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THE MANAGEMENT SHIFT®



SELF - ASSESSMENT 360 REPORT FOR LEADERS



Simon Sample

23/10/2020 08:05

THE 8Cs MODEL

360 Self-assessment for leaders

*Thank you for completing this online self-assessment based on **The 8Cs Model**.*

This version is designed for those predominantly operating in a **leadership** role.



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THE 8Cs MODEL

Sustaining humane leadership
beyond the 'Big Shift'



ABOUT THE 8 KEY AREAS

	Clarity	Clarity not only needs to be conveyed in clear messaging, but also through clear values and purpose.
	Candour	Leaders must show honesty, openness, and trustworthiness to everyone at the organisation.
	Calmness	Moving away from fear and worry is crucial. Calmness transcends in ripples and can impact emotional intelligence as well as social intelligence that impacts people around leaders.
	Compassion	Humane leadership will offer a new competitive advantage. Leaders operating using transactional and authoritative leadership of the old paradigm will be obsolete.
	Connection	Collaboration and unity must be practiced across the whole of the organisation.
	Communication	Leaders in the post-pandemic world need to have very clear two-way conversations, that flow both top-down and bottom-up.
	Community	Leaders must develop a sense of community within the organisation. People can self-organise in communities, pursuing their passion, working together, and supporting each other.
	Creativity	We are going through a paradigm shift where a new world is emerging and there is no way of going back.

GUIDELINES FOR INTERPRETING THE REPORT

The graph that illustrates your Individual Assessment results has two axes:

1. The horizontal line (the x axis) shows a percentage of the answers representing *'how you normally feel about a statement'* grouped by each of the 8 key areas (categories) at the time of completing the questionnaire, i.e. how strongly you associated with the statements for each of the 8 key areas.
2. The vertical line (the y axis) has 8 categories – each representing one of the 8 key areas of the 8Cs Model.

SAMPLE INDIVIDUAL REPORT

360 RESULTS

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	
C1: CLARITY												 72.00%
C2: CANDOUR												 80.00%
C3: CALMNESS												 84.00%
C4: COMPASSION												 68.00%
C5: CONNECTION												 68.00%
C6: COMMUNICATION												 80.00%
C7: COMMUNITY												 80.00%
C8: CREATIVITY												 68.00%
	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	

NEVER = 0%, SELDOM = 20%, SOMETIMES = 40%, FREQUENTLY = 60%, VERY FREQUENTLY = 80%, ALWAYS = 100%
 The scale ranges from 0% to 100% and indicates the average score you gave to behaviours relating to each of the Levels
 The horizontal bars are rounded up or down to the nearest 10% band

IMPLICATIONS - SAMPLE REPORT RESULTS

The results in the sample report suggest the person that completed this self-assessment see themselves as someone that frequently, and in some instances very frequently, exhibits characteristics of a leader that is living the 'Big Shift'. The 8Cs model captures the essence of what it is to live the 'Big Shift' from an operational standpoint.

When there are areas that score below the 50% mark, know that these areas represent areas of potential development.



YOUR 360 REPORT

EXPLORING YOUR OWN REPORT



















Using the detail in the descriptive pages that follow for the 8 key areas of The 8Cs Model, now is the time to consider your personal results.

Please remember:

Your results can vary in time and can be influenced by coaching and self-development initiatives as well as by significant circumstances that you might be experiencing at the moment that may have an impact on your mindset.

If you have invited Others to provide feedback on how they see you, you will receive an abridged PDF report when each feedback questionnaire is submitted. This will be forwarded directly to your email address ‘[***simon.sample@assentire.net***](mailto:simon.sample@assentire.net)’ used when you were registered for this 360 Report for Leaders.

360 RESULTS

	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	
C1: CLARITY												 99.00%
C2: CANDOUR												 60.00%
C3: CALMNESS												 80.00%
C4: COMPASSION												 80.00%
C5: CONNECTION												 80.00%
C6: COMMUNICATION												 80.00%
C7: COMMUNITY												 80.00%
C8: CREATIVITY												 80.00%
23/10/2020 08:05	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	8: GBASS-0086692415

NEVER = 0%, SELDOM = 20%, SOMETIMES = 40%, FREQUENTLY = 60%, VERY FREQUENTLY = 80%, ALWAYS = 100%

The scale ranges from 0% to 100% and indicates the average score you gave to behaviours relating to each of the Levels

The horizontal bars are rounded up or down to the nearest 10% band

Reflections

What do you like most about working with your colleagues?

My open response to Q1 Take 2

What aspects of my leadership style could be improved?

My open response to Q2 Take 2



What is one specific action that you could take that would make a big difference for your colleagues?

My open response to Q3 Take 2

If you are completing this 360-Self assessment form for the second time, do you notice any specific behavioural changes in yourself? If, so please elaborate.

My open response to Q4 Take 2

DETAILS OF THE 8 KEY AREAS

	<p>Clarity</p>	<p>Clarity not only needs to be conveyed in clear messaging, but also through clarity in values and purpose. Leaders should ask ‘where is the organisation going?’, and ‘what is the higher purpose of this organisation?’, ‘How can we serve the world?’</p> <p>It is important to be aware of the bigger picture and finding meaning in the chaos. Where does the organisation fit in this new world and what strategies will enable it to succeed?</p> <p>Every leader should look at how they can make their organisation a force for good in the new society.</p>
	<p>Candour</p>	<p>Leaders must show honesty, openness, and trustworthiness to everyone in the organisation. In the age of social media, authenticity can be easily exposed so transparency needs to be practised authentically. If a leader practices what they preach, others will be inspired to follow.</p> <p>Candour will create psychological safety which will have positive impact on performance, engagement and profit.</p>



Calmness

Moving away from fear and worry is crucial. Calmness transcends in ripples and can impact emotional intelligence as well as social intelligence that impacts people around leaders. Research by Goleman and Boyatzis showed that when leaders express emotional / social intelligence they affect the brain chemistry of the people around them.



This has been shown to work both face-to-face and when working remotely. As humans, with our mirror neuron brain cells, we pick up the emotions and moods of the people around us and emulate them.





Compassion

Humane leadership will offer a new competitive advantage. Leaders operating using transactional and authoritative leadership of the old paradigm will be obsolete. Companies won't survive without humane leadership that expresses empathy, kindness, and love.

Leaders showing genuine compassion for the organisation, the people who work in it, and the wider society, will thrive in the post-pandemic world. Positive energy will also create psychological safety for all employees.

	<p>Connection</p>	<p>Collaboration and unity must be practised across the whole of the organisation. Interdisciplinary teams should have diversity of thought both internally and externally. This will lead to new insight and connectivity to the other Cs mentioned above, such as creativity and so on.</p> <p>In fact, all levels are interlinked and if a leader is weak in one area, it will impact the other areas. Just like our living organs, all areas are equally important and influence each other.</p>
	<p>Communication</p>	<p>Leaders in the post-pandemic world need to have very clear two-way conversations, that flow both top-down and bottom-up. It is important that people's voices are heard to improve execution success rate.</p> <p>Better engagement, for example, will lead to better productivity, which in turn will naturally improve monetary outcomes. Ultimately, communication should be open, timely, relevant, clear, and inclusive.</p>

	<p>Community</p>	<p>Leaders must develop a sense of community within the organisation. People can self-organise in communities, pursuing their passion, working together, and supporting each other. A strong community ethos will become similar to that of a ‘family’, where people work, eat, and socialise together. Instilling a sense of community into the DNA of an organisation will also breed positive relationships and inclusivity among the entire team.</p>
	<p>Creativity</p>	<p>We are going through a paradigm shift where a new world is emerging and there is no way of going back. Leaders need to be switched on and practise creative thinking where possible to succeed in innovation. Established business models need to be challenged in a critical but positive way. We are on the edge of chaos and this is the chance to unleash creativity to hit the reset button and paint a picture for a new world. Creation of ideas about new projects, products, services, markets and business models are crucial to address the current challenges.</p>

Further information

We offer individual coaching, team coaching, and workshops designed to help to achieve an individual shift for leaders.

www.themanagementshift.com

For specific enquiries please email:
info@themanagementshift.com

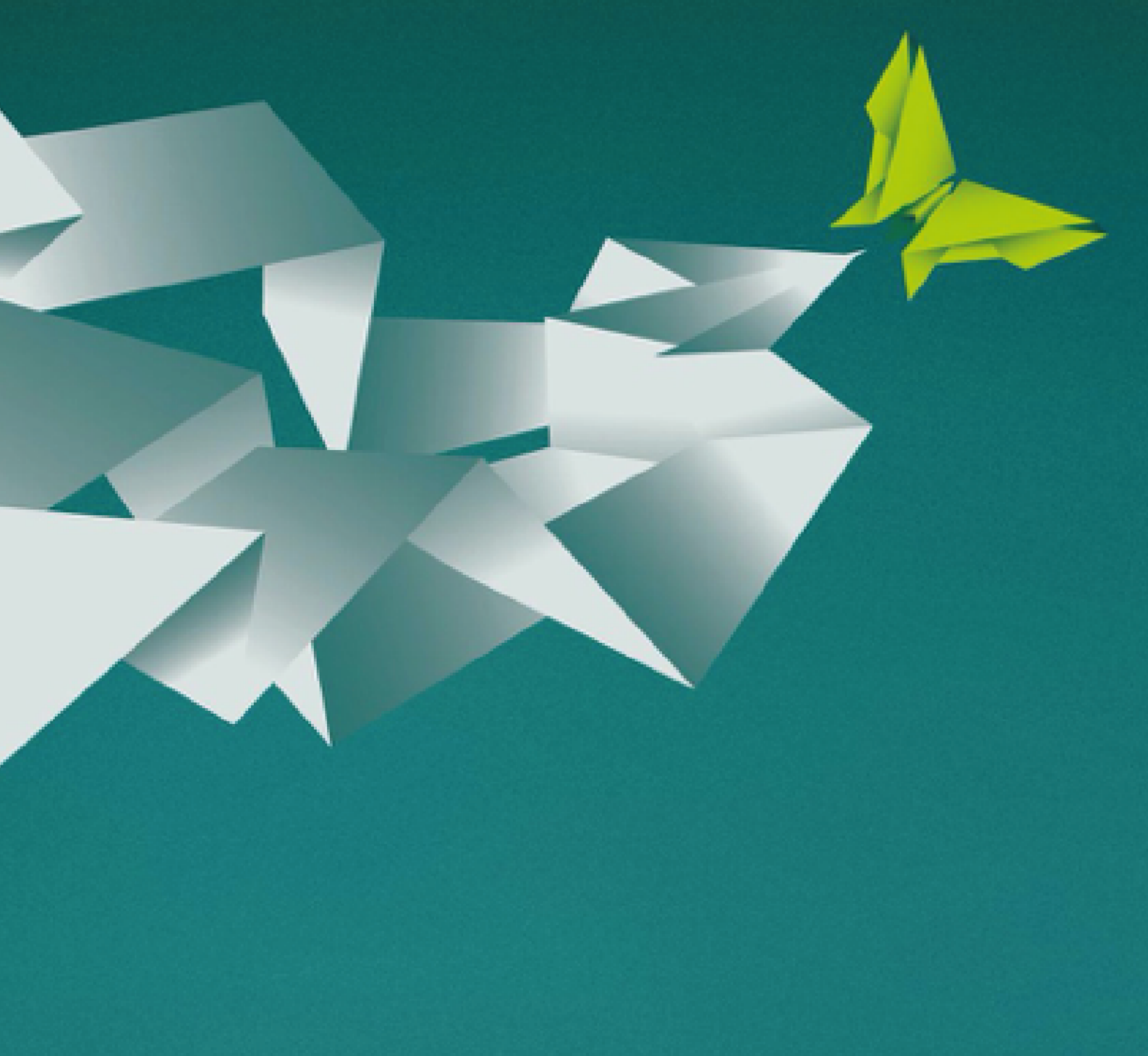
The 8Cs MODEL HELPS YOU TO SUSTAIN A NEW LEVEL OF THINKING AND SUCCESS



“The significant problems we face cannot be solved at the same level of thinking we were at when we created them”.

PETER DRUCKER





SUSTAINING LEADERSHIP BEYOND THE ‘BIG SHIFT’

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