

2026 Foundations of Leadership 360 Survey Questions

1. **Leading People:** Please rate this leader's effectiveness in each of the following areas.

	Extremely effective	Effective	Somewhat effective	Ineffective	Extremely ineffective
Provides effective coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trusts people enough to let go (avoids micromanagement)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides effective recognition for other's achievements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inspires people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify). Is there anything else you'd like to add?

2. **Building connections:** Please rate this leader's effectiveness in each of the following areas.

	Extremely effective	Effective	Somewhat effective	Ineffective	Extremely ineffective
Treats coworkers as partners, not competitors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Builds effective partnerships across the bank	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Builds effective relationships within the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creates a network of relationships that get things done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify). Is there anything else you'd like to add?

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3. **Influencing others:** Please rate this leader's effectiveness in each of the following areas.

	Extremely effective	Effective	Somewhat effective	Ineffective	Extremely ineffective
Demonstrates a true desire to understand others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strives to arrive at an outcome with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Builds trust with their teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Believes in others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify). Is there anything else you'd like to add?

4. **Thinking broadly:** Please rate this leader's effectiveness in each of the following areas.

	Extremely effective	Effective	Somewhat effective	Ineffective	Extremely ineffective
Understands the impact of what they do for the bank	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands the impact of what they do for the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands the impact of what they do for the banking industry as a whole	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helps others see the impact of what they do for the bank, community, and industry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify). Is there anything else you'd like to add?

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5. **Getting along:** Please rate this leader's effectiveness in each of the following areas.

	Extremely effective	Effective	Somewhat effective	Ineffective	Extremely ineffective
Creates a network of relationships that help get things done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Actively listens without the need to respond	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asks for input without criticism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides constructive, not negative, feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify). Is there anything else you'd like to add?

6. **What about you?** Growth is for all of us. Name at least one area in your professional life that you will work on improving. For me, for example, I am always working on my organizational skills. I tend to think big picture and need to focus on the details and keeping things organized. What about you? Take a few minutes and let me know what you will work on improving.