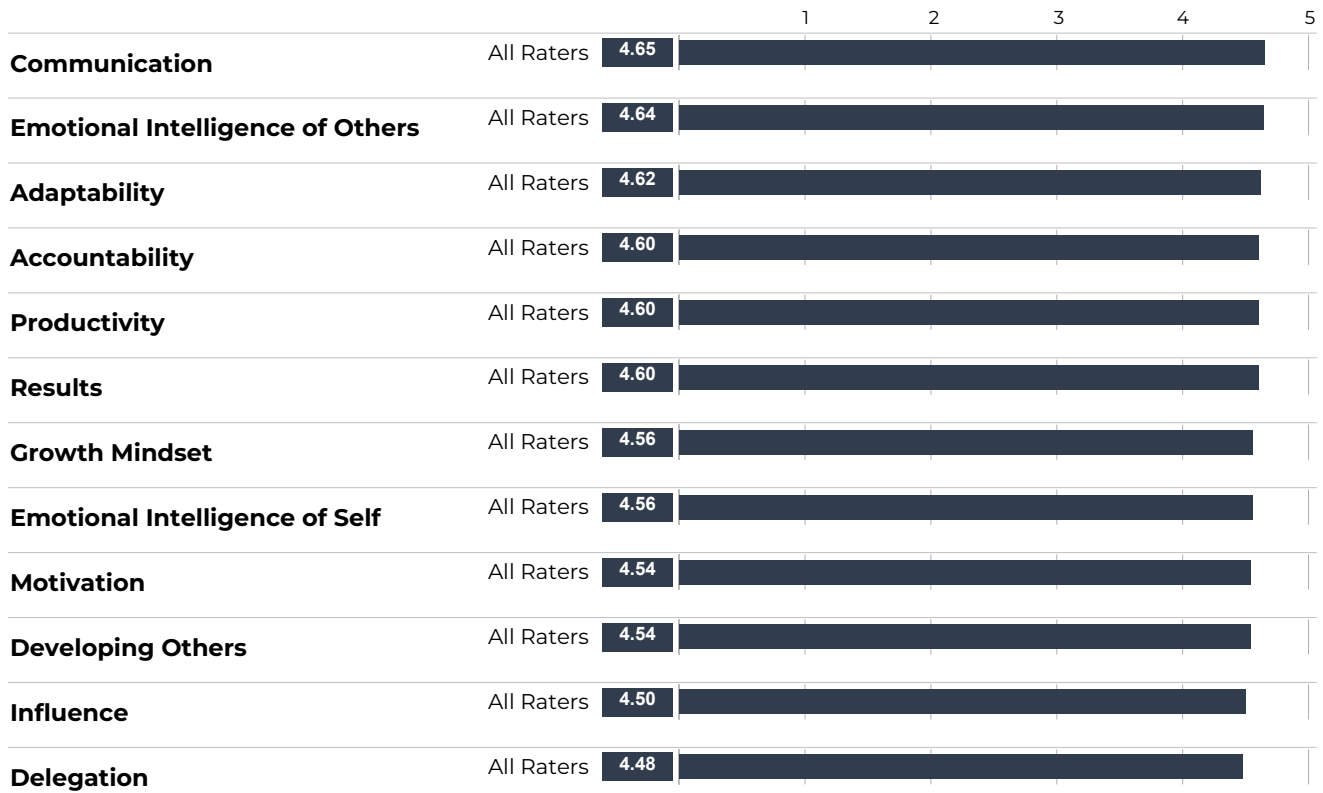
Underestimation is when you rated yourself lower than others rated you by at least 1.00. This indicates that you have under-estimated your capabilities as compared to how your raters rated you.





Competencies Ranked Highest to Lowest

This chart ranks all competencies from highest to lowest based on your average ratings from All Raters.



Highest Rated Questions

This chart highlights your highest and lowest rated questions based on your average ratings from All Raters.

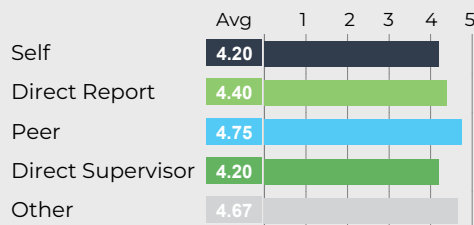


Lowest Rated Questions

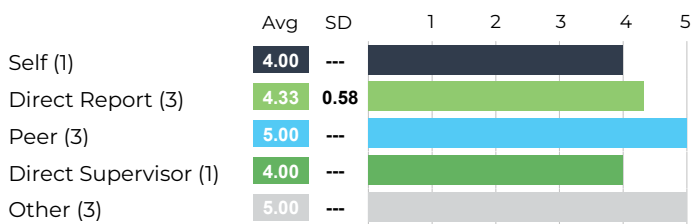




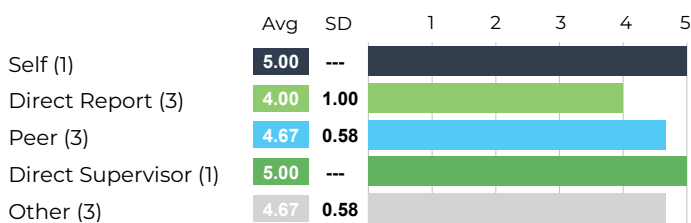
Leading Self Growth Mindset



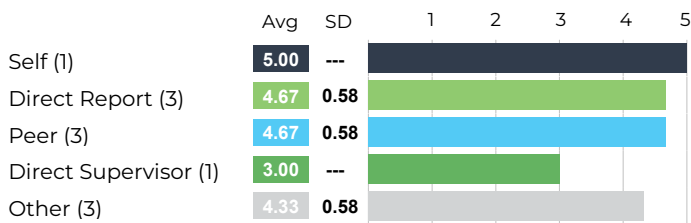
14. Actively seeks out opportunities for personal growth



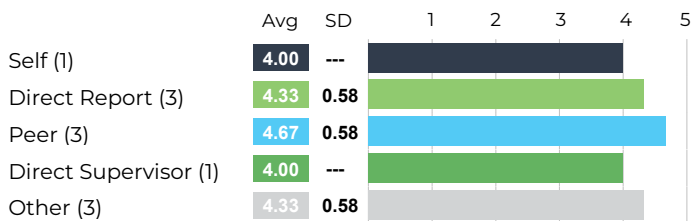
22. Displays a willingness to try new things



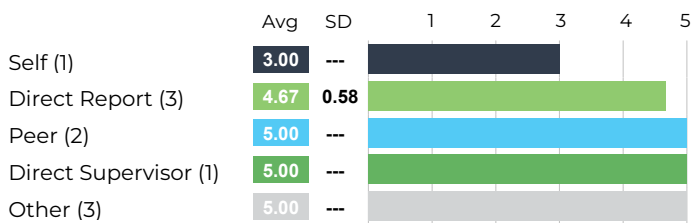
30. Maintains a positive outlook



40. Approaches situations with curiosity

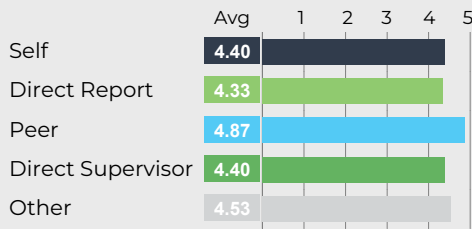


64. Learns from mistakes

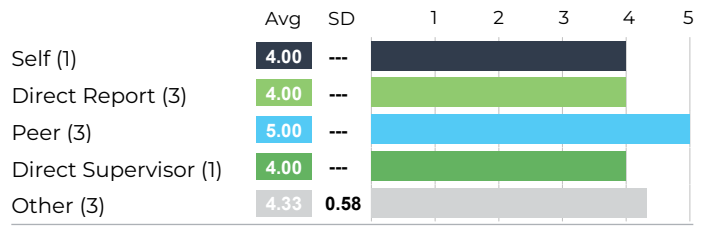




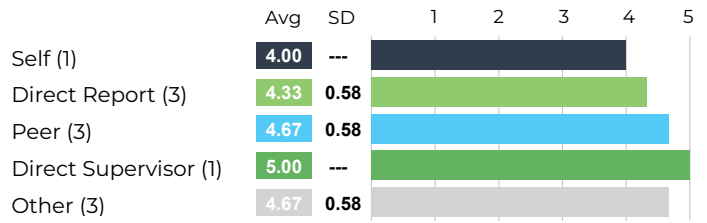
Leading Self Emotional Intelligence of Self



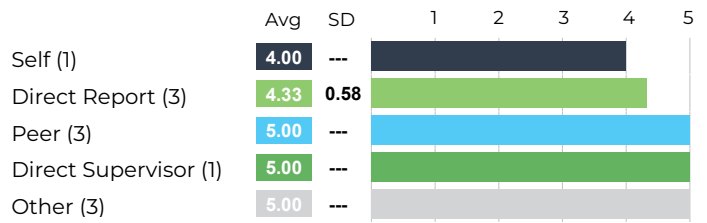
17. Takes time to think before they react



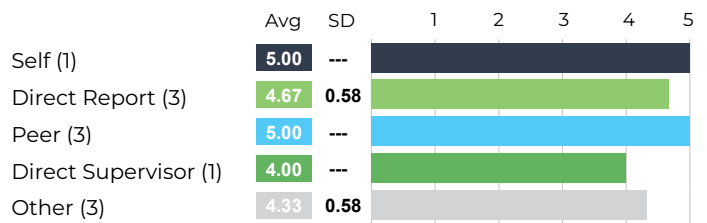
23. Appropriately expresses their emotions



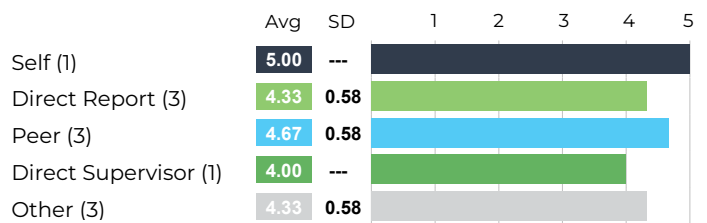
28. Uses their strengths for maximum positive impact



35. Works to improve on their areas of opportunity

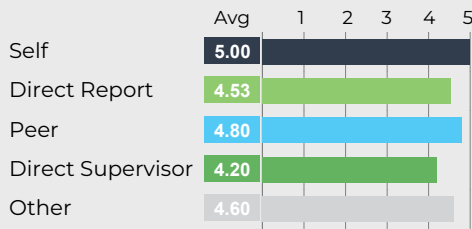


59. Is willing to admit when they are wrong

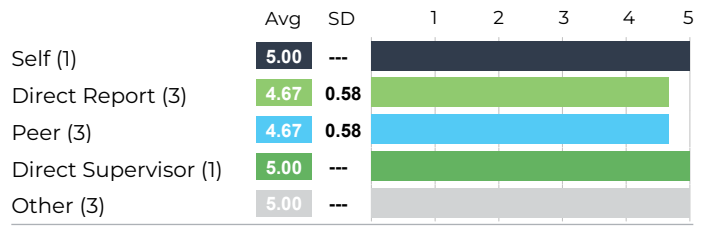




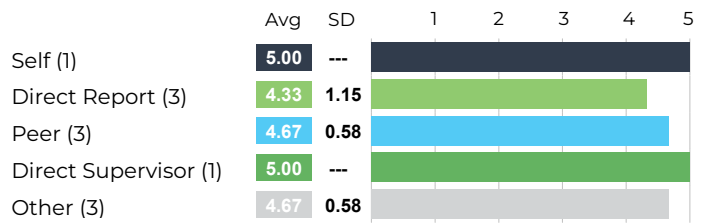
Leading Self Accountability



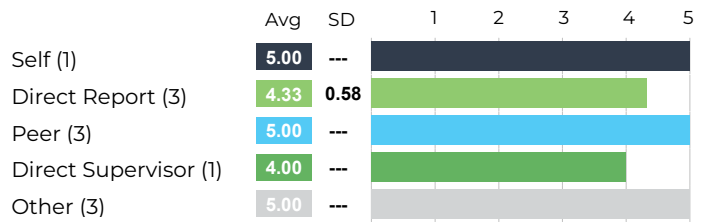
10. Proactively communicates when plans change



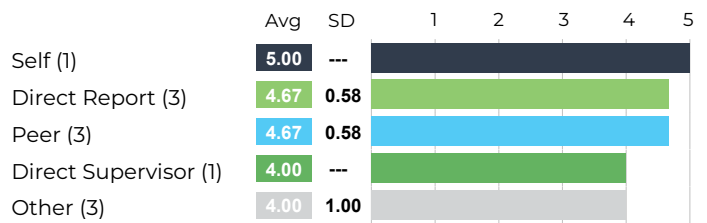
41. Takes responsibility for their actions



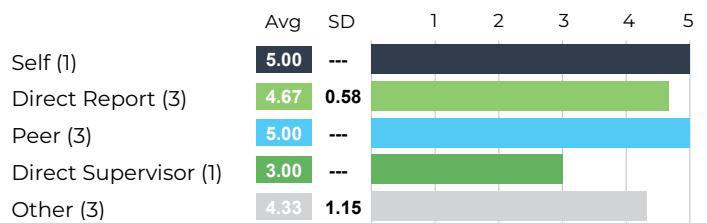
45. Follows through on commitments



50. Is willing to ask for help when needed

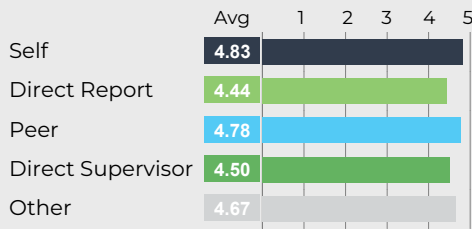


62. Is true to their word

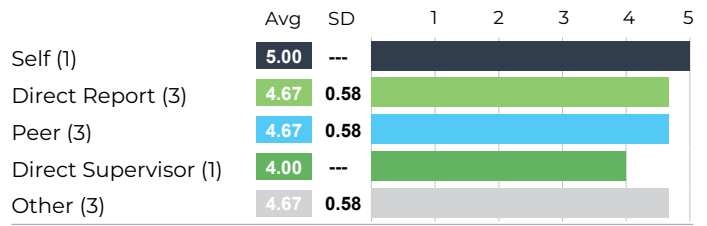




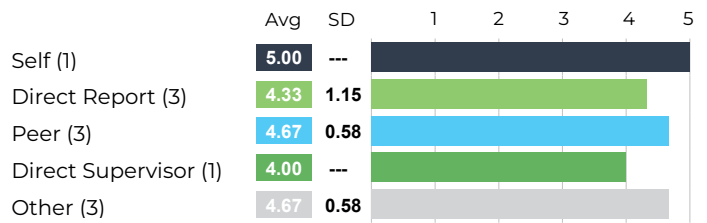
Leading Self Adaptability



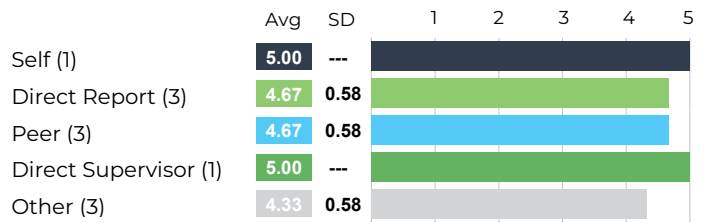
6. Thinks on their feet



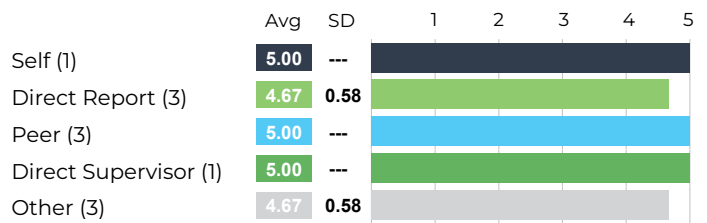
8. Shows resilience during difficult times



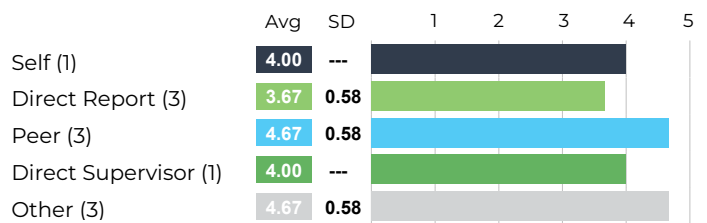
20. Works well under pressure



34. Willingly adjusts plans when needed

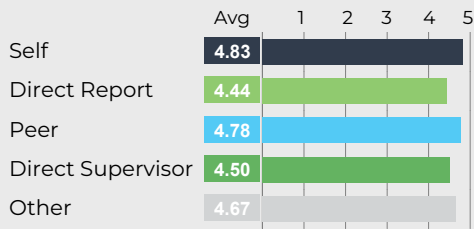


39. Seeks new solutions when met with roadblocks

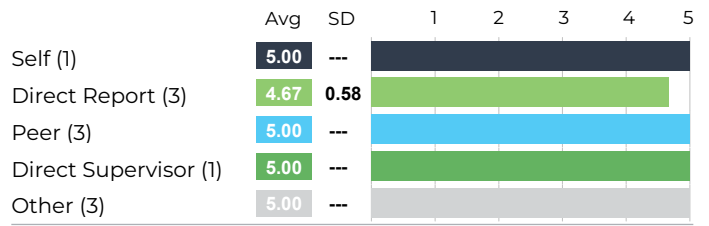




Leading Self
Adaptability
(Continued)

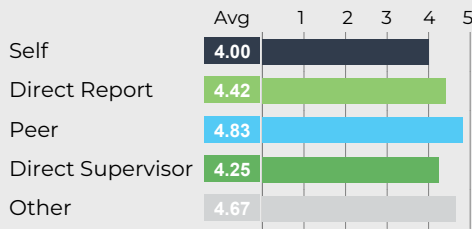


54. Comfortably embraces the opinions of others

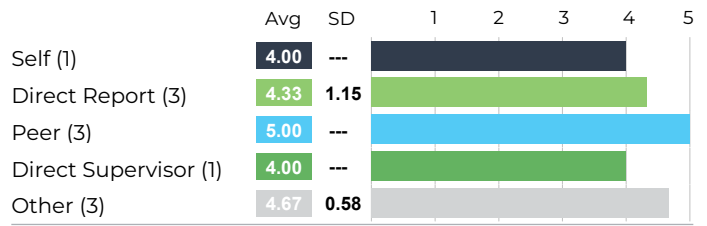




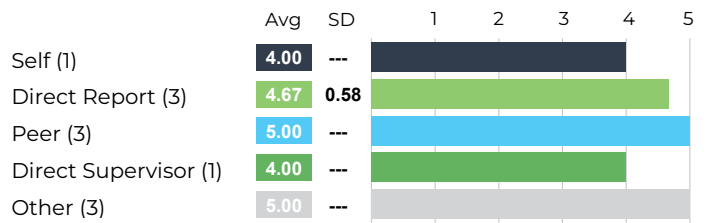
Leading Self Productivity



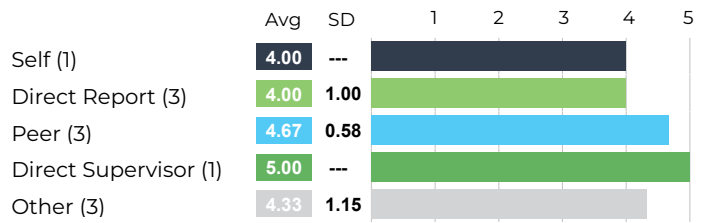
31. Manages distractions



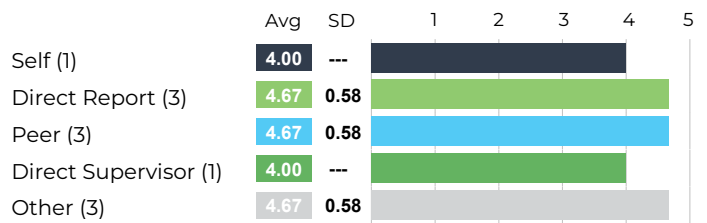
47. Prioritizes tasks based on importance



52. Maintains focus on desired goals

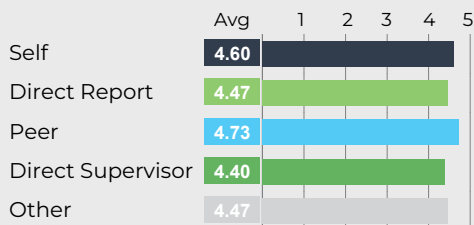


55. Meets deadlines without compromising quality

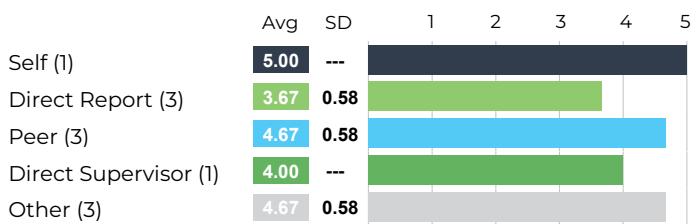




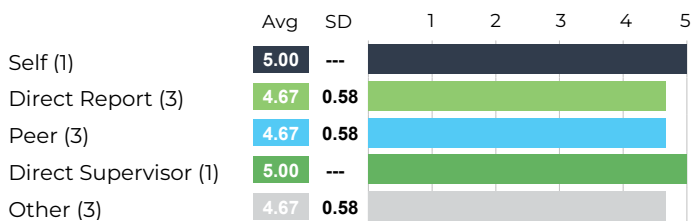
Leading Others Motivation



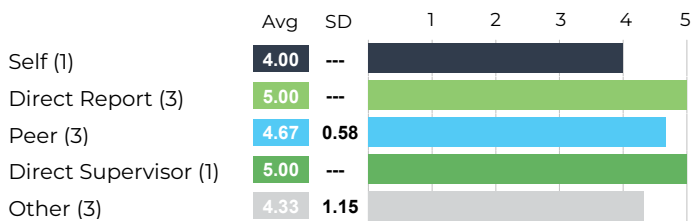
4. Sets clear expectations



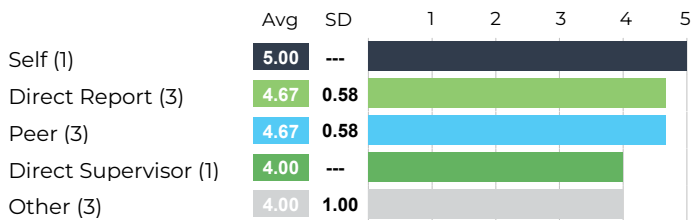
13. Aligns the work of the team with organizational values



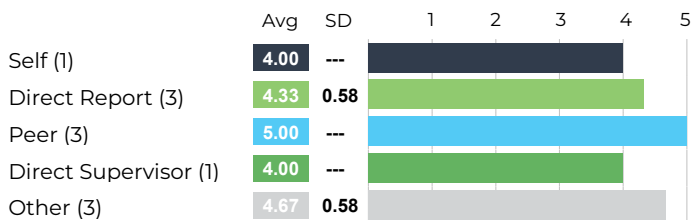
19. Seeks to understand what drives each team member



33. Cultivates an inclusive environment for sharing differing perspectives

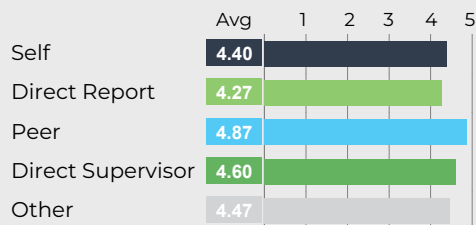


37. Provides the tools and training needed for both current and future job success

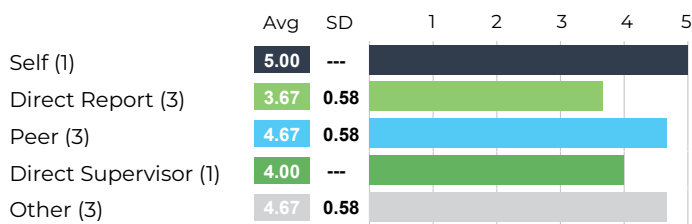




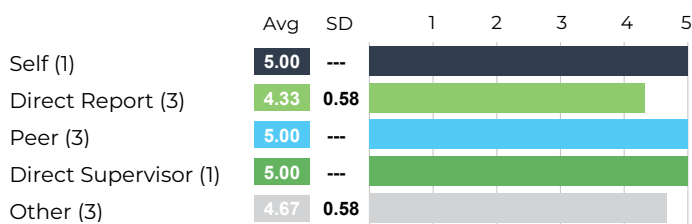
Leading Others Developing Others



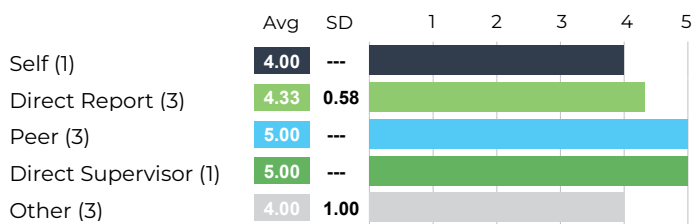
4. Sets clear expectations



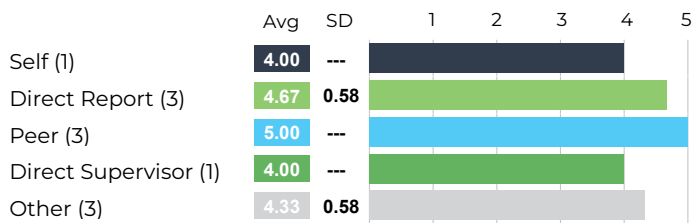
24. Provides work opportunities to stretch and develop colleagues



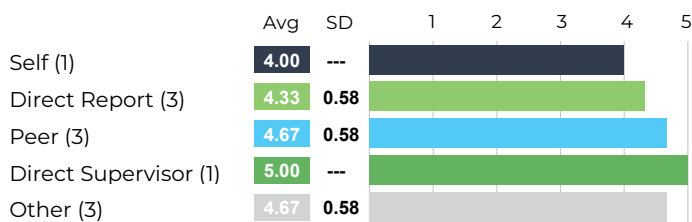
36. Gives constructive feedback to colleagues at all levels



57. Takes a genuine interest in the development of their team

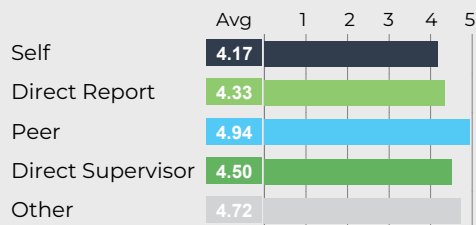


63. Gives recognition to others when they perform well

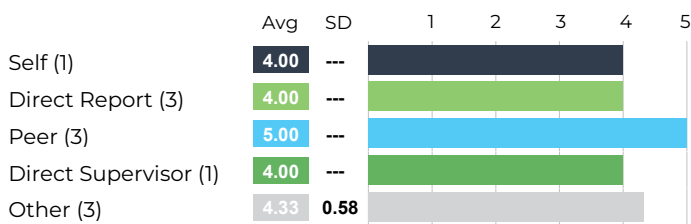




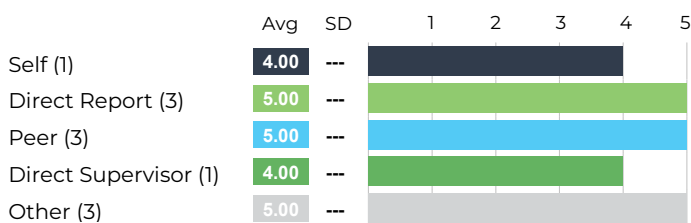
Leading Others Communication



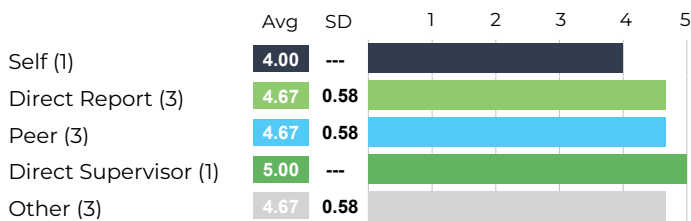
15. Leads meetings effectively



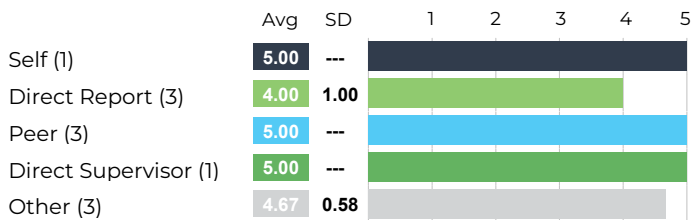
18. Actively listens in conversation



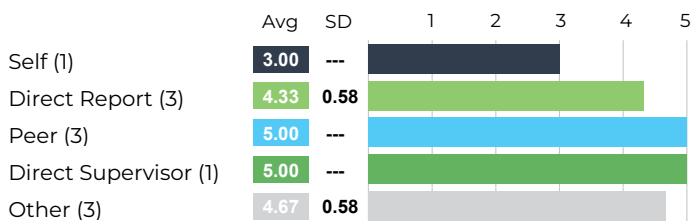
46. Communicates in a way that is easy to understand



48. Appropriately adjusts their communication style based on who their talking to

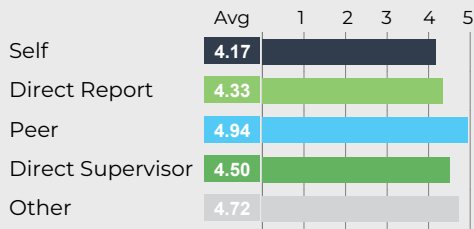


51. Communicates during conflict well

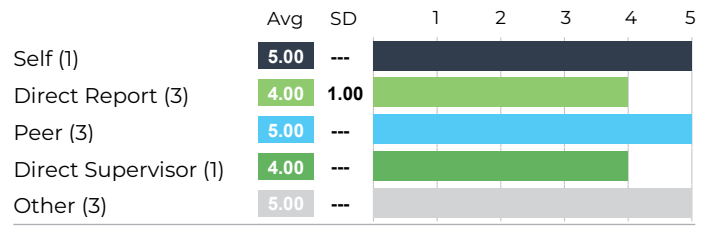




Leading Others
**Communication
(Continued)**

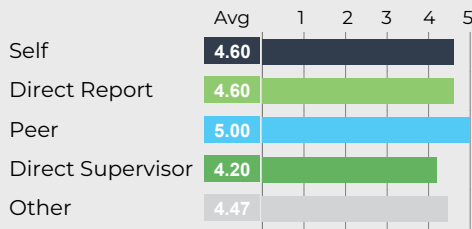


56. Uses appropriate body language while communicating

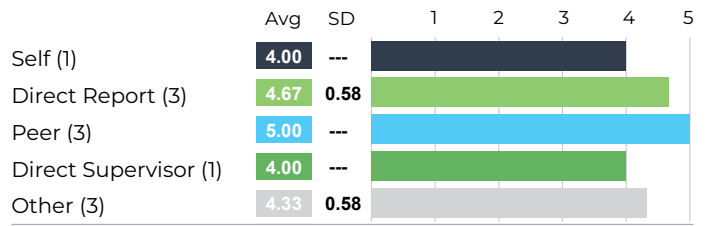




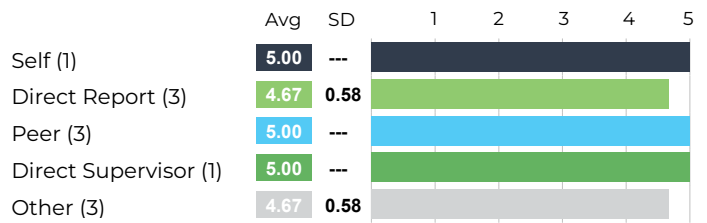
Leading Others Emotional Intelligence of Others



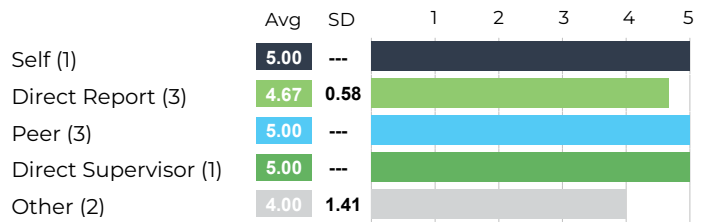
25. Reads the emotions of others well



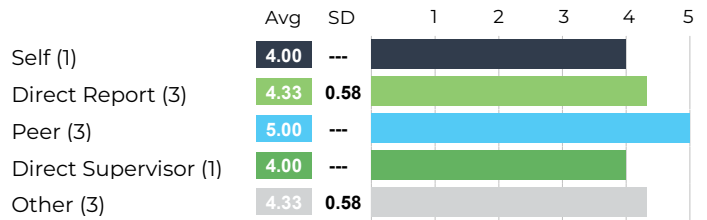
32. Gets along with others



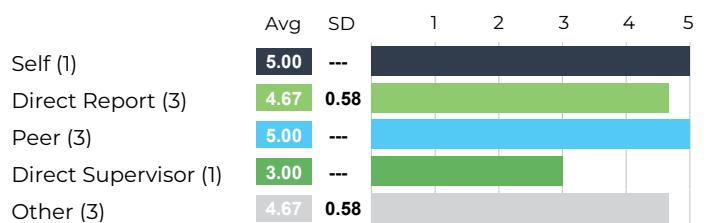
38. Sees things from another person's point of view



49. Shows genuine interest in what other people have to say

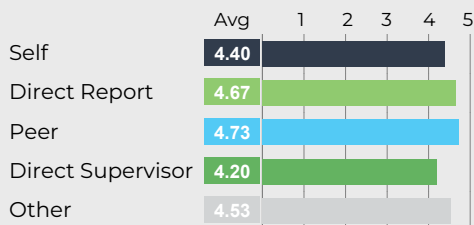


58. Resolves conflict effectively

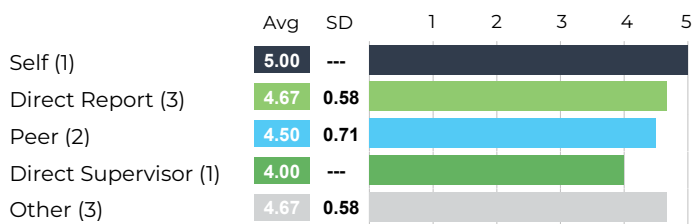




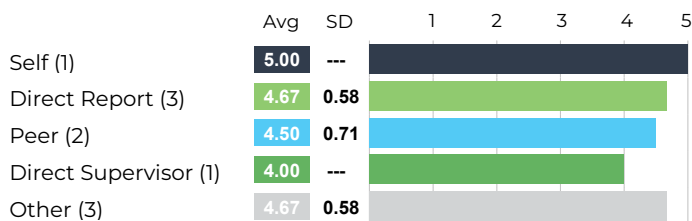
Leading the Organization Results



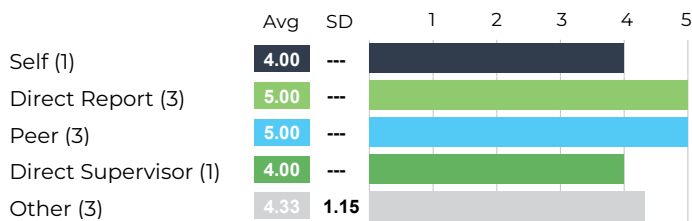
9. Plans with a results-driven approach



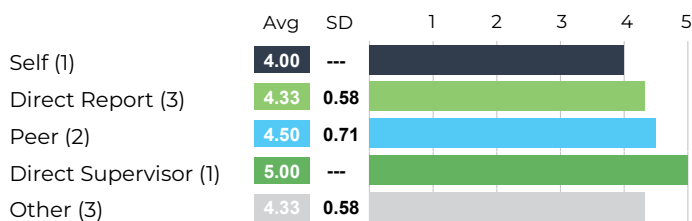
12. Makes decisions that align with company goals



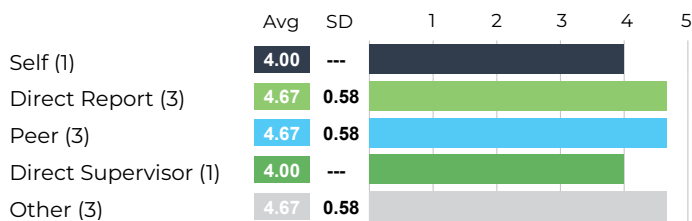
16. Gets meaningful results



42. Shows dedication towards their work

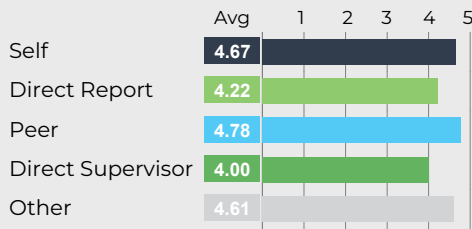


60. Takes initiative

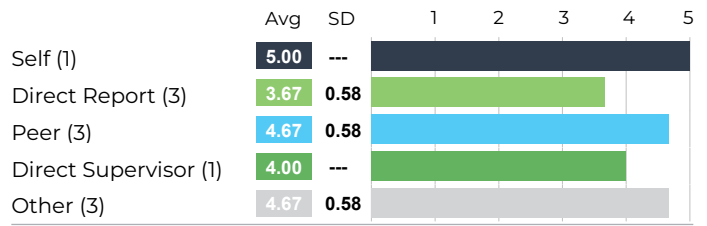




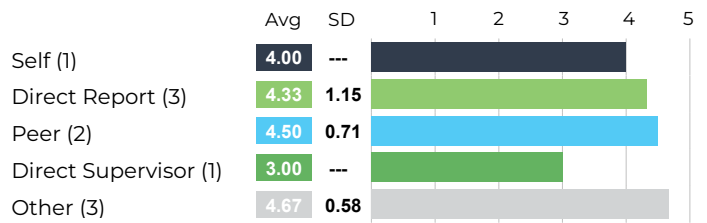
Leading the Organization Delegation



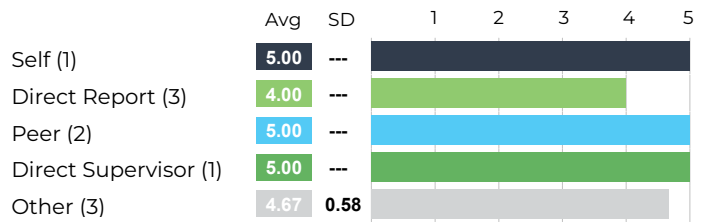
4. Sets clear expectations



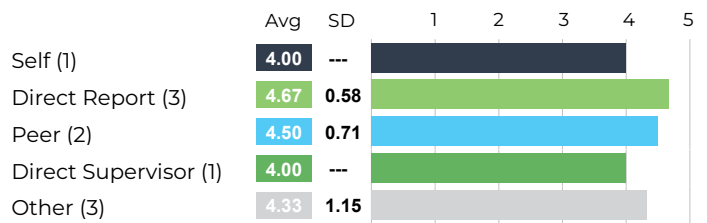
5. Provides appropriate level of support when delegating



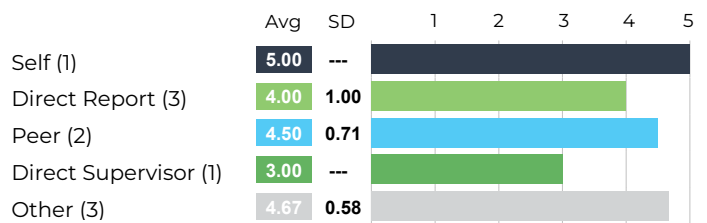
26. Delegates tasks to maximize results



29. Is unbiased in holding others accountable

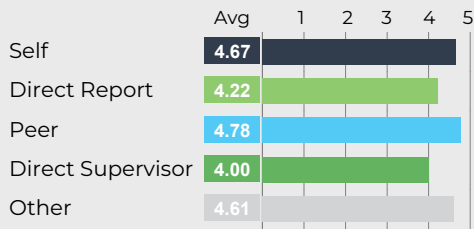


43. Delegates the right work to the right people

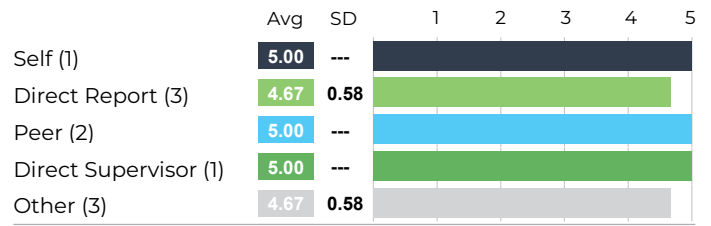




Leading the Organization
**Delegation
(Continued)**

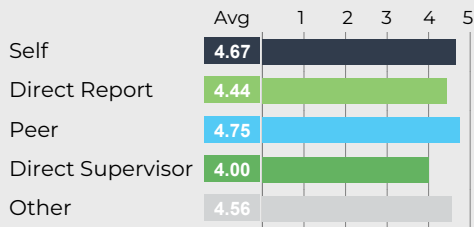


44. Empowers others

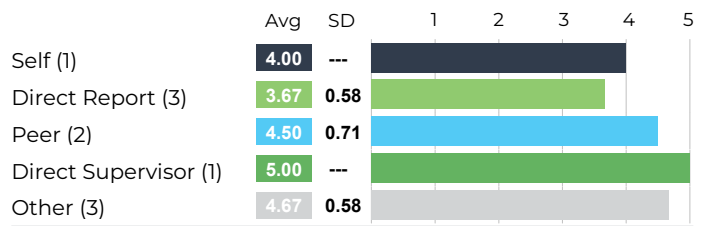




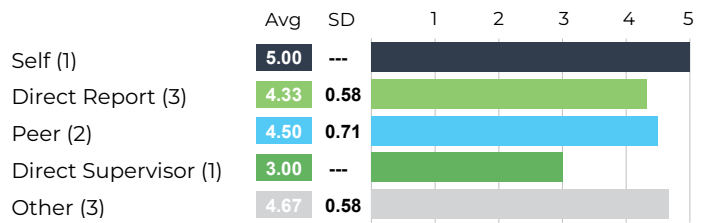
Leading the Organization Influence



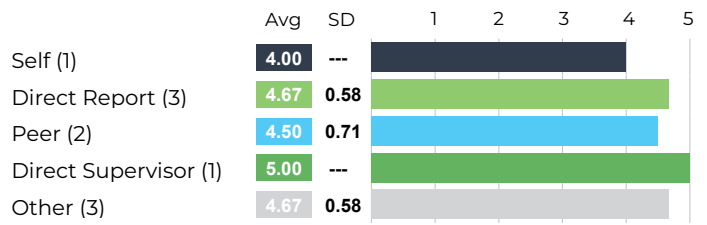
7. Leads by example



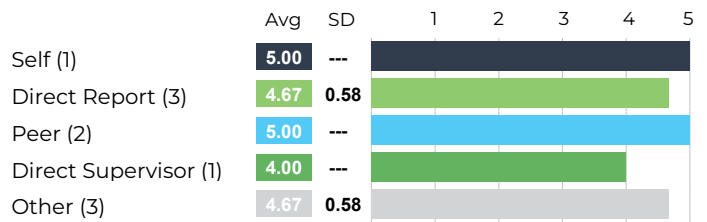
11. Earns respect through their behaviors



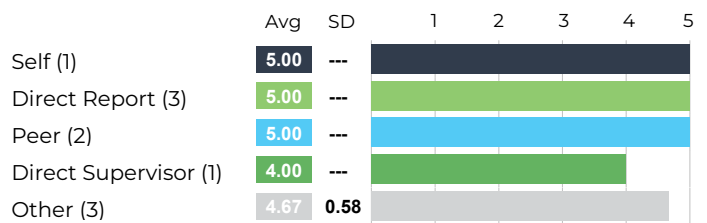
21. Behaves in a way that positively influences the organization



27. Acts in a trustworthy way

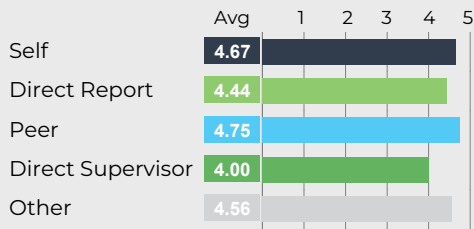


53. Is sought after for their input

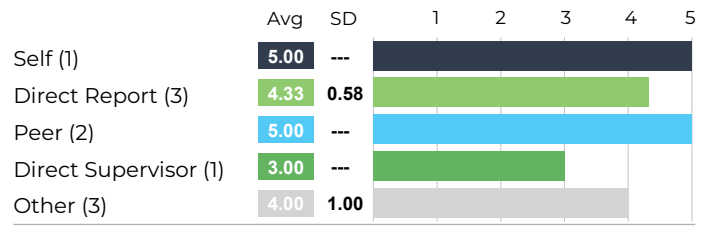




Leading the Organization
Influence (Continued)



61. Builds strong relationships across the organization



What else would you like to share about this individual?

Self

- ▶ Comment

Direct Report

- ▶ *Survey received; no comment provided.*
- ▶ *Survey received; no comment provided.*
- ▶ *Survey received; no comment provided.*

Peer

- ▶ N/A
- ▶ *Survey received; no comment provided.*
- ▶ *Survey received; no comment provided.*

Direct Supervisor

- ▶ Comment

Other

- ▶ Comment 1
- ▶ Comment
- ▶ *Survey received; no comment provided.*



What does this individual do particularly well?

Self

- ▶ Comment 2

Direct Report

- ▶ *Survey received; no comment provided.*
- ▶ *Survey received; no comment provided.*
- ▶ *Survey received; no comment provided.*

Peer

- ▶ N/A
- ▶ *Survey received; no comment provided.*
- ▶ *Survey received; no comment provided.*

Direct Supervisor

- ▶ Comment Comment

Other

- ▶ Comment 2
- ▶ Comment
- ▶ *Survey received; no comment provided.*



What would make this individual more effective in their role?

Self

- ▶ Comment 3

Direct Report

- ▶ *Survey received; no comment provided.*
- ▶ *Survey received; no comment provided.*
- ▶ *Survey received; no comment provided.*

Peer

- ▶ N/A
- ▶ *Survey received; no comment provided.*
- ▶ *Survey received; no comment provided.*

Direct Supervisor

- ▶ Comment Comment Comment

Other

- ▶ Comment 3
- ▶ Comment
- ▶ *Survey received; no comment provided.*

