



BENCHMARKS[®] 360-Degree Feedback Questionnaire

About the Benchmarks feedback questionnaire

Comprehensive and inclusive feedback to help develop key change and leadership skills

This 360-degree feedback questionnaire assesses the skills required to be successful in leadership, managerial and other professional roles. It is completed anonymously by a group of the individual's peers, subordinates and superiors and by the individual themselves. Skilled feedback of the results provides a powerful opportunity for the individual to learn about their impact on others and perceived skills and development needs within a controlled and constructive framework.

Business applications

Individual development and executive coaching

The instrument helps to determine the best development strategy for an individual and support them through the development process. Benchmarks[®] is particularly powerful when combined with a personality assessment (such as the MBTI[®] instruments), as the individual then receives a self-assessment of their preferences (MBTI instrument) alongside the feedback from colleagues (Benchmarks questionnaire), which allows them to build a more effective development plan.

Management and leadership development

Using the questionnaire can help to measure managers' skills against those of other successful managers collated during extensive research programmes. This allows for effective direction of development activities.

Senior-level team development

When using the questionnaire with a senior management team, areas where the team could work together more productively can be identified and a development approach can be determined.

Change and organisational development

Using the questionnaire allows you to specifically measure leadership capability. It can be used prior to, or during, a change programme to raise awareness of an individual's competence, to manage a change process and to implement learning.

Benefits for you and your organisation

- A stimulating and enlightening process, enabling candidates to identify their strengths, develop their skills and relationships and motivate change.
- Helps organisations to evaluate and invest in the most appropriate learning and development programmes for their employees.
- Analysis of working style from a variety of perspectives promotes effective people management and professional relationships, and successfully addresses a variety of workplace issues.

What does the instrument look at?

Benchmarks is a unique 360-degree instrument for two reasons. Firstly, it is based on extensive research into the skills and perspectives that are crucial for success in senior roles. Secondly, the ratings an individual receives are literally benchmarked against those of other successful leaders. Exceptionally, the instrument works in both a developmental and preventative capacity, offering a leader two different kinds of information: how they compare on the 16 key leadership skills, and on the derailment factors – factors that can stall a career.

Leadership skills and perspectives

This includes 16 key managerial success factors:

- Resourcefulness
- Doing whatever it takes
- Being a quick learner
- Decisiveness
- Leading employees
- Compassion and sensitivity
- Self-awareness
- Career management
- Confronting problem employees
- Participative management
- Change management
- Building and mending relationships
- Straightforwardness and composure
- Balance between personal life and work
- Putting people at ease
- Respecting individuals' differences



BENCHMARKS® 360-Degree Feedback Questionnaire

**What does the
instrument look at?**

**What formats are
available?**

Actualise Pty Ltd

Address

Problems that can stall a career

This includes five factors that can cause otherwise successful managers to not fulfil their expected potential:

- Difficulty building and leading a team
- Difficulty changing or adapting
- Problems with interpersonal relationships
- Failure to meet business objectives
- Limited field of operations

The Benchmarks questionnaire is suitable for use with executives and middle – senior management.

Online or paper based

Benchmarks questionnaires are available in paper based formats or can be completed via the web in about 20 minutes.

Actualise specialises in personal, team and leadership development. Visit www.actualise.com.au, email carl@actualise.com.au or phone Actualise on the number below for information on the full range of Actualise products and services.

Actualise Pty Ltd
Suite 1A, 80 Stamford Road
Indooroopilly QLD 4068

Tel: 07 3720 0016
WEB: www.actualise.com.au