

The 360° Leadership Survey

How do you know what impact your leadership is having? As leaders, it can be hard to see ourselves as others do, and this can make it difficult to further our purpose and vision effectively.

Rockwood's [360° Leadership Survey](#) is an opportunity to gain meaningful feedback from your network around your performance and impact as a leader. All responses are anonymous and you will choose the people who will contribute to this tool.

Completing Your Portion

A complete [360° Leadership Survey](#) includes a reflection from you as well as the submission of 10 responses from peers. Peers will answer the same questions that are in your self-assessment. You will not be able to enter in the emails of your peers until you complete the self-assessment portion.

Self-Assessment

First, complete a 20 minute self-assessment using the personal link you receive from 360@rockwoodleadership.org

Invite Peers

Then, reach out to 10-15 peers who can speak to your leadership. For sample language to send to peers, [see this resource](#).

**Submit Peer
Emails**

Finally, using the same personal link for your self-evaluation, submit your peer's emails

Survey Guidance

After decades of hosting transformative leadership trainings, we've found that 10 peer submissions provide the most comprehensive view of one's leadership.

That said, we recognize not everyone is able to obtain this many submissions and that is ok! You are still able to participate in the training even if you receive less than 10 submissions. All we ask is you lean into the process and engage fully.

When Completing Your Self-Assessment

- Set aside intentional space and time to complete the reflection with a centered heart and mind. This is an opportunity for quiet celebration of all that you are. Breathe.
- In moments of unease, resist focusing on the numerical value of a score. Instead, lean into the goal: to help you gain a well-rounded view of your leadership. Transformation starts with awareness.

When Inviting Peers

Feedback is a gift, but the process of asking and receiving can feel vulnerable. To help, we offer a short reflection exercise - we invite you to think and feel through the following:

- What am I hoping to learn from this survey?
 - If you want to understand how your leadership is being received now, invite people in your network who are directly witnessing your leadership (work, family, community, etc.)
 - If you want to better understand your leadership over time, reach out to people across all your leadership experiences
- How would this feel differently if I view it as an opportunity to practice courage in my network?
- How would feedback feel if I saw it as a window into what others see of me: Do I trust this person's feedback? If not, is there still value in understanding how they receive my leadership?