Dear Participant,

We invite you to complete the **Leadership Circle Profile®**, a 360-degree profile. The **Leadership Circle Profile®**is the only instrument that measures the two primary leadership domains - Creative Competencies and Reactive Tendencies then integrates this information so that key opportunities for leadership development immediately rise to the surface.
Your profile is confidential and will only be shared with you and your debrief coach.

Please complete the following actions:

1.       **Watch for your personal login email** from notifications@theleadershipcircle.com ; this will arrive in your inbox today
2.       **Determine  your evaluators by:**

**Identify Your Evaluators**

Part of the Leadership Circle Profile 360 process is receiving feedback from evaluators.  When choosing evaluators, choose people who know you well; will provide candid feedback; have good motives for your development; understand your job responsibilities and areas of influence; and who can describe you in relation to the various roles you play on the job. You will want a minimum of 10 total evaluators, and ideally closer to 15, to ensure a robust data set.  Therefore, try to identify at least 15-20 evaluators in the event some evaluators do not complete the assessment.  The evaluator categories are defined below along with some guidance as to the ideal quantity of evaluators in each category for a robust data set:
**Evaluator Categories:**
**Boss's Boss** – Optional. May enter one or more. Only one completed survey is needed to view breakout data on your report.
**Boss** - This is the person who gives you your performance appraisal. You can enter more than one. Only one completed survey is needed to view breakout data on your report. Multiple completed surveys will merge.
**Peer** - These are people who know your work as a leader, but don’t report to you or have input into your evaluation. Three or more completed surveys are needed in this category in order to break out data on your report.
**Direct Report** - These are people with whom you have input into their performance evaluations. We recommend including everyone who reports directly to you as well as anyone with whom you engage in an indirect supervisory capacity (as is increasingly the case in a complex, matrixed environment.) Three or more completed surveys are needed in this category in order to break out data on your report.
**Other** - These are people who bear witness to your leadership but do not fit into any of the other categories. Others might include those in other organizations, outside collaborators, close associates, constituents, vendors, or respected people in your circle of interaction such as charity groups you work with. Three or more completed surveys are needed in this category in order to break out data on your report.
**NOTE:**  Feedback from your Boss or Boss’s Boss is not anonymous and will be identifiable. Feedback from Direct Reports, Peers, and Others is considered anonymous and will not be reported by category if there are fewer than three responses in the category.

**IMPORTANT - Notify Your Evaluators**
Once you have determined your evaluators for each category, we recommend you send them an email letting them know you identified them as an evaluator and ask them to contribute to the survey. There is a template at the bottom of this email titled, “Sample Email to Evaluators” for you to customize and send to each evaluator, before setting them up in the system.

3.       **Complete the self-survey**

Completing the self-survey will take approximately 20 minutes. This data will be used to evaluate your perception of self and compare it to the perception held by your evaluators. A completed self-survey is required in order to generate your report.

Please feel free to reach out to me with any questions or concerns. I am happy to assist in any way that I can.

Note: If your link is not active, copy/paste the link into your Internet browser, and click enter. Preferred Internet Browsers are Chrome, Firefox, or Microsoft Edge, as some versions of Internet Explorer may not interface well.

**SEE SAMPLE EMAIL TO EVALUATORS BELOW**
**SAMPLE EMAIL TO EVALUATORS:**

Please customize and send this email to each of your evaluators BEFORE setting them up in the system.

Dear **ENTER NAME**,

I am participating in The Leadership Circle Profile, a 360-degree assessment tool designed to measure my current leadership skills and develop my leadership potential. I am asking for your feedback because I value our relationship and your perspective.

Providing feedback involves completing an online survey. Your feedback is entirely confidential, and I will not know who has or has not completed the survey unless you are my Boss or Boss’s Boss.

You will receive an e-mail from notifications@theleadershipcircle.com with a link for creating a password.

Start by clicking on the link in the email. If you’re a new user (have never been in our system before) you’ll be asked to “Active Your Account” by creating a password. If you have been in our system as a prior user, but don’t remember your password after clicking the link, click the “Forgot/Create” link to create a new password and login to the survey.

Note: If your link is not active, copy/paste the link into your Internet browser, and click enter. Preferred Internet Browsers are Chrome, Firefox, or Microsoft Edge, as some versions of Internet Explorer may not interface well.

Completing the entire survey takes approximately 25 minutes of your time. If you must step away before completing the survey, click "logout". You can log back into the survey at any time and be taken right back to the place you left off.
**The survey completion deadline:**

Should you have any questions or experience technical difficulty with the survey, please contact The Leadership Circle using support@theleadershipcircle.com.

Warm Regards,

**YOUR NAME**