

SIGMA Radius

360 Leadership Assessment



Development Guide

SIGMARadius is a multi-rater feedback survey of leadership effectiveness. Now that you have completed the assessment and received your Leadership Effectiveness Report, you have information to direct your leadership development.

This development guide consists of a series of activities to narrow the focus of your leadership behavior development. Once your target behaviors have been identified, you will be guided through the process of creating your individual development plan.



OVERVIEW

Fill in your 10 lowest scoring leadership behaviors in the space provided. In the case of a tie, select the behavior that resonate most with you or is most relevant to your job.

Identify your my5 by reviewing my10 Development Opportunities and asking yourself: What is the common theme? Mark [★] the 5 leadership behaviors with the most commonalities.

my10 DEVELOPMENT OPPORTUNITIES

1	<input type="checkbox"/>	6	<input type="checkbox"/>
2	<input type="checkbox"/>	7	<input type="checkbox"/>
3	<input type="checkbox"/>	8	<input type="checkbox"/>
4	<input type="checkbox"/>	9	<input type="checkbox"/>
5	<input type="checkbox"/>	10	<input type="checkbox"/>

SIGMA Radius ACTIVITY myFOCUS

OVERVIEW

Fill in your my5 Development Opportunities in the table below.

Indicate [✓] which leadership behaviors are backed by organizational and job conditions that provide opportunities for leveraging the behaviors once developed. Total the number of checkmarks per behavior.

Enter the myFOCUS leadership behavior that has the highest total in the space provided.

		1	2	3	4	5
my5 DEVELOPMENT OPPORTUNITIES						
IMPACT Does this leadership behavior facilitate...?	YOUR GOALS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	TEAM GOALS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	LONG-TERM STRATEGY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OPPORTUNITIES Are there opportunities for this leadership behavior to be ...?	DEMONSTRATED	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	PRACTICED	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	LEVERAGED	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SUPPORT Is there support in the form of...?	RESOURCES/TOOLS/TRAINING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	ROLE MODELS/MENTORS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	FEEDBACK PROCESSES	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DEMAND Is there a demand for this leadership behavior in my...?	ORGANIZATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	INDUSTRY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	PROFESSION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

myFOCUS BEHAVIOR

HELPFUL HINT

- Anticipate potential challenges that might interfere with your ability to leverage or develop certain leadership behaviors at this time.

SIGMA Radius TAKING ACTION

myPLAN

OVERVIEW

In the space below, enter myFOCUS and indicate corresponding actions or behaviors that you will START, STOP, and CONTINUE. Specify how you will execute these actions and state a target date by which you will aim to complete these actions.

myFOCUS:

START:

What

How

When

STOP:

What

How

When

CONTINUE:

What

How

When

SIGMA Radius TAKING ACTION

myRESULT

OVERVIEW

Once you have finished executing myPLAN, it's time to evaluate the results.

In the space below, describe your experience with developing your myFOCUS behavior according to the questions provided.

myFOCUS:

What have I learned from completing myPLAN?

What were the benefits and rewards that emerged from pursuing myPLAN?

How has myPLAN leveraged or enhanced my leadership skill?

SIGMA Radius TAKING ACTION myBOOST

OVERVIEW

Moving forward, it can be helpful to begin to reinforce the new behaviors that you have developed from myPLAN.

In the space below, complete the three exercises that will help you describe your motivation for continuing to be aware of and seeking opportunities to practice behaviors that support your myFOCUS behavior.

myFOCUS:

EXERCISE 1:

Identify your motivation for engaging in behaviors that will support your development on this competency.

EXERCISE 2:

Actively scan your environment for opportunities to exercise these behaviors.

EXERCISE 3:

Take time to acknowledge and appreciate your successes. Keep a journal to document both successes and challenges. Behavior change can be a difficult process; acknowledging the challenges helps us better understand how we can further hone our approach.

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