

# MFI LEADERSHIP 360 ASSESSMENT AND REPORT



Self-awareness is key to a leader's success. But a leader can't improve if they aren't aware of their blind spots, strengths, and weaknesses, or how their behavior impacts business results, their team, peers, or the C-Suite or Board of Directors. For the leader getting a 360 assessment, raters water down their feedback so they can't be identified or punished for their comments. The standard 360 review isn't flexible to match relevant changes in job functions, business strategies, an impending merger, a prolonged pandemic, or retirement preparation. The 360 assessment should reflect the current expectations and circumstances for the leader.

## THE MFI LEADERSHIP ASSESSMENT IS UNIQUE AND USEFUL IN FIVE WAYS:

- 1. Customization.** The leader and their boss work with the MFI coach to identify ten areas to assess, based on that person's role, career goals, expectations, and the current forces pushing on the business (up or down economy, competitors entering into the market, virtual workforce addressing a world-wide pandemic, etc.),
- 2. Live interviews.** Instead of filling out an on-line survey, raters are interviewed over the phone or on Zoom calls by a skilled interviewer. The rater provides a 1 - 6 rating (strongly disagree to strongly agree) for each statement.



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For example, "This person has a leadership brand others want to follow." The rater answers two follow-up questions, "please give examples of why you gave this person the score you did" and "what could this person do to improve in this area?" The numeric score and two follow questions uncover rich information not obtained from standard on-line 360s.

- 3. Confidentiality.** The interviewer shares with the rater the entire process and promises confidentiality. The final report contains no direct quotes from raters, ensuring the leader can't identify who provided what comment. Given this assurance, the rater often speaks freely and is pleased to be included in the process.
- 4. Team effort.** Our time-intensive process involves four people: a person who sends the intake form and schedules the interviews, another who compiles all the numeric and written data, a person who conducts the interviews and writes the first draft of the MFI Leadership 360 Report, and a fourth who finishes the report by including recommendations they've learned from other leaders over 28 years. This person is an MFI Coach who might support the leader with the next steps.
- 5. Action plan.** The MFI Coach delivers the report during a live conversation and helps the leader create a leadership development plan and communicate his or her goals to team members, peers, and senior leaders. The coach will often support the leader in implementing their development plan with on-going executive coaching.

**The MFI Leadership Assessment and Report** helps leaders uncover their blindspots, discover their strengths and weaknesses, create an action plan that addresses relevant expectations and circumstances, and turn feedback into a regular, give-and-take activity.



For more information contact us at  
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