



Developing High Performance People

## High Performance Emotional & Social Competence Griffith 360° Leadership Survey Reports



\*Example of a 360 Degree Reporting structure  
(1 x Manager, 3 x Peer and 5 x Direct Report)

### The benefits for the individual and organisation

The insights gained from participating in the 360° process can assist the participant in pursuing their career management and individual development strategy. It offers feedback on the leadership and coaching abilities, gains insight into the complexities of group behaviour whilst further understanding the planning and management of personal development. Better emotional and social intelligence builds personal development, independent and group learning, and employability. The Emotional and Social Competency model used is based on one of the world's most thoroughly validated and widely used models of EI.

The survey measures competencies organised into four clusters: Self-Awareness, Self-Management, Social Awareness, and Relationship Management. To be more specific the four competencies are then divided into twelve leadership modules which are as follows:

Competency	Description
<b>Emotional Self- awareness</b>	Recognising one's emotions and their effects
<b>Accurate Self-Assessment</b>	Knowing one's strengths and limits
<b>Self-Confidence</b>	A strong sense of one's self-worth and capabilities
<b>Emotional Self-Control</b>	Keeping disruptive emotions and impulses in check
<b>Achievement</b>	Striving to improve or meet a standard of excellence
<b>Initiative</b>	Readiness to act on opportunities
<b>Optimism</b>	Persistence in pursuing goals despite obstacles and setbacks
<b>Social Competence</b>	Sensing others' feelings and perspectives, and taking an active interest in their concerns
<b>Inspirational Leadership</b>	Guiding and motivating
<b>Developing Others</b>	Bolstering others through feedback and guidance
<b>Conflict Management</b>	Negotiating and resolving disagreements
<b>Team Capabilities</b>	Creating group synergy in pursuing collective goals, Co-operation and team building

### The process

Each participant is given information and instructions for completing the questionnaire which usually takes each participant about 15 minutes to complete. The questionnaire can be sent to up to five (5) other respondents in each area which are their manager, direct reports and colleagues. The questionnaires are emailed from Griffith Group and completed online by all



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participants, once completed the reports will be automatically returned to Griffith Group for processing and preparing the reports. The reports are color coded and very easy to understand whilst offering a comprehensive analysis at the same time.

The standard service includes the processing and scoring of responses, generation and provision of individual reports and help-desk assistance.

### **Confidentiality**

It is important to note that in the data collection process, individual respondents cannot see the responses given by others. In addition, the responses given by staff and others are reported as averages, to help ensure confidentiality. The manager's responses are however reported separately, to provide a foundation for development planning and discussions about the participant's role.

A sample questionnaire can be emailed to you upon request.

### **Further information**

For further information regarding the 360° High Performance Emotional & Social Competence feedback questionnaire and access arrangements please contact Griffith Group on (03) 9499 8099.

#### **Griffith Consulting Group**

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