

Coaching Program

Leadership Circle 360 Review and FAQ

1 What is the Leadership Circle Profile®?

The Leadership Circle Profile® 360 (LCP) is a 360-feedback tool that addresses your leadership style and core leadership competencies. It provides insight into what is and isn't working for you as a leader, including when you're leading from a creative mindset driven by "we", versus a reactive mindset driven by "me." Some organizations use the "Leadership Circle" framework across their leadership teams to create a shared professional and personal development language for their community.

2 What is the process for participating in a Leadership Circle Profile 360?

Participating in the LCP 360 with Function First Coaching (FFC) takes about one month. You'll start with a self-evaluation and invite 5–15 colleagues to complete their evaluations. FFC handles all logistics to ensure a smooth process.

The process begins with an onboarding call to complete your self-evaluation and choose your evaluators, who have two weeks to submit their assessments. Afterward, your FFC coach will lead a 90-minute debrief to review your results, followed by a 45-minute session to create your "Leadership Development Plan", turning your feedback into actionable goals.

Your results are confidential but can be shared with a team member or manager if you choose for added support.

3 How do I select my 360 evaluators?

The key to success with the LCP 360 is selecting the right evaluators. By right, we mean individuals who:

- Know you well and will provide you with honest feedback,
- Understand your job responsibilities and areas of influence,
- Can describe you in relation to the many roles you play on the job, and
- Have good intentions and sincerely want to help you learn more about yourself.

4 How many evaluators should I select, and from where?

On average, leaders select 5–8 evaluators, including peers, direct reports, direct boss, and your boss's boss. The tool protects the confidentiality of your evaluators, and in order to see feedback broken down by category, you must have three individuals evaluate you from your peer, direct report and other categories.

The feedback for your LCP 360 should come from individuals in the following five categories:

- **Peers:** These individuals know your work as a leader, but don't report to you or have input into your performance review. You'll need three peers to complete the evaluation in order to see breakout data.
- **Direct Reports:** Individuals you supervise, and for whom you complete a performance review. You'll need three direct reports to complete the evaluation in order to see breakout data.
- **Boss:** This individual completes your performance review. Their evaluation won't be kept anonymous.
- **Boss's Boss (optional):** This individual completes your boss's performance review. Their evaluation won't be kept anonymous.
- **Other:** Individuals in other organizations, or whom you've worked with as a volunteer, constituent, vendor, customer, or another capacity. You'll need three people in the Other category to complete the evaluation in order to see breakout data.

5 What will my coach and I do with the results?

You can use your LCP 360 results and the Leadership Development Plan to inform your coaching and focus your personal and professional development goals. This can also be a great resource for professional development conversations with your manager or team, or with other people you care about in your life!

