District Leader 360° Evaluation

Evaluation for (name and role): _____

Evaluation by (name and role): _____

Date: _____

Timeframe of evaluation: _____

This 360°evaluation is an integral part of the leadership development process. By completing this evaluation, a leader gains experience receiving feedback, develops consistent leadership performance and expectations, and helps identify the leader's strengths and areas for improvement. It is recommended that this form is completed for each District leader in the middle and at the end of the program year.

District Directors, Program Quality Directors, Club Growth Directors, and Public Relations Managers should complete this evaluation for each of their peers. District Directors should have a Region Advisor, Immediate Past District Director, or a mentor facilitate the review of this evaluation. For other District leaders, the District Director should serve as the evaluation's facilitator.

Using the following scale, circle the responses that best describe the leader's abilities:

1 = Needs Improvement
2 = Marginal
3 = Meets Expectations
4 = Exceeds Expectations
5 = Exceptional
N/A = Not Applicable

Leadership

Provided a clear sense of purpose, direction, and responsibilities to team members Comment	1 2 3 4 5 N/A
Acted and behaved in a manner consistent with their statements Comment	1 2 3 4 5 N/A
Managed issues in an effective manner Comment	1 2 3 4 5 N/A

Provide an example of how they positively contribute through their leadership

How can they improve their leadership?

Communication

Was open to constructive feedback   1 2 3 4 5 N/A

Comment

Gave appropriate feedback that is timely and constructive   1 2 3 4 5 N/A

Comment

Managed conflict effectively   1 2 3 4 5 N/A

Comment

How has the leader demonstrated effective communication skills?

Describe how the leader has implemented constructive feedback.

Interpersonal Skills

Showed genuine concern for all team members   1 2 3 4 5 N/A

Comment

Perceived as trustworthy   1 2 3 4 5 N/A

Comment

Recognized and rewarded individual contributions in a manner meaningful to each   1 2 3 4 5 N/A
team member

Comment

How would you recommend that the leader improve their interpersonal and relationship-building skills?

Teamwork and Team Building

Supported a team environment by valuing collaboration and cooperation Comment	1 2 3 4 5 N/A
Supported the organization at all levels Comment	1 2 3 4 5 N/A
Considered the impact of actions and decisions on the organization before implementing Comment	1 2 3 4 5 N/A

How did the leader contribute to the successful and effective functioning of their team?

Problem Solving

Listened actively to others' ideas and perspectives Comment	1 2 3 4 5 N/A
Was prepared to make decisions based on relevant information Comment	1 2 3 4 5 N/A
Was willing to change their position when presented with compelling information Comment	1 2 3 4 5 N/A

Give an example of a time when the leader displayed exemplary problem-solving skills.

What recommendations do you have for the leader to improve their problem-solving skills?

Motivation

Showed interest in and enthusiasm for the work to be completed Comment	1 2 3 4 5 N/A
Used effective strategies to motivate their team members Comment	1 2 3 4 5 N/A

Motivation

Rose to challenges	**1 2 3 4 5 N/A**
Comment	

Give an example of a successful motivational strategy they used while leading the team.

Give an example of the leader's level of motivation.

Prioritization

Allotted time appropriately to tasks that require attention	**1 2 3 4 5 N/A**
Comment	
Managed time to keep high-priority tasks at the forefront	**1 2 3 4 5 N/A**
Comment	

In general, did the leader prioritize action items and follow through on priorities?

In your opinion, did the leader select the appropriate priorities?

Reliability

Set and honored milestones and timelines	**1 2 3 4 5 N/A**
Comment	
Established an agenda for every meeting and effectively covered all topics in the allotted time	**1 2 3 4 5 N/A**
Comment	
Was respectful of others' time and commitments outside of the organization	**1 2 3 4 5 N/A**
Comment	

Reliability

Could you depend on the leader to keep commitments?

Describe how the leader demonstrates respect for others' time and commitments.

Overall Feedback

The leader treated me fairly:

The leader excelled at:

The leader could challenge themselves by:

The leader may want to work on: