



Three Sixty Questionnaire

Preparation Guide



Three Sixty Questionnaire

This guide is designed to help you understand what the Three Sixty Questionnaire (TSQ) measures and how to complete it. The TSQ assesses a person's leadership level, leadership style, and leadership competencies within a work context.

The TSQ will help you:

- compare your view of your management and leadership strengths and weaknesses against the views of colleagues and bosses
- increase your awareness of how your management and leadership style and skills impact on your performance;
- identify areas you need to work on to improve your performance and reach your potential.

The TSQ will help your organization:

- benchmark the management and leadership skills of staff with management and leadership responsibilities;
- identify which employees are suitable for promotion to leadership positions and which individuals need further development;
- design education programs to increase management and leadership skills and thereby improve business performance.

What the TSQ Measures

The Three Sixty Questionnaire measures twenty five management and leadership competencies covering five key areas shown in the diagram below.





Completing the Questionnaire

The questionnaire is presented on-screen in a block of 25 statements which you are asked to rate on a 5-point scale ranging from 'Outstanding Strength' to 'Critical Improvement Area'. Your colleagues and bosses complete the same questionnaire.

Please consider the following points when you are completing the assessment:

- do the questionnaire when you are alert and free from interruptions;
- enter your responses by clicking on the appropriate rating for each statement. You must respond to every statement before you can go on to the next screen;
- complete the assessment from a work perspective as the assessment is designed to throw light on your management and leadership style and competencies at work;
- try to be as discriminating as possible by using the full range of options on the 5-point response scale.

Feedback

The TSQ feedback report provides a concise summary of your view of your management and leadership style and skills, and how your view compares with the views of colleagues and bosses.