



360 Questionnaire

History

1. Describe your relationship with [client]. What is your professional history with [client]? How long have you known [client] and in what capacity?

Strengths

2. Based on your current observations and dealings with [client], how would you say [client] contributes to the success of the business? What are client's strengths as a leader?
3. Tell me about an example of when you saw these strengths being used. How did they play out? How were you affected? What was the impact on the business?
4. Describe a time when [client] was very effective.
5. Given the goals of the organization and the environment in which it will operate going forward, what are the [client's] key strengths?

Blind Spots

6. What does [client] do that prevents the business from running successfully?

Areas of Development

7. Describe a time when [client] was ineffective.
8. What behavior does [client] need to change, improve, or develop to be more effective?
9. Is there anything you would like to add to help in [client's] professional development?
10. What do you see as [client's] key areas of development as a leader and manager?
11. Please think of an example of when [this area] was obvious to you. What was the result? Describe your experience?
12. What single area of development would be most important for [client] to focus on considering the direction of the business?
13. Considering the mission, vision and values of the organization what is [client's] biggest challenge? What strengths will enable [client] to meet this challenge?