

CEO 360 Review



The goal of a 360 Review is to benefit, encourage, and strengthen the CEO of your organization. Additionally, it will aid those performing the reviews to have a more complete picture of their CEO. In order to achieve this goal, this form is designed to be completed by anyone working within a 360 degree radius of the CEO (board director, peer, subordinate, etc.)

Each question below is intentionally designed to be open-ended, yet subheadings are provided to prompt your thinking so that you can answer each question from your own unique viewpoint. These subtopics are not comprehensive nor must you comment on each. They are simply included as a guide. The more specific you are with your answers, the more insightful and helpful the review will be.

CEO 360 Review



Leadership Skills

(Possible topics may include: Delegation, Ownership/Responsibility, Vision, Decision Making, Change Management, Risk-Taking, and Service)

Generally speaking, what have you observed (+/-) regarding the leadership skills of the CEO as it affects people (within or outside their organization) or directly related to his/her leadership of the team?

How have the CEO's leadership skills directly affected you (+/-)?

Communication Skills

(Possible topics may include: Listening, Clarity, Speaking, Networking, Non-Verbal Behaviors, Openness, Negotiation, Energy, Giving Feedback, and Receiving Feedback)

Overall, what are the strengths or weaknesses of the CEO in relation to his/her communication skills?

What have you observed (+/-) in your personal communication with the CEO? In addition, how have you felt after your interactions? (e.g. valued, heard, respected, minimized, unimportant)

Team Skills

(Possible topics may include: Listening, Coaching, Questioning, Helping, Participation, Peer Feedback, and Reliability)

Generally speaking, how does the CEO work in a team environment? (i.e. with the Board, in a working group, or in a staff context)

When you work or have worked on a team with the CEO, how does he/she engage with the group? What has been your overall (+/-) experience in working with the CEO?

CEO 360 Review



Organization Skills

(Possible topics may include: Project, Financial, Personal Time, Logistics, and Attention to Detail)

Overall, what have you observed about the organizational skills and attentiveness of the CEO?

How have the CEO's organizational skills directly affected you (+/-)?

Creativity Skills

(Possible topics may include: Problem Solving, Problem Identification, Inventiveness, Brainstorming, and Making Connections)

Generally speaking, how have you seen the CEO employ creativity skills in his/her leadership of the organization?

How have the creativity skills of the CEO impacted you (+/-)?

CEO 360 Review



Interpersonal Skills

(Possible topics may include: Empathy, Confidence, Stress Management, Optimism, Negotiation, Group Work, Approachability, Enthusiasm, Professionalism)

As the CEO directly engages with people, what are your overall observations about his/her interpersonal skills? (What does he/she communicate to others, and how does that impact those with whom he/she interacts)

As you personally deal one-on-one with the CEO, how have their interpersonal skills impacted you (+/-)?

Organizational Alignment

(Possible topics may include: Alignment & Understanding of Community, Values, Mission, Vision, Strategic Plan, and Processes)

As you observe the CEO, what are your impressions of his/her grasp and execution of the mission/vision of the organization and his/her ability to communicate the organizational alignment to strategic decisions?

As you directly interact with the CEO, how has his/her aptitude of who the organization should be, and where it is going, affected you (+/-)? (i.e. board decisions, partnering, staff roles, project execution)

CEO 360 Review



Spiritual Leadership

(Possible topics may include: Spiritual Vitality, Spiritual Emphasis for the Organization, Spiritual Growth of the Team, Spiritual Leadership of the Team, Faith-led and Faith-driven Decision Making, Evidence of the Fruit of the Spirit)

Overall, what have you observed (+/-) regarding the CEO's personal and corporate spiritual leadership?

How has the spiritual maturity of the CEO directly affected you (+/-)?