



Individual 360: Chris Miller

73%

Responses to date: 1 self-assessment and 8 contributor responses

Executive summary



An excellent result.

Your overall score was **73%**. This is the average of your self-assessment and your contributors' assessment (if you included them in the review) and puts you in the top 10% of our database.

You can always improve, though! Use the recommended exercises based on your report - and push yourself to improve on even this excellent review.

What's in this report



- * A detailed personal profile, benchmarking you against our database.
- * Your signature strengths and challenges.
- * A list of potential development needs pinpointed by you and your contributors.
- * Links to our recommended exercises based on your report.
- * Comments from people who completed the questionnaire.

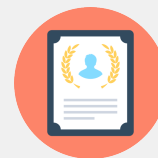
Resources to use alongside this report



Individual 360 FAQs

A concise guide to the individual 360: why individual 360s are great to do, and how the process works.

[Individual 360 Guide](#)



Expert Guidance

Comprehensive briefings on the skills you need to transform your leadership skills and your team's performance.

[Expert Guidance](#)



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How to use this report



Step 1: Review your 360 report.

What themes have been brought out? What do your contributors think are the most important things for you to work on? What do they see as your main strengths? Do these tally with your own view?



Step 2: Think about what you are going to do with the feedback in your 360.

You might have set up the 360 for a specific reason, or part of a process. If not, would it help to have someone to talk it through with? Maybe a coach or your supervisor? Or a close friend or colleague to act as a sounding board? The key is to find a person who will have your interests at heart, will listen well, and help you reflect on your best next steps.



Step 3: Think about your development priorities.

Look for aspects of your review that you feel show potential for you. These may well be things you are already good at but want to take to a higher level. Low scores only need addressing if they are critical to the role that you play now or want to play in the future. Focus on developing a style and skills that feel true to you.



Step 4: Click the links to the recommended exercise(s) in your 360 report,

or use the [Expert Guidance](#) section of the website to find out more about your chosen areas of potential development.



Step 5: Work on the recommended exercise, on your own or alongside your coach or colleague.

See where the exercise takes you. If you can, adopt an open and reflective state of mind to give yourself the maximum chance of learning from it.



Step 6: Decide on your next actions.

Come up with a plan of how you can improve. Write down some targets and deadlines and, most important, set yourself some actions **for the next seven days** that will give you some momentum and move your plan forward.

Good luck!

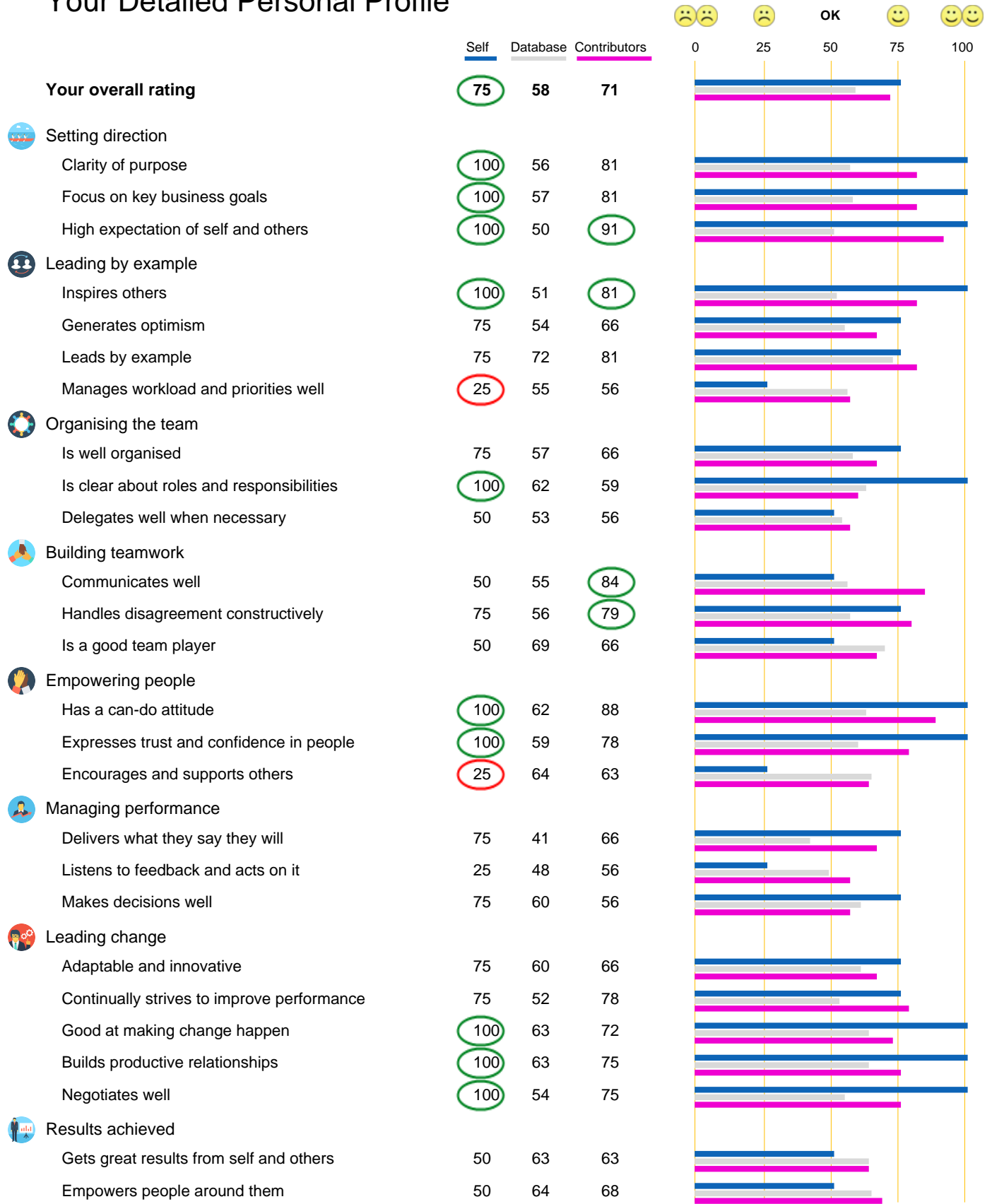
PS: you might also think about sharing your 360 feedback with your team.

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Your Detailed Personal Profile



○ This score is in top 10% of individual scores in the database ○ This score is in bottom 10% of individual scores in the database

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Your Signature Strengths

Your view - the top 4 scores (see Page 4) as rated by you:

- 100 % Expresses trust and confidence in people
- 100 % Is a good negotiator
- 100 % Is clear about roles and responsibilities
- 100 % Has a can-do attitude

Your 360 contributors' view - the top 4 scores (see Page 4) as rated by your contributors:

- 91 % Has high expectations of self and others
- 88 % Has a can-do attitude
- 84 % Communicates well
- 81 % Has clarity of purpose and direction

Your Challenges

Your view - the bottom 4 scores (see Page 4) as rated by you:

- 25 % Provides support and encouragement to others
- 25 % Manages priorities and workload well
- 25 % Listens to feedback and takes appropriate action
- 50 % Delegates well to others when necessary

Your contributors' view - the bottom 4 scores (see Page 4) as rated by your contributors:

- 56 % Listens to feedback and takes appropriate action
- 56 % Makes decisions well
- 56 % Manages priorities and workload well
- 56 % Delegates well to others when necessary

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Suggestions for Development

The questionnaire asked each respondent to pick up to three areas for the team to prioritise for development.

Your own suggestions for development:

You made no suggestions for development.

Suggestions that were picked by more than one contributor:

4 votes Delegating well

Recommended development exercise link: [Improving delegation](#)

3 votes Being a good team player

Recommended development exercise link: [Improving team dynamics](#)

2 votes Improving personal organisation

Recommended development exercise link: [Reflecting on how you work](#)

2 votes Seeking feedback and acting on it

Recommended development exercise link: [Reviewing progress](#)

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Comments: What you say you do well

"I am very clear about direction.

I'm very good at keeping in touch with our clients and understanding their needs."

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Comments: What you say you could improve

"I sometimes feel I lack imagination about possibilities - but I have others in my team who can do that.
I leave people behind sometimes and don't take enough care to think about where they are starting from."

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What your 360 contributors say you do well:

"Chris is good at handling people outside the business - clients, freelance designers etc.
Her major strength is spreading the word about our work, speaking at conferences, talking up our work."

"There's no doubt Chris can inspire people around her. But that is not always matched by being clear with people what is needed by when and who is doing what"

"Dedication. Commitment. Very focused. Flexible when needed. Trustworthy and professional."

"Chris is very clear about priorities and business requirements, and works very proactively.
Great ambassador for the team and the business."

"Chris's main strengths are her ability to organise, her work ethic and her great personality. She has great strength of character and has the ability to motivate others."

"Excellent team player - good communicator - hardworking and good at whatever she does"

"Approachable, hard working and dedicated to delivering the best she can."

"Chris is good at seeing the bigger picture and being innovative about how to take the business forward and win more work. She is very ambitious for the team and wants us to be seen to make our mark."

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What your 360 contributors say you could improve:

"Chris doesn't always seem so interested in what happens within the team. She doesn't always delegate well. It would be helpful, and more motivating to have a bit more internal focus from her."

"Chris sometimes pushes ahead with getting new work without thinking about the impact back at the ranch. Thinking more about the impact on her team members would help.

Chris sometimes seems to make decisions based on the last person she has spoken to rather than logic. A bit more consistency in her decisions would help."

"Can sometimes alienate people and doesn't always support or encourage"

"Doesn't always delegate well or listen when the rest of us say we have too much on. But her enthusiasm carries us with her."

"Develop realistic expectations, we cannot always do everything within current parameters"

"Chris inspires and empowers those that she works with but this can be developed further. As a successful leader she will need to use a range of strategies to inspire a wider team. I am sure she will achieve this."

"Chris tends to be overloaded so could work on either delegating some tasks or planning her workload better to ensure she meets all deadlines.

Her strong focus on delivery for clients can put a lot of pressure on the rest of us."

"Sometimes I think Chris takes on too much and she needs to know when to say no, I am too busy or I can do that but not this week etc."