

MFI LEADERSHIP 360 ASSESSMENT AND REPORT



Self-awareness is key to a leader's success. But a leader can't improve if they aren't aware of their blind spots, strengths, and weaknesses, or how their behavior impacts business results, their team, peers, or the C-Suite or Board of Directors. For the leader getting a 360 assessment, raters water down their feedback so they can't be identified or punished for their comments. The standard 360 review isn't flexible to match relevant changes in job functions, business strategies, an impending merger, a prolonged pandemic, or retirement preparation. The 360 assessment should reflect the current expectations and circumstances for the leader.

THE MFI LEADERSHIP ASSESSMENT IS UNIQUE AND USEFUL IN FIVE WAYS:

- 1. Customization.** The leader and their boss work with the MFI coach to identity ten areas to assess, based on that person's role, career goals, expectations, and the current forces pushing on the business (up or down economy, competitors entering into the market, virtual workforce addressing a world-wide pandemic, etc.),
- 2. Live interviews.** Instead of filling out an on-line survey, raters are interviewed over the phone or on Zoom calls by a skilled interviewer. The rater provides a 1 - 6 rating (strongly disagree to strongly agree) for each statement.



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