



360° Leadership Assessment



Empowering You with Holistic Insights

We are often like the hardworking ant, tirelessly marching north on the back of an elephant heading south. The ant represents your conscious mind, focused on planning and achieving goals, while the elephant symbolises your unconscious mind—the deeper forces driving your behaviours and patterns.

Leadership is often shaped by these unseen dynamics and misalignments.

Synthosys 360° Leadership Assessment helps you uncover hidden blind spots by offering a unique lens to better understand yourself through others' perceptions. While feedback reflects others' perceptions of reality rather than reality itself, it provides invaluable insights into how your leadership is experienced. This understanding empowers you to align your behaviours with your goals and achieve sustainable growth.

Using the ROGUE model, developed by Dr Tarek Jomaa and published in The Coaching Psychologist, this report offers structure and guidance for reflection. It helps you identify patterns, uncover actionable insights, and align your leadership approach with your personal and organisational goals.

Confidential Report

Prepared exclusively for CLIENT NAME

Date of Generation: DATE

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Leadership Styles

"Leaders who have mastered four or more—especially the authoritative, democratic, affiliative, and coaching styles—have the best climate and business performance."

—Daniel Goleman, Leadership That Gets Results

Understanding your leadership style is essential to creating a positive impact and achieving results. Effective leaders adapt their approach, using a mix of styles to meet the unique needs of their teams and organisations. The results highlight your perceived leadership style based on feedback from others—including peers, direct reports, managers, and yourself. This unique lens helps you better understand how your approach aligns with different people and situations.

Here is a one-sentence overview of six widely recognised leadership styles:

1. **Authoritative**
Sets a clear vision and inspires others with confidence and direction.
2. **Affiliative**
Focuses on building trust and fostering harmony within the team.
3. **Democratic**
Encourages collaboration and values team input in decision-making.
4. **Pacesetter**
Leads by example with high standards and expectations for performance.
5. **Coercive**
Uses authority to drive compliance and ensure immediate results.
6. **Coaching**
Develops individuals by helping them grow and achieve their goals.

What to Look At

How do others perceive your leadership style? Does it match how you see yourself? Which styles do you use most, and are they effective for your team's needs? What gaps or opportunities can you address to adapt and grow?

Use the **ROGUE** approach later in this report to deepen your insights.

Your Leadership Style Results

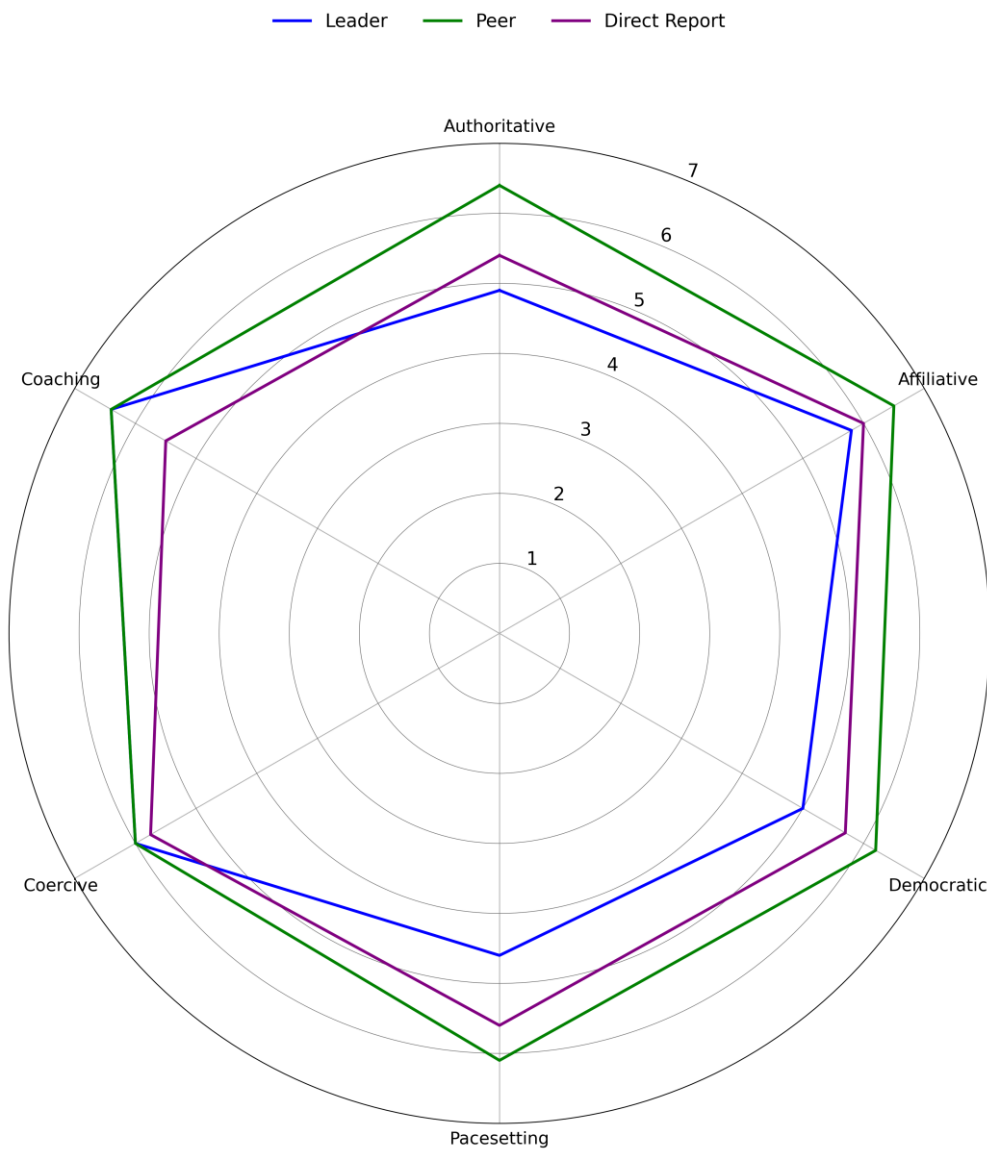


Figure 1: Your Leadership styles

Discretionary Leadership

Discretionary leadership focuses on how you, as a leader, allocate your time and energy across four critical quadrants: Own, Teach, Learn, and Delegate. It's a deliberate approach to balancing autonomy and accountability, helping you prioritise effectively and achieve meaningful outcomes.

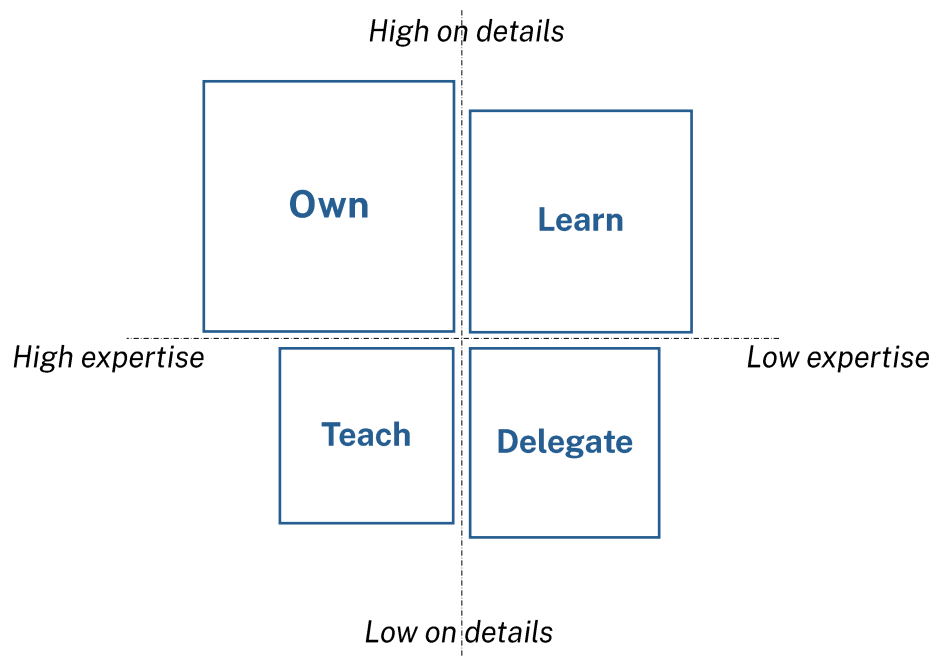


Figure 2: Generic Discretionary Leadership Matrix

Here's an overview of the four quadrants:

1. **Own**
Lead by example, taking accountability for critical decisions and ensuring results.
2. **Teach**
Invest in developing your team through personalised guidance and by fostering growth opportunities.
3. **Learn**
Embrace curiosity and seek feedback to refine your approach and adapt to new challenges.
4. **Delegate**
Empower others by entrusting them with responsibilities, providing clear expectations, and stepping back to let them own their tasks.

The biggest challenge many leaders face is not just the constant high workload—it's the behaviours and decisions driving it.

The Synthosys 360° Leadership Assessment provides a 360-degree view of how your leadership is perceived by those around you. Feedback from peers, direct reports, and managers is represented as percentages across the four quadrants, highlighting which areas dominate your leadership approach and which are less utilised. While the assessment doesn't measure your workload, it reveals how your leadership behaviours might contribute to challenges, such as overloading yourself by not delegating enough or falling into micromanagement.

Considerations for Reflection

The results in this report provide a starting point to analyse how your behaviours influence your leadership. Using the ROGUE model, consider:

- **Quadrant Balance:** How does your 360° feedback reflect your time and focus across the quadrants? Are you leaning too heavily on one (e.g., Ownership) at the expense of others like Delegation or Learning?
- **Organisational Maturity:** Newer teams may need more direct teaching and ownership from their leader, while established teams may benefit from increased delegation and autonomy. Are your behaviours adapting to the needs of newer or more experienced teams?
- **Team Needs:** Reflect on whether your behaviours enable team members to grow and handle responsibilities effectively. How do you balance control with enough support to help your team grow?
- **Leadership Goals:** Your attitudes toward ownership and delegation shape how you prioritise your time. Are your behaviours aligned with your broader objectives as a leader, such as fostering autonomy, developing individuals, or managing high-stakes situations?

By reflecting on these patterns, you can better align your time and energy with your team's needs and leadership goals.

Your Discretionary Leadership Results

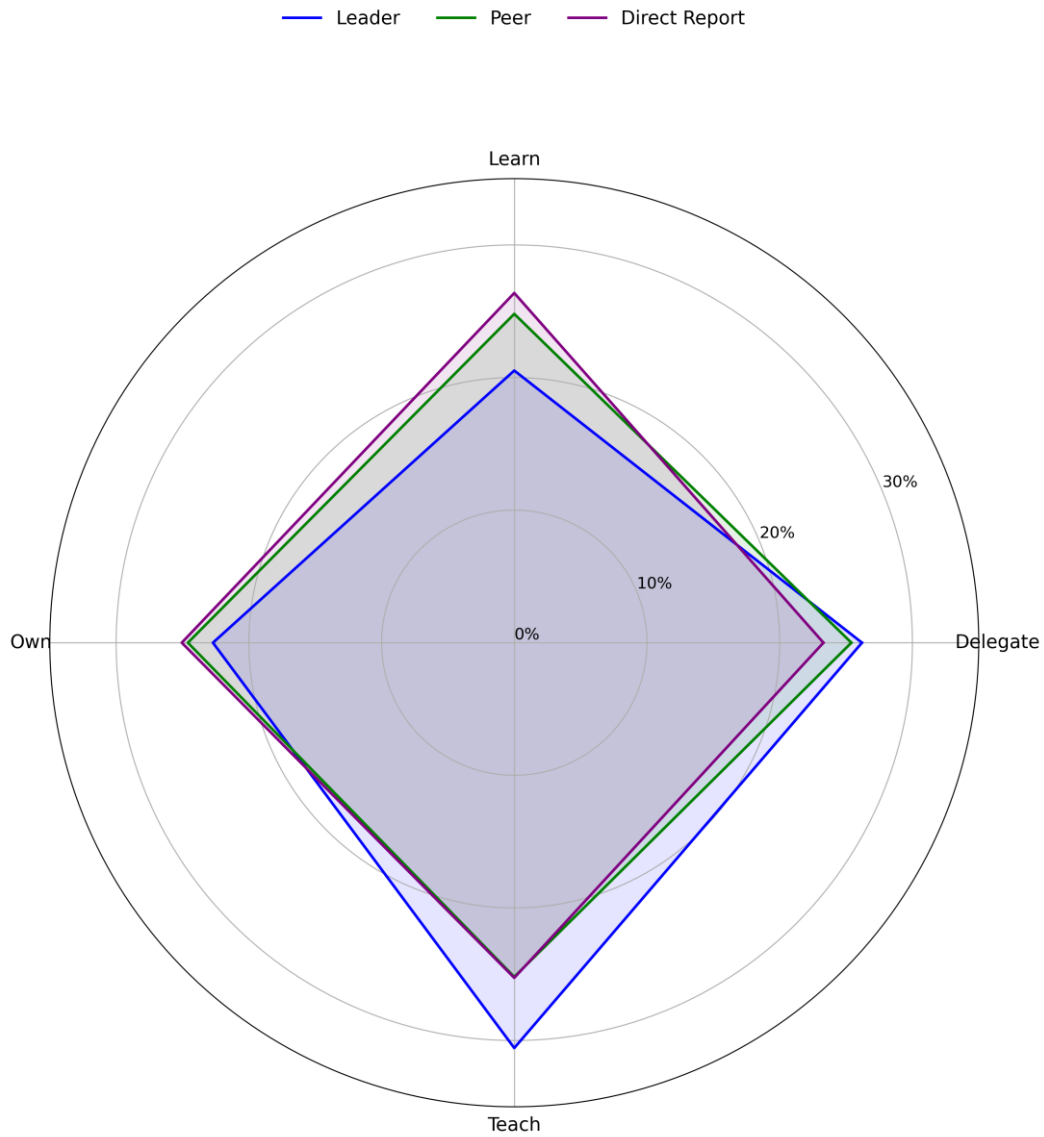


Figure 3: Your Discretionary Leadership Results

TIC Leadership Model

At Synthosys, we developed the TIC model as a proprietary framework to provide leaders with a holistic view of their leadership impact. Effective leadership comes from mastering harmony and balance across three interconnected dimensions: Culture, Team, and Individual. These dimensions reflect how your leadership behaviours influence organisational values, team dynamics, and individual growth.

Team

Leadership thrives on creating an inclusive and collaborative team environment. When teams feel cohesive and supported, they become greater than the sum of their parts, bridging individual contributions with organisational success.

Individual

Empowering individuals involves adapting to their style to provide support while constructively challenging them to grow. When individuals feel empowered, their growth strengthens the team and enhances the overall culture.

Culture

Great leaders shape a culture that aligns with organisational values and drives shared goals. They balance high performance with adaptability, foster innovation, and create strong cross-functional connections. By maintaining stability and bridging the team's culture with the organisation's vision, they ensure alignment and long-term success.

The three dimensions are interdependent, and an imbalance in one can impact the others. For example:

- A leader might excel at fostering a strong team dynamic but fail to connect with individuals, leaving some members feeling undervalued or overlooked.
- Conversely, a leader might support individuals well but struggle to create a cohesive team, leading to fragmentation and inefficiency.
- Leaders may also focus heavily on shielding their team from cultural pressures in the organisation, potentially disconnecting them from the shared values of the broader culture.

What to Look At: How does your leadership balance across the three dimensions? Are you excelling in one dimension while neglecting another (e.g., leading the team well but not empowering individuals)?

Your TIC Profile



Figure 4: Your TIC Model Profile

The Leader's Role in Shaping Culture

Building on the Culture aspect of the TIC Model, this section explores how leaders shape organisational culture through their unique leadership behaviours and priorities. Our **4C Culture Model**—Compete, Connect, Control, and Create—highlights the cultural dynamics leaders are naturally inclined to foster and their impact on the organisation.

1. Compete

Leaders inclined toward a Compete culture focus on achieving high performance and driving results. They are motivated by accountability, clear targets, and measurable outcomes, often drawing inspiration from external market competition. This approach fosters a sense of urgency, focus, and achievement, ensuring the team remains agile and responsive to market dynamics.

2. Connect

A Connect culture prioritises psychological safety, teamwork, and shared purpose. Leaders in this dimension create environments of trust and open communication, building strong interpersonal relationships and alignment within their teams.

3. Control

Leaders who emphasise Control provide structure, clarity, and consistency. By setting clear expectations and maintaining accountability, they ensure reliability and stability across their teams and organisation.

4. Create

Leaders fostering a Create culture champion curiosity, adaptability, and innovation. They encourage experimentation and forward-thinking, empowering their teams to explore new possibilities and thrive in dynamic environments.

What to Look At:

Reflect on your natural tendencies within the 4C dimensions. Which dimension(s) dominate your leadership style, and how does this shape your organisational culture? Are there dimensions you underutilise that could enhance your cultural impact? How well do your natural tendencies align with the needs of your team and organisation? What changes could help you balance or expand your cultural impact to foster a thriving and adaptive environment?

Your Culture Results

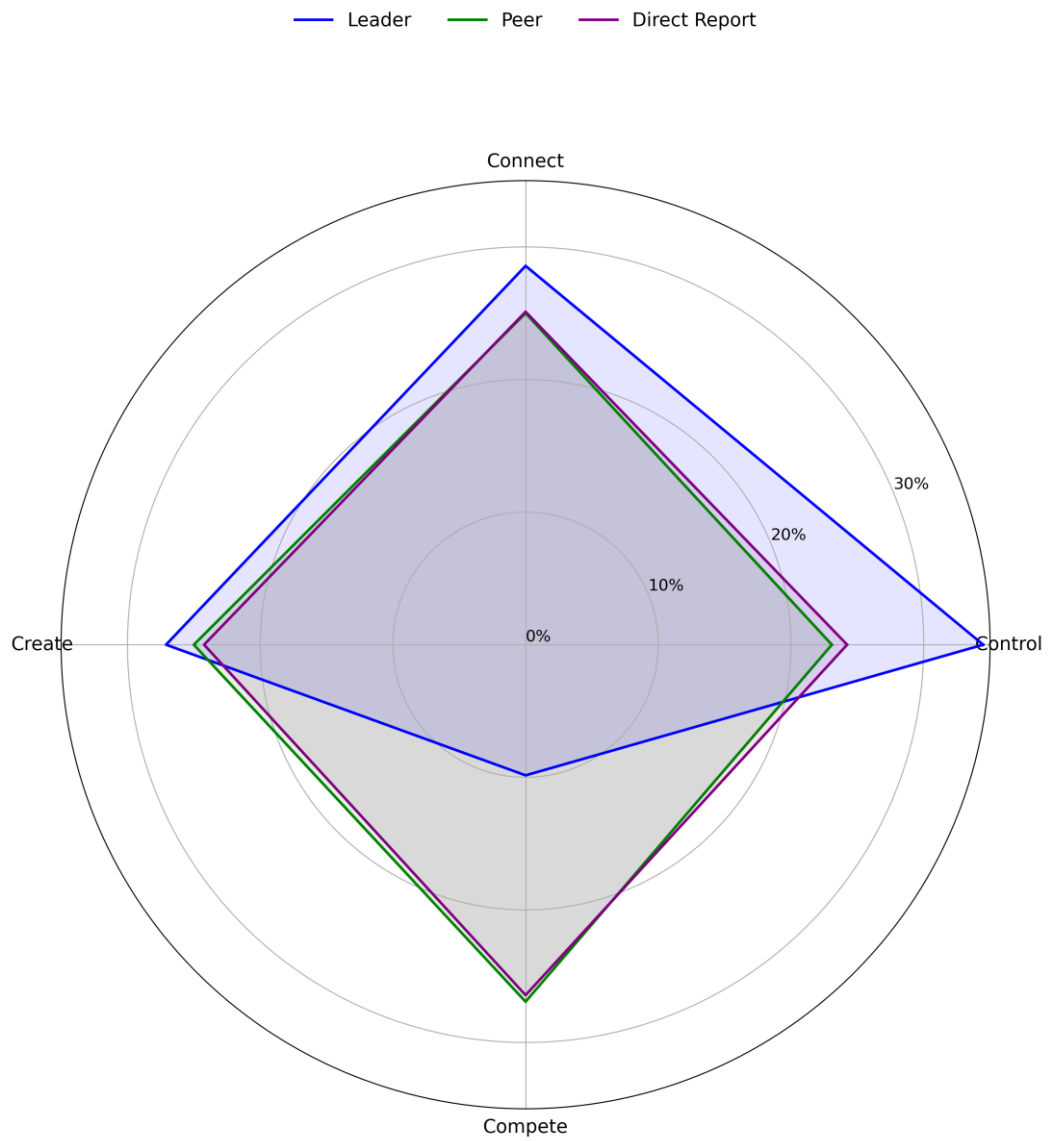


Figure 5: Your Culture styles

Leadership in the Era of AI

The integration of AI into business operations has become widespread, presenting leaders with both unprecedented opportunities and complex challenges. To navigate this landscape effectively, leaders must cultivate a set of cognitive skills that harmonise technological capabilities with essential human qualities. Based on Synthosys' work with leaders in 2024, four pivotal skills have been identified: Attention, Social Cognition, Decision-Making, and Creativity.

1. Attention

The ability to focus on key priorities while remaining aware of the wider organisational context. Strong attention skills help leaders filter distractions, prioritise effectively, and ensure their actions align with organisational goals.

Reflection: How do others perceive your ability to prioritise and maintain focus on what matters most?

2. Social Cognition

The capacity to understand and manage relationships, emotions, and group dynamics. Socially aware leaders build trust, recognise individual needs, and create a collaborative environment.

Reflection: How do your team and peers experience your ability to foster trust and manage interpersonal dynamics?

3. Decision-Making

The ability to critically evaluate information, consider different perspectives, and make timely decisions. In the AI era, this also includes combining data-driven insights with human judgment.

Reflection: How is your decision-making perceived by others? Are you balancing data insights with sound judgment in a way that inspires confidence?

4. Creativity

The ability to think innovatively, approach challenges with curiosity, and develop new solutions. Creativity enables leaders to embrace change and drive innovation.

Reflection: Do others view you as a leader who encourages innovation and adapts well to evolving challenges?

Your Leadership in the Era of AI Results

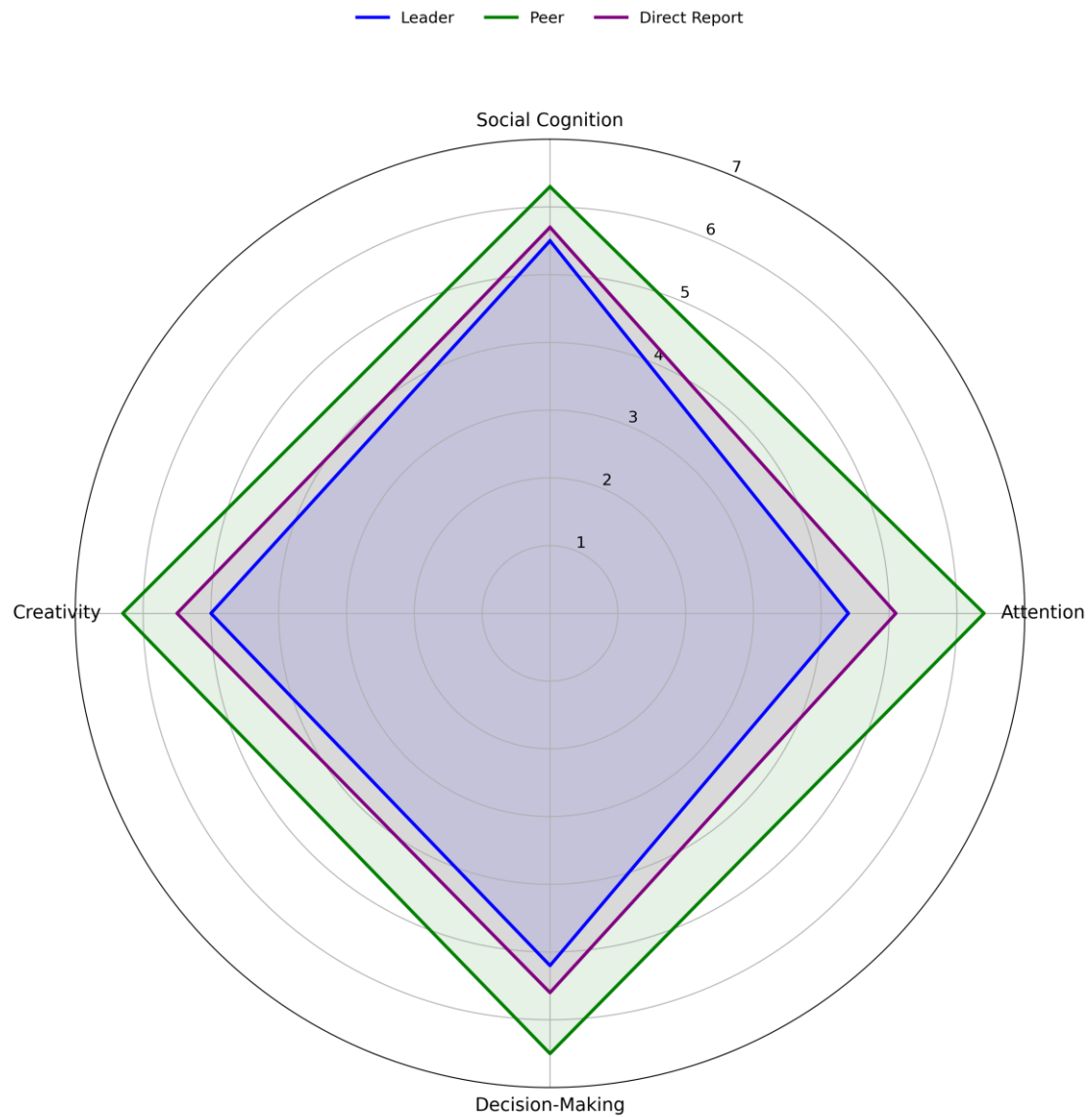


Figure 6: Your Skills in the Era of AI

Leadership Behaviours

Leadership is defined by the behaviours that inspire, support, and empower teams while driving organisational success. These behaviours provide the foundation for aligning actions with long-term goals and creating meaningful impact.

The Synthosys 360° Leadership Assessment evaluates these behaviours through feedback from peers, direct reports, and managers. The results highlight areas of alignment and variation, using Standard Deviation (**SD**) to measure agreement or disagreement among respondents.

- **SD in the Chart:** In the bar chart, SD is visually represented by the black horizontal bar. A larger SD indicates greater variation or disagreement in responses, suggesting that your behaviours may be perceived differently by your peers, direct reports, or managers. A smaller SD reflects stronger alignment, with more consistent perceptions of your behaviour.
- **Single Respondents:** For any category with only one respondent (e.g., only one peer or manager provided feedback), SD is not calculated, as variation cannot be measured.

What to Reflect On:

Perception Gaps: Are there behaviours with a larger SD that suggest your leadership is perceived differently across respondent groups? What might be driving this variation?

Strengths Alignment: Which behaviours have a smaller SD, indicating consistent perceptions? How do these strengths align with your role, team needs, and organisational goals?

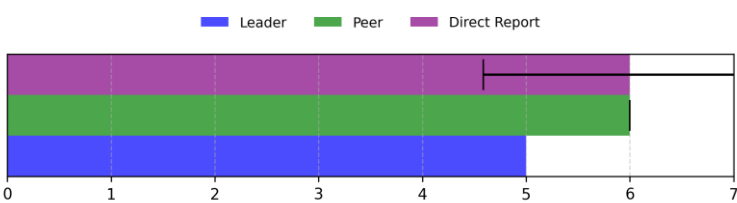
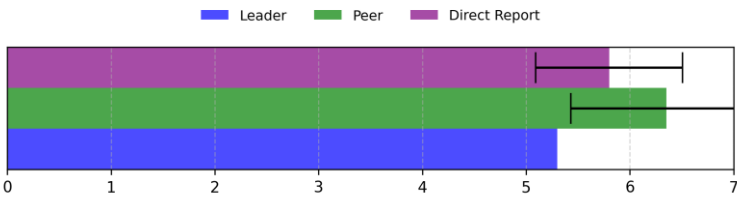
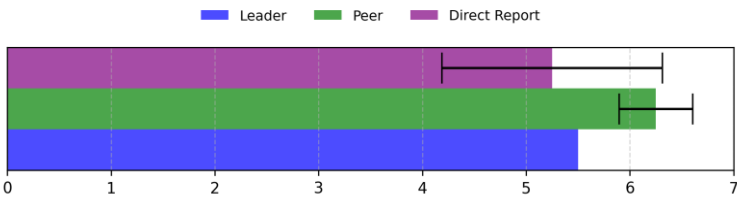
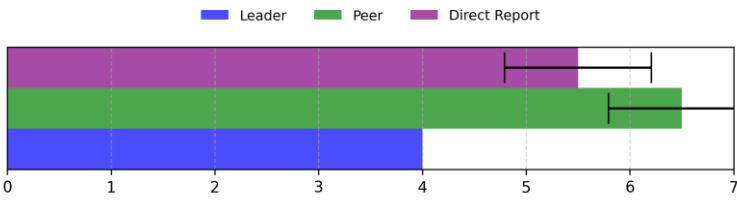
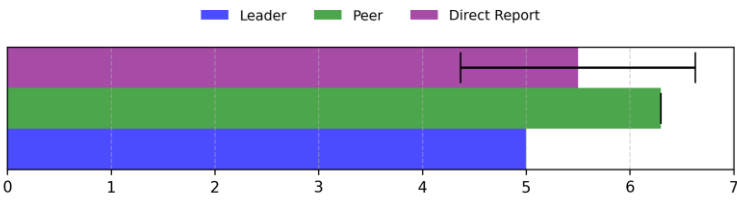
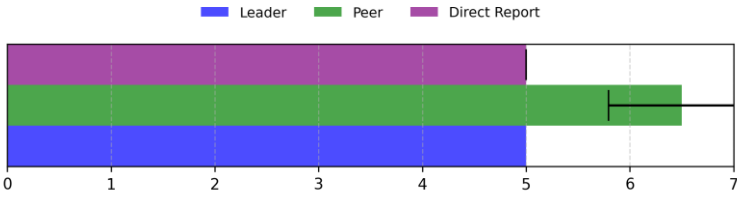
Blind Spots: Are there behaviours where your self-assessment significantly differs from how others perceive you? How can you address these blind spots to improve alignment and impact?

Behavioural Patterns: Do certain behaviours show stronger alignment with one group (e.g., peers) but less with others (e.g., direct reports)? What adjustments might improve balance and consistency across all groups?

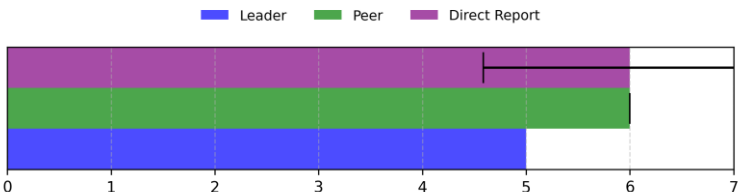
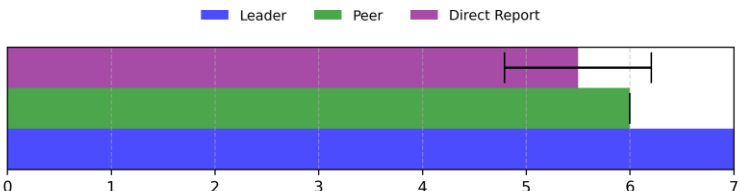
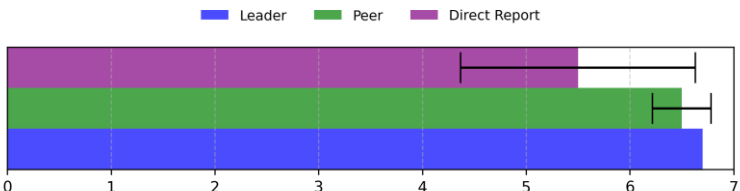
Development Opportunities: Which behaviours present opportunities for growth? How can you leverage feedback from this assessment to enhance your leadership effectiveness?

Your Leadership Behaviours

Behaviours	Results								
Accountability Demonstrates ownership by taking responsibility for critical decisions, outcomes, and tasks. Ensures that key objectives are met effectively and consistently steps in to address challenges directly.	Bar chart for Accountability. The x-axis represents scores from 0 to 7. The y-axis lists three groups: Leader (blue), Peer (green), and Direct Report (purple). The Leader score is approximately 4.7, the Peer score is approximately 6.3, and the Direct Report score is approximately 5.6. Error bars are shown for each group. <table border="1"> <thead> <tr> <th>Group</th> <th>Score (approx.)</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>4.7</td> </tr> <tr> <td>Peer</td> <td>6.3</td> </tr> <tr> <td>Direct Report</td> <td>5.6</td> </tr> </tbody> </table>	Group	Score (approx.)	Leader	4.7	Peer	6.3	Direct Report	5.6
Group	Score (approx.)								
Leader	4.7								
Peer	6.3								
Direct Report	5.6								
Alignment Ensures team efforts align with organisational values and vision. Bridges cultural gaps within the team and creates a shared purpose to drive unified goals.	Bar chart for Alignment. The x-axis represents scores from 0 to 7. The y-axis lists three groups: Leader (blue), Peer (green), and Direct Report (purple). The Leader score is approximately 5.0, the Peer score is approximately 6.3, and the Direct Report score is approximately 5.5. Error bars are shown for each group. <table border="1"> <thead> <tr> <th>Group</th> <th>Score (approx.)</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>5.0</td> </tr> <tr> <td>Peer</td> <td>6.3</td> </tr> <tr> <td>Direct Report</td> <td>5.5</td> </tr> </tbody> </table>	Group	Score (approx.)	Leader	5.0	Peer	6.3	Direct Report	5.5
Group	Score (approx.)								
Leader	5.0								
Peer	6.3								
Direct Report	5.5								
Collaboration Builds trust and fosters teamwork by encouraging input, facilitating dialogue, and involving others in decision-making. Promotes cross-functional connections and manages team dynamics effectively.	Bar chart for Collaboration. The x-axis represents scores from 0 to 7. The y-axis lists three groups: Leader (blue), Peer (green), and Direct Report (purple). The Leader score is approximately 5.6, the Peer score is approximately 6.4, and the Direct Report score is approximately 5.4. Error bars are shown for each group. <table border="1"> <thead> <tr> <th>Group</th> <th>Score (approx.)</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>5.6</td> </tr> <tr> <td>Peer</td> <td>6.4</td> </tr> <tr> <td>Direct Report</td> <td>5.4</td> </tr> </tbody> </table>	Group	Score (approx.)	Leader	5.6	Peer	6.4	Direct Report	5.4
Group	Score (approx.)								
Leader	5.6								
Peer	6.4								
Direct Report	5.4								
Critical Thinking Makes well-informed decisions by analysing relevant data, balancing risks, and evaluating outcomes to ensure sound judgment in complex situations.	Bar chart for Critical Thinking. The x-axis represents scores from 0 to 7. The y-axis lists three groups: Leader (blue), Peer (green), and Direct Report (purple). The Leader score is approximately 6.8, the Peer score is approximately 6.4, and the Direct Report score is approximately 5.0. Error bars are shown for each group. <table border="1"> <thead> <tr> <th>Group</th> <th>Score (approx.)</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>6.8</td> </tr> <tr> <td>Peer</td> <td>6.4</td> </tr> <tr> <td>Direct Report</td> <td>5.0</td> </tr> </tbody> </table>	Group	Score (approx.)	Leader	6.8	Peer	6.4	Direct Report	5.0
Group	Score (approx.)								
Leader	6.8								
Peer	6.4								
Direct Report	5.0								

Decisiveness Acts with confidence and clarity under pressure, making timely decisions to achieve immediate results while maintaining focus on long-term goals.	 <table border="1"> <thead> <tr> <th>Category</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>5.0</td> </tr> <tr> <td>Peer</td> <td>6.0</td> </tr> <tr> <td>Direct Report</td> <td>6.0</td> </tr> </tbody> </table>	Category	Score	Leader	5.0	Peer	6.0	Direct Report	6.0
Category	Score								
Leader	5.0								
Peer	6.0								
Direct Report	6.0								
Empathy Builds emotional bonds by understanding and addressing individual needs. Listens actively, fosters trust, and creates harmony within the team to ensure well-being and inclusivity.	 <table border="1"> <thead> <tr> <th>Category</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>5.3</td> </tr> <tr> <td>Peer</td> <td>6.3</td> </tr> <tr> <td>Direct Report</td> <td>5.8</td> </tr> </tbody> </table>	Category	Score	Leader	5.3	Peer	6.3	Direct Report	5.8
Category	Score								
Leader	5.3								
Peer	6.3								
Direct Report	5.8								
Empowerment Delegates tasks effectively, provides autonomy, and trusts team members to deliver results. Encourages ownership and supports others in realising their potential.	 <table border="1"> <thead> <tr> <th>Category</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>5.5</td> </tr> <tr> <td>Peer</td> <td>6.2</td> </tr> <tr> <td>Direct Report</td> <td>5.2</td> </tr> </tbody> </table>	Category	Score	Leader	5.5	Peer	6.2	Direct Report	5.2
Category	Score								
Leader	5.5								
Peer	6.2								
Direct Report	5.2								
Focus Prioritises tasks by filtering distractions and maintaining clarity on what is most critical to achieving goals and objectives.	 <table border="1"> <thead> <tr> <th>Category</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>4.0</td> </tr> <tr> <td>Peer</td> <td>6.5</td> </tr> <tr> <td>Direct Report</td> <td>5.5</td> </tr> </tbody> </table>	Category	Score	Leader	4.0	Peer	6.5	Direct Report	5.5
Category	Score								
Leader	4.0								
Peer	6.5								
Direct Report	5.5								
Growth Mindset Continuously seeks learning and development opportunities. Approaches challenges with curiosity, flexibility, and openness to new solutions.	 <table border="1"> <thead> <tr> <th>Category</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>5.0</td> </tr> <tr> <td>Peer</td> <td>6.3</td> </tr> <tr> <td>Direct Report</td> <td>5.5</td> </tr> </tbody> </table>	Category	Score	Leader	5.0	Peer	6.3	Direct Report	5.5
Category	Score								
Leader	5.0								
Peer	6.3								
Direct Report	5.5								
Holistic Thinking Balances attention to detail with an understanding of the broader organisational context, ensuring a	 <table border="1"> <thead> <tr> <th>Category</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>5.0</td> </tr> <tr> <td>Peer</td> <td>6.5</td> </tr> <tr> <td>Direct Report</td> <td>5.0</td> </tr> </tbody> </table>	Category	Score	Leader	5.0	Peer	6.5	Direct Report	5.0
Category	Score								
Leader	5.0								
Peer	6.5								
Direct Report	5.0								

comprehensive approach to decision-making and problem-solving.									
Inspiration Motivates others by setting a compelling vision and driving progress toward long-term goals. Encourages belief in a shared purpose and collective success.	<table border="1"> <thead> <tr> <th>Group</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>6.0</td> </tr> <tr> <td>Peer</td> <td>6.0</td> </tr> <tr> <td>Direct Report</td> <td>5.5</td> </tr> </tbody> </table>	Group	Score	Leader	6.0	Peer	6.0	Direct Report	5.5
Group	Score								
Leader	6.0								
Peer	6.0								
Direct Report	5.5								
Psychological Safety Creates an inclusive environment where team members feel valued, respected, and safe to express their thoughts, take risks, and contribute fully.	<table border="1"> <thead> <tr> <th>Group</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>7.0</td> </tr> <tr> <td>Peer</td> <td>7.0</td> </tr> <tr> <td>Direct Report</td> <td>6.5</td> </tr> </tbody> </table>	Group	Score	Leader	7.0	Peer	7.0	Direct Report	6.5
Group	Score								
Leader	7.0								
Peer	7.0								
Direct Report	6.5								
Recognition Acknowledges and celebrates individual contributions, fostering confidence and motivation within the team.	<table border="1"> <thead> <tr> <th>Group</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>5.0</td> </tr> <tr> <td>Peer</td> <td>6.0</td> </tr> <tr> <td>Direct Report</td> <td>6.0</td> </tr> </tbody> </table>	Group	Score	Leader	5.0	Peer	6.0	Direct Report	6.0
Group	Score								
Leader	5.0								
Peer	6.0								
Direct Report	6.0								
Results Orientation Focuses on achieving measurable outcomes by balancing high performance with adaptability to evolving market and organisational needs.	<table border="1"> <thead> <tr> <th>Group</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>2.0</td> </tr> <tr> <td>Peer</td> <td>7.0</td> </tr> <tr> <td>Direct Report</td> <td>6.0</td> </tr> </tbody> </table>	Group	Score	Leader	2.0	Peer	7.0	Direct Report	6.0
Group	Score								
Leader	2.0								
Peer	7.0								
Direct Report	6.0								
Role Model Leads by example through personal integrity, accountability, and high standards. Inspires others by consistently embodying the behaviours expected of the team.	<table border="1"> <thead> <tr> <th>Group</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>4.5</td> </tr> <tr> <td>Peer</td> <td>5.8</td> </tr> <tr> <td>Direct Report</td> <td>5.5</td> </tr> </tbody> </table>	Group	Score	Leader	4.5	Peer	5.8	Direct Report	5.5
Group	Score								
Leader	4.5								
Peer	5.8								
Direct Report	5.5								

Self-Awareness Reflects on personal strengths and challenges, seeking feedback to grow and improve leadership effectiveness.	 <table border="1"> <thead> <tr> <th>Source</th> <th>Score (approx.)</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>5.0</td> </tr> <tr> <td>Peer</td> <td>6.0</td> </tr> <tr> <td>Direct Report</td> <td>6.0</td> </tr> </tbody> </table>	Source	Score (approx.)	Leader	5.0	Peer	6.0	Direct Report	6.0
Source	Score (approx.)								
Leader	5.0								
Peer	6.0								
Direct Report	6.0								
Structure Maintains order and stability through clear expectations and systematic approaches, ensuring accountability and consistency in achieving objectives.	 <table border="1"> <thead> <tr> <th>Source</th> <th>Score (approx.)</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>6.8</td> </tr> <tr> <td>Peer</td> <td>6.0</td> </tr> <tr> <td>Direct Report</td> <td>5.5</td> </tr> </tbody> </table>	Source	Score (approx.)	Leader	6.8	Peer	6.0	Direct Report	5.5
Source	Score (approx.)								
Leader	6.8								
Peer	6.0								
Direct Report	5.5								
Support Invests in the development of others through mentorship, personalised feedback, and guidance. Encourages long-term growth and skill-building for team members.	 <table border="1"> <thead> <tr> <th>Source</th> <th>Score (approx.)</th> </tr> </thead> <tbody> <tr> <td>Leader</td> <td>6.5</td> </tr> <tr> <td>Peer</td> <td>6.5</td> </tr> <tr> <td>Direct Report</td> <td>5.5</td> </tr> </tbody> </table>	Source	Score (approx.)	Leader	6.5	Peer	6.5	Direct Report	5.5
Source	Score (approx.)								
Leader	6.5								
Peer	6.5								
Direct Report	5.5								

Open feedback

Feedback is one of the most valuable tools for growth, especially when it comes from those who experience your leadership firsthand. This section captures open-ended feedback from peers, direct reports, and managers, offering you a well-rounded view of your strengths, areas to maintain, behaviours to reduce, and opportunities for development.

Use the quadrant below to organise and reflect on the feedback.

Strengths ○ What do others see as your key strengths? ○ How can you leverage these strengths to further enhance your leadership?	Maintain ○ Which actions or behaviours should you continue to ensure your positive impact? ○ How will you sustain these behaviours consistently?
Reduce ○ Which behaviours or actions are limiting your effectiveness? ○ What steps can you take to adjust or address these behaviours?	Develop ○ What new skills or behaviours could enhance your leadership impact? ○ How can you create a concrete plan to develop these areas?

Pay Attention To

1. Unexpected Insights
 - a. Were there any comments or suggestions that stood out or surprised you?
 - b. How do these insights challenge your current perspective on your leadership?
 - c. What steps can you take to better understand or explore these unexpected areas?
2. Alignment
 - a. Does the feedback align with your self-perception, or are there gaps?
 - b. How do the perspectives of peers, direct reports, and managers differ, and what does this tell you about your leadership approach?

Your Feedback

Strengths

(What are the leader's greatest strengths?)

- have great communication skills,
leads by example
role model
good management skills and time management
delegate tasks
- Good listener
- Knowledge and leadership skills
- Good listener, effective negotiation skills, awareness
- Communication skills, delegation, managing people, preplan projects before any interaction

Maintain

(What should the leader continue doing to maintain their positive impact?)

{continue doing}

Reduce

(What could the leader stop doing or do less of?)

- leader should stop doing everything himself and delegate tasks
leader should stop criticize his team members and try to teach them and assess them
leader should not micromanage his team, he should teach them and trust them
- Nothing
- Monitoring
- Own decisions it should give more authority not responsibility only
- Non productive actions and long processes that downgrade the standards

Develop

(What additional skills or behaviours would you like to see the leader develop?)

- i would like to work on my time management skills, and leadership skills
i would like to develop my self career wise and knowledge wise
would like to be more organized
- Computer skills
- Innovation and creativity

- Innovation and creativity, employee motivation
- Communication skls

Leadership Growth: Reflection & Roadmap

This Leadership Growth Roadmap integrates the insights from your Synthosys 360° Leadership Assessment—spanning Leadership Styles, Discretionary Leadership, the TIC Model, and more—into actionable goals. Designed around the ROGUE Reflection Prompt, this framework helps you turn your assessment results into a structured and meaningful path for growth.

You can apply the ROGUE model to your overall results or focus on specific sections for deeper insights and targeted reflection.

<i>Reality</i>	○ What was your perception of your leadership before completing the assessment? ○ How did you expect others to perceive your leadership behaviours, style, and impact? ○ Were there behaviours or patterns you thought would stand out, and were they reflected in the feedback?
<i>Outcome</i>	○ What themes or insights stand out most in the feedback from peers, direct reports, and managers? ○ Which outcomes align with your expectations, and which ones surprise you? ○ How do these outcomes reflect your team's or organisation's needs?
<i>Gap</i>	○ Where are the most significant gaps between your perception of your leadership and the feedback provided? ○ What might be driving these gaps (e.g., communication, blind spots, situational factors)? ○ How are these gaps impacting your team's performance, individual relationships, or organisational goals?
<i>Understand</i>	○ What do these gaps reveal about your leadership approach? ○ What insights do the feedback patterns reveal about your underlying behaviours or tendencies, and how might these be shaping your leadership? ○ How would closing these gaps strengthen your leadership and accelerate growth for you and your team?
<i>Evaluate</i>	○ What specific actions can you take to address the gaps or build on your strengths? ○ How will you assess whether these actions are effective in achieving your desired outcomes? ○ What resources or support could help you sustain meaningful change? ○ What makes this approach the best course of action for your leadership and organisation?

This Leadership Growth Roadmap helps you turn assessment insights into clear, actionable goals, ensuring a structured and meaningful path toward leadership excellence.

- **Focus Area:** Refer to insights from your report to identify specific areas for growth (e.g., Culture, Empathy).
- **Action Plan:** Detail actionable and specific steps for improvement.
- **Desired Outcome:** Define what success looks like for each focus area.
- **Measurement:** Specify how you'll track progress (e.g., feedback, performance metrics).
- **Timeline:** Set realistic deadlines for achieving your goal.

FOCUS AREA	ACTION PLAN	DESIRED OUTCOME	MEASUREMENT	TIMELINE
<i>E.g. Empathy</i>	<i>Practice active listening during meetings to understand team members' perspectives.</i>	<i>Increased trust and emotional connection within the team.</i>	<i>Feedback from team members on feeling heard.</i>	<i>By the next quarter.</i>
<i>E.g. Culture</i>	<i>Foster cross-functional collaboration by scheduling regular interdepartmental meetings.</i>	<i>Stronger alignment across teams and shared organisational goals.</i>	<i>Feedback from participants and review of project outcomes.</i>	<i>Within 6 months.</i>

Looking for More Support?

At Synthosys, we offer tailored services to help leaders maximise their potential and achieve sustainable growth.

1. Personalised Leadership Coaching

- Tailored one-to-one sessions to explore assessment insights, refine leadership style, and address specific challenges using the **ROGUE model**.

2. Team Dynamics and Culture Workshops

- Leverage the **4C Model** to enhance team collaboration, trust, and performance by addressing key dynamics identified in your leadership assessment.

3. Leadership Supervision Programmes

- Reflective group sessions focusing on relational and organisational challenges to build emotional resilience, relational intelligence, and leadership alignment.

4. Leadership Development Programmes

- Accredited training designed to develop key skills like empathy, decision-making, and adaptability, combining actionable frameworks with practical strategies.

5. Leadership Mental Fitness Programme

- Support for leaders facing personal and professional challenges, fostering resilience, clarity, and emotional balance to thrive under pressure.

6. Advanced 4C Assessment

- An in-depth analysis of leadership and organisational culture, offering actionable strategies to address gaps and optimise alignment.

Let's take your leadership journey further. Schedule a consultation with our team to discuss your specific needs and explore how we can support your growth.

Contact us: info@synthosys.co.uk

Appendix: Statement Ratings and Insights

The Appendix provides a comprehensive overview of the individual feedback statements, along with bar charts visualising the responses. This detailed breakdown helps you explore specific insights from your Synthosys 360° Leadership Assessment.

The Synthosys 360° Leadership Assessment evaluates these statements through feedback from peers, direct reports, and managers. The results highlight areas of alignment and variation, using Standard Deviation (**SD**) to measure agreement or disagreement among respondents.

- **SD in the Chart:** In the bar chart, SD is visually represented by the black horizontal bar. A larger SD indicates greater variation or disagreement in responses, suggesting that this statement may be perceived differently by your peers, direct reports, or managers. A smaller SD reflects stronger alignment, with more consistent perceptions of your behaviour.

Single Respondents: For any category with only one respondent (e.g., only one peer or manager provided feedback), SD is not calculated, as variation cannot be measured.

Questions have been removed in this sample document.

Statement	Score
	Legend: Leader (Blue), Peer (Green), Direct Report (Purple) Average Score
	Legend: Leader (Blue), Peer (Green), Direct Report (Purple) Average Score

