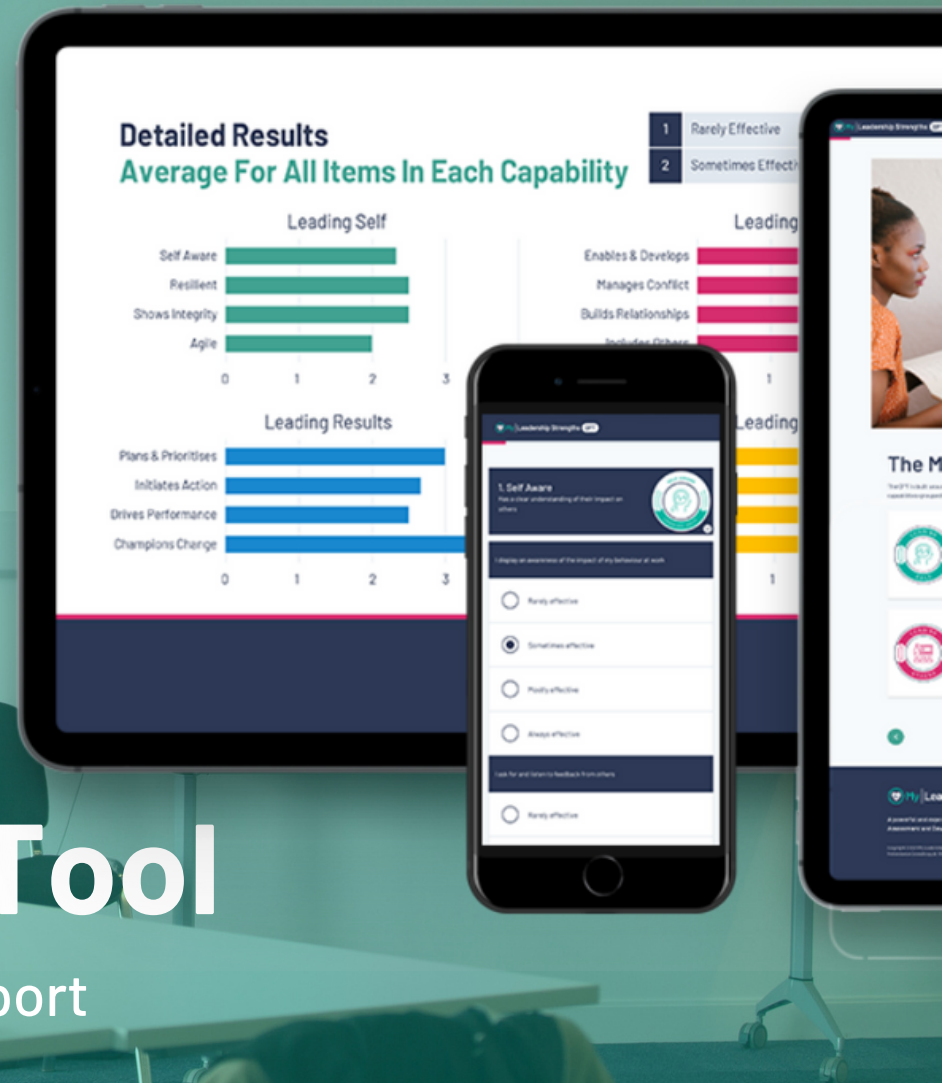




# Quick Prioritisation Tool

Leadership Self Assessment & Feedback Report

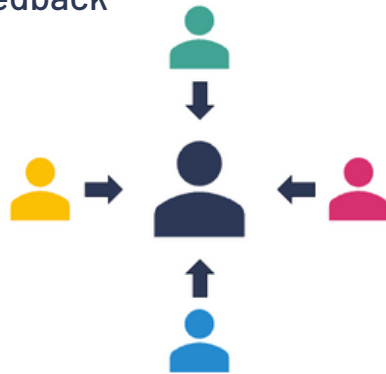


Insightful Reports That Drive Quality Conversations



# Feedback on demand that drives growth and performance

## Traditional 360 feedback



One off, one way process

## Multi rater '360 degree' feedback is often constrained by

- **Time:** Availability of raters means it takes time to gather feedback from multiple people (3 weeks+)
- **Complexity:** A 360 report can run to 30+ pages of results, comments and analysis which can be hard to translate into insights and action
- **Transparency:** Results are anonymised which can mean any dialogue between the participant and the person giving feedback (the rater) takes place well after the feedback is provided, if at all

## QPT+1 Pulse has agility that modern leaders require

- Dramatically reduce the time and effort it takes to get feedback: from weeks to hours
- Unlimited opportunities to learn, address development needs & improve performance over 12 months
- Not reliant upon expert 1:1 debrief each time. More accessible with video guides and interactive PDF tools to support use
- Much more transparency and ownership of the process, direct dialogue 1:1 with rater

## QPT+1 Pulse



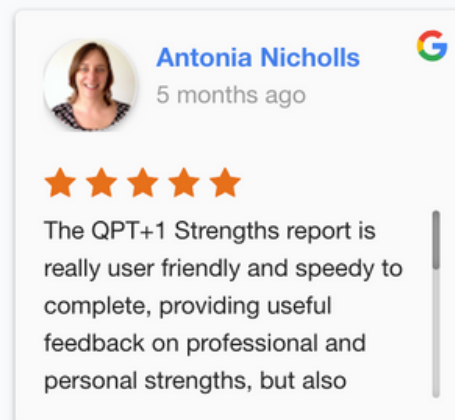
Iterative sequence of two way dialogue

# Focus on the capabilities that are most important

The Quick Prioritisation Tool (QPT) is a leadership self assessment and feedback survey with a unique approach to prioritising needs. The survey instantly generates personalised reports which include practical development content.

The QPT Self report and QPT+1 feedback report work seamlessly together to give any leader practical insights they can use in 1:1 development discussions at any time.

The My Leadership Strengths model contains 16 capabilities grouped into four clusters





# Translate insight into action with the QPT Self Report

An accessible reflection and coaching tool that is easy to deploy

## Identify capabilities most critical for success

The QPT Self enables leaders to assess their individual effectiveness and prioritise each of the 16 capabilities. This allows the report to identify individual strengths and weaknesses in context, which could be:

- Performance in current leadership role
- Progression to a new role
- Potential, in preparation for change

## Drive on the job learning

The QPT Self report has a dedicated development section, containing practical learning options. Development content is included for specific capabilities based on individual priority and effectiveness ratings.

Development content includes key tasks each capability supports; self-reflection & coaching questions; learning exercises; action planning tool; development roadmap.

## Your Results

### Identify & Nurture Strengths | Address Weaknesses

Capability	Priority	Effectiveness
<b>Builds Relationships</b> Builds strong, trusting relationships with others	1	3.75
<b>Shows Integrity</b> Role models strong moral principles	2	3.75
<b>Enables &amp; Develops</b> Builds capability and trusts others to perform at their best	3	3.5
<b>Includes Others</b> Creates the environment for everyone to participate	4	3.75
<b>Inspires &amp; Influences</b> Uses personal impact to win hearts and minds	5	3.5
<b>Self Aware</b> Has a clear understanding of their impact on others	6	3.33
<b>Resilient</b> Is composed, calm and confident	7	3.5
<b>Business Savvy</b> Understands the business environment	8	2.75

#### 1. Identify & Nurture Strengths

Capabilities with very high scores (more than 3.5) are areas you should make best use of. They could be your hallmark strengths as a leader if nurtured and refined with practice. Strengths can become derailleurs if overused, so check they are not overplayed during stressful moments. Use the tips on page 10 to nurture your strengths.

#### 2. Address Weaknesses

Pay close attention to the negative impact these capabilities may have on your performance. You may need to seek support from others and invest time to develop these skills. Development advice on the two lowest scoring capabilities (dark blue bars) are on pages 11-14.

## Development Focus Self Aware



#### Learn through Self-Reflection

These are helpful for self-analysis and discussion with a coach or manager:

- ✓ How would other people describe you when you are at your best? What about when you are at your worst?
- ✓ What impact do you have on others, positive and negative? Consider what people appreciate most about working with you, and what would be missing if you weren't there.
- ✓ When do you feel most energised at work or outside of work? Consider the activities you do that you really enjoy, feel good about doing, and when you are at your best.
- ✓ Are there any things you do that, although you may do them well, are not energising to do?

#### Learn by Doing

These are learning activities that you can do on the job:

**Keep an emotion or energy log:** Make a note of how you feel at various intervals during the day for a week or more. Make a point of noting down specific emotions and the level of energy you felt (H/M/L). After a week, review your log for patterns and anomalies. This helps to draw your attention to things like when you are at your best, your worst, and what impacts your behaviour (certain tasks or people can have a big impact on you). How does this impact your leadership style?

**Examine your assumptions and beliefs:** We are all biased due to our own personality preferences and behavioural habits. We typically prefer to spend time with people who are similar to ourselves, and read information that confirms our perceptions and beliefs. Be bold and seek out a person, group or information source that will challenge your perceptions, and adopt a curious mindset whilst doing so.

# Supercharge 1:1s with the QPT+1 Feedback Report

Gather insights and give leaders control of their own development

## Compare relative priorities and align expectations

The QPT+1 report provides clear insights into relative priorities from both perspectives, easily identifying mis-matched expectations with a powerful Alignment Score.

The report picks out the common capabilities that both SELF and OTHER have prioritised, meaning 1:1 development discussions are focused on the things that matter most. Written comments provide valuable context.

## Uncover specific blind spots and hidden strengths

The QPT +1 report includes dedicated pages which identify the biggest differences in perception between SELF and OTHER.

The blind spots and hidden strengths pages detail the items where SELF and OTHER scores have the biggest gaps. This provides the opportunity to build more awareness of specific behaviours, discuss feedback and reflect on leadership intent & impact.

### Self vs Other Priorities Alignment of Top 8 Capabilities

Aligned: 6-8 common capabilities  
Partially Aligned: 3-5 common capabilities  
Misaligned: 0-2 common capabilities

#### My Priorities: SELF 1-8 Rank Order

<b>Champions Change</b>   <b>Leading Results</b> Supports individuals and teams to do things differently
<b>Agile</b>   <b>Leading Self</b> Adapts effectively to change and innovates
<b>Makes Decisions</b>   <b>Leading Organisation</b> Makes quality and timely decisions
<b>Builds Relationships</b>   <b>Leading Others</b> Builds strong, trusting relationships with others
<b>Resilient</b>   <b>Leading Self</b> Is composed, calm and confident
<b>Initiates Action</b>   <b>Leading Results</b> Shows initiative and follows through on commitments
<b>Inspires &amp; Influences</b>   <b>Leading Organisation</b> Uses personal impact to win hearts and minds
<b>Drives Performance</b>   <b>Leading Results</b> Manages progress & results against agreed expectations

#### Your Alignment Score

##### Partially Aligned

Alignment is a measure of how many capabilities on each side are the same i.e. selected by both SELF and OTHER.

Each common capability is highlighted with a dark blue label

Partially aligned means that the number of capabilities selected by both raters as a priority is between 3 and 5, regardless of the rank order.

#### My Priorities: OTHER 1-8 Rank Order

<b>Drives Performance</b>   <b>Leading Results</b> Manages progress & results against agreed expectations
<b>Business Savvy</b>   <b>Leading Organisation</b> Understands the business environment
<b>Makes Decisions</b>   <b>Leading Organisation</b> Makes quality and timely decisions
<b>Plans &amp; Prioritises</b>   <b>Leading Results</b> Organises and schedules activity to achieve goals
<b>Agile</b>   <b>Leading Self</b> Adapts effectively to change and innovates
<b>Customer Centric</b>   <b>Leading Organisation</b> Role models a customer centric culture
<b>Resilient</b>   <b>Leading Self</b> Is composed, calm and confident
<b>Enables &amp; Develops</b>   <b>Leading Others</b> Builds capability and trusts others to perform at their best

My Leadership Strengths

8

© My Leadership Strengths

### Perception Gaps: Hidden Strengths OTHER Rating Higher than SELF

Bright Colours = Self    Dark Blue = Other

1 Rarely effective	3 Mostly effective
2 Sometimes effective	4 Always effective

Item Question	Gap	Perceived Effectiveness
<b>Resilient</b> I remain calm under pressure	3	
<b>Resilient</b> I am an effective problem solver during a crisis	3	
<b>Shows Integrity</b> I treat everyone fairly	2	
<b>Makes Decisions</b> I explain decisions in a clear and logical manner	2	
<b>Shows Integrity</b> I reflect and learn from my mistakes	2	
<b>Enables &amp; Develops</b> I provide constructive feedback to others	2	
<b>Enables &amp; Develops</b> I provide opportunities for staff to learn and grow	2	

My Leadership Strengths

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© My Leadership Strengths

# How it works

Fuel the ongoing development of your leaders with the QPT+1 Pulse

1

## Get Feedback

- Complete QPT Self report
- Invite +1 rater for feedback
- Both receive comparison report instantly once survey completed

2

## Discuss Insights

- Prep using report & video explainer
- Explore feedback together in 1:1
- Uncover blind spots & hidden strengths

3

## Apply Learning

- Build development plan aligned to priorities
- Use resources to learn on the job
- Invite feedback from others & repeat





# Why people choose QPT

My Leadership Strengths 16 Capabilities  
What is most important for you? What do others need & expect?

Leading Self	Leading Others	Leading Organisation	Leading Results
<b>Self Aware</b> Has a clear understanding of their impact on others	<b>Enables &amp; Develops Others</b> Builds capability and trusts others to perform at their best	<b>Business Savvy</b> Understands the business environment	<b>Plans &amp; Prioritises</b> Organises and schedules activity to achieve goals
<b>Resilient</b> Is composed, calm and confident	<b>Manages Conflict</b> Prevents causes of conflict and resolves tensions	<b>Makes Decisions</b> Makes quality and timely decisions	<b>Initiates Action</b> Shows initiative and follows through on commitments
<b>Shows Integrity</b> Role models strong moral principles	<b>Builds Relationships</b> Builds strong, trusting relationships with others	<b>Inspires &amp; Influences</b> Uses personal impact to win hearts and minds	<b>Drives Performance</b> Manages progress and results against agreed expectations
<b>Agile</b> Adapts effectively to change and innovates	<b>Includes Others</b> Creates the environment for everyone to participate and be heard	<b>Customer Centric</b> Role models a customer centric culture	<b>Champions Change</b> Supports individuals and teams to do things differently

"I like the way that it only talks about the priority areas, that is unique and very useful"



**Psychologist**  
Phil (UK)

"I enjoyed the process and the subsequent discussion. I got a lot out of it"



**Healthcare Manager**  
Phoebe (Australia)

"Found the sessions very helpful and I personally feel that I learnt a lot about my management style"



**NHS Coaching Client**  
Jessica (UK)

"Very simple to use and easy to digest. Great to help someone to reflect on what is important in the role"



**HR Professional**  
Antonia (UK)



Get started with a free QPT essentials self assessment report today

 **My | Leadership Strengths**

