



Self-Assessment Takeaway Message

Good leaders constantly seek feedback. They always want to learn more about where they are and how they can more effectively move forward.

One of the best ways for us as leaders to encourage effective feedback is by developing and using a 360-degree assessment.

Good 360-degree assessments help people discover differences between how they perceive themselves and how others perceive them.

1. Determine the goals for which you wish to be assessed.
 - Ideally, the goals need to be SMART—specific, measurable, attainable, relevant, and time-based.
2. Join with a facilitator to help with the assessment process.
 - This person should understand how a 360-degree assessment works.
3. Develop an assessment survey that will provide the kind of feedback that will help you more effectively move toward your goals.
4. Identify five to 10 of your stakeholders who can offer a wide range of perceptions about your progress.
 - Provide each with a copy of the survey and a stamped envelope addressed to your facilitator.
 - Assure each stakeholder that only the facilitator will see the surveys.
5. Upon receiving the completed surveys, your facilitator will compile the results
 - They meet with you to discuss the assessment and to talk about ways that you can use the results to more effectively progress toward your goals.
6. Make assessment an ongoing part of your Scouting responsibilities and, where appropriate, in other areas of your life.
 - Self-assessment should not be a one-time event, but rather a constant tool for gaining a clearer perception of your strengths and the areas where you can improve.