![360feedback - Data-driven Behavior Change®]

Strategic Feedback Analysis For Educators (7 competencies)

Competency	*self text: "I ..."*
Communication	Express thoughts and ideas so that others can readily understand the meaning. Demonstrate the courage to voice sensitive issues that need to be addressed. Listen and observe attentively, allowing an exchange of information. Collaborate with others outside the formal line of authority to accomplish organizational goals and to resolve problems. Share knowledge, information and experience to help others achieve their goals. Express myself clearly, without aggression towards others. Use tact and consideration with others. Defuse emotionally charged situations where strong disagreements exist.
Decision Making	Ask appropriate open-ended questions. Consider potential impact on people in decision making process. Solicit information from all relevant parties. Take timely corrective action to resolve work issues. Encourage creative problem solving. Ensure everyone in decision making process is treated with respect. Model fairness.
Leadership	Work with others to create a shared vision and to cooperate in shared values. Gain commitment in ways that build team morale. Build a strong sense of team's purpose and group identity. Treat all others as honored equals, modeling tolerance and acceptance of differences. Appropriately involve employees, peers and others in planning, goal setting, decision making and other functions. Show a sincere interest in people as individuals. Establish measurable and achievable results expectations.
Performance Management	Communicate clear expectations. Develop in others the ability to think through problems to understand the implications of all decisions. Empower others through effective delegation with appropriate authority and accountability. Give credit where credit is due. Provide performance feedback to employees in a manner that enhances their self-esteem even when tough messages on non-performance are delivered. Build high performing teams based on trust and collaboration.
Innovation	Encourage discovery and improvement for dealing with existing problems and processes. Routinely observe other organizations, and disciplines to find new ideas for improvement.

Am always on the lookout for new ideas about how to solve problems or do the job better.

Actively search for new solutions through discussion and experimentation.

Create a learning environment where people feel safe to try out new ideas.

Model openness to change and innovation.

Transfer learning from one situation to another.

Self Development

Am open to criticism. Constructively receive suggestions from others.

Act ethically and morally in all practices, relationships, and standards.

Consistently follow through with commitments.

Assess myself accurately.

Expand my abilities to enhance personal contributions to the organization.

Maintain consistent style and personality even when under deadlines, or in opposition.

Work well under tight deadlines.

Systems Thinking

Describe organizational issues accurately and objectively without blaming people or policies.