



The Prince's
Responsible
Business Network



Inclusive Leadership

360 Degree Evaluation of Inclusive Leadership Behaviours

Inclusive Leadership and 360 Degree Evaluation Feedback

What is 360 evaluation feedback?

360° feedback is a powerful tool to help individuals identify where their leadership strengths and development needs lie. The process includes getting confidential feedback from line managers, peers and direct reports. As a result, it gives an individual an insight into other people's perceptions of their leadership abilities and behaviour.

Benefits of 360 feedback:

- provides the participant with an opportunity to learn how others perceive them, leading to increased self-awareness
- encourages self-development
- helps increase understanding of the behaviours required to improve both individual and organisational effectiveness
- promotes an open culture where giving and receiving feedback is an accepted norm
- increases communication within an organisation
- clarifies supervisory and managerial expectations
- is a powerful initiator for individual and team change.

This resource provides examples of questions you can use / adapt to build into your existing 360 degree evaluation process.

OR select questions to create a specific Inclusive Leadership evaluation framework.

Inclusive Leadership example questions for 360 degree evaluations

N.B. The scale for measurement can be adapted to use 'strongly agree, agree, disagree, etc.

Adaptability

My leader.....	Never	Rarely	Sometimes	Often	Consistently	Don't know
Actively champions diversity and inclusion issues within the organisation						
Actively champions diversity and inclusion issues outside the organisation						
Challenges individuals on inappropriate language or behaviour						
Holds his/her reports to account on living up to the values of the organisation						
Holds his/her reports to account on demonstrating a commitment to diversity and inclusion						
'Walks the Talk' in terms of living the values of the organisation						
Encourages agile / flexible working practices to help balance individual and business needs						
Shows cultural awareness and understanding when working with teams/clients across different cultures and adapts to accommodate any differences						
Is willing to experiment with new ideas						
Encourages cooperation between people who are different from each others						
Questions traditional assumptions and beliefs about the best way of doing things						

Developing diverse talent

My leader.....	Never	Rarely	Sometimes	Often	Consistently	Don't know
Guides others not only in understanding the written policies and processes, but also the 'unwritten' rules of working here and how to succeed in this organisation						
Actively encourages the development the skills and experience of others						
Promotes the achievements of others to senior managers and leaders						
Visibly coaches/mentors/sponsors high potential diverse talent						
Is able to articulate why diverse talent matters to this organisation and what he/she is doing to address it within their team						
Provides useful constructive feedback to others						
Supports others to reach their goals						

Building inclusive relationships

My leader.....	Never	Rarely	Sometimes	Often	Consistently	Don't know
Has an 'open door policy' in terms of approaching him/her for advice.						
Shares information on the bigger organisational picture and the role of others within it.						
Takes time to get to know people in their team / stakeholders, remembering information about them.						
Knows how to leverage the range of skills and experience within the team.						
Knows how to motivate different individuals within their team.						
Consults with team members to get reactions and suggestions before making a decision.						
Shows a willingness to learn from team members/clients/ customers about cultures they are not familiar with.						
Values difference of opinion/diversity of thought and brings people from divergent perspectives toward constructive engagement .						
Is open and transparent about what matters to him/her and is clear on the direction the team is going in.						
Understands and engages well with others from different backgrounds.						
Is aware of their own strengths and weaknesses.						
Is aware and mindful of their impact on others.						
Understands others by putting themselves in others' shoes.						
Regularly seeks the opinions of a range of people, not just those within their closest circle.						