Promoting Good®

Cultiv8™ Leadership

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How to Read Your Report

Your 360° Assessment Results

CONGRATULATIONS, SHAWNA!

You've completed the **Cultiv8™ Leadership 360° Assessment**, an important step in understanding how your everyday behaviors shape trust, belonging, and impact.

Summary of Key Insights
This section provides a high-level overview of your individual results. Use this summary for a broad understanding of your self-perception before diving into the detailed feedback and learning about any gaps in understanding.

Score Overview

76%

You're Growing

There are aspects of your leadership where you flourish and you have the potential to grow even more by practicing self-awareness and applying specific skills to achieve desired outcomes. With increased self-awareness and skill-building in targeted areas, you can build on certain areas to lead with greater strength.

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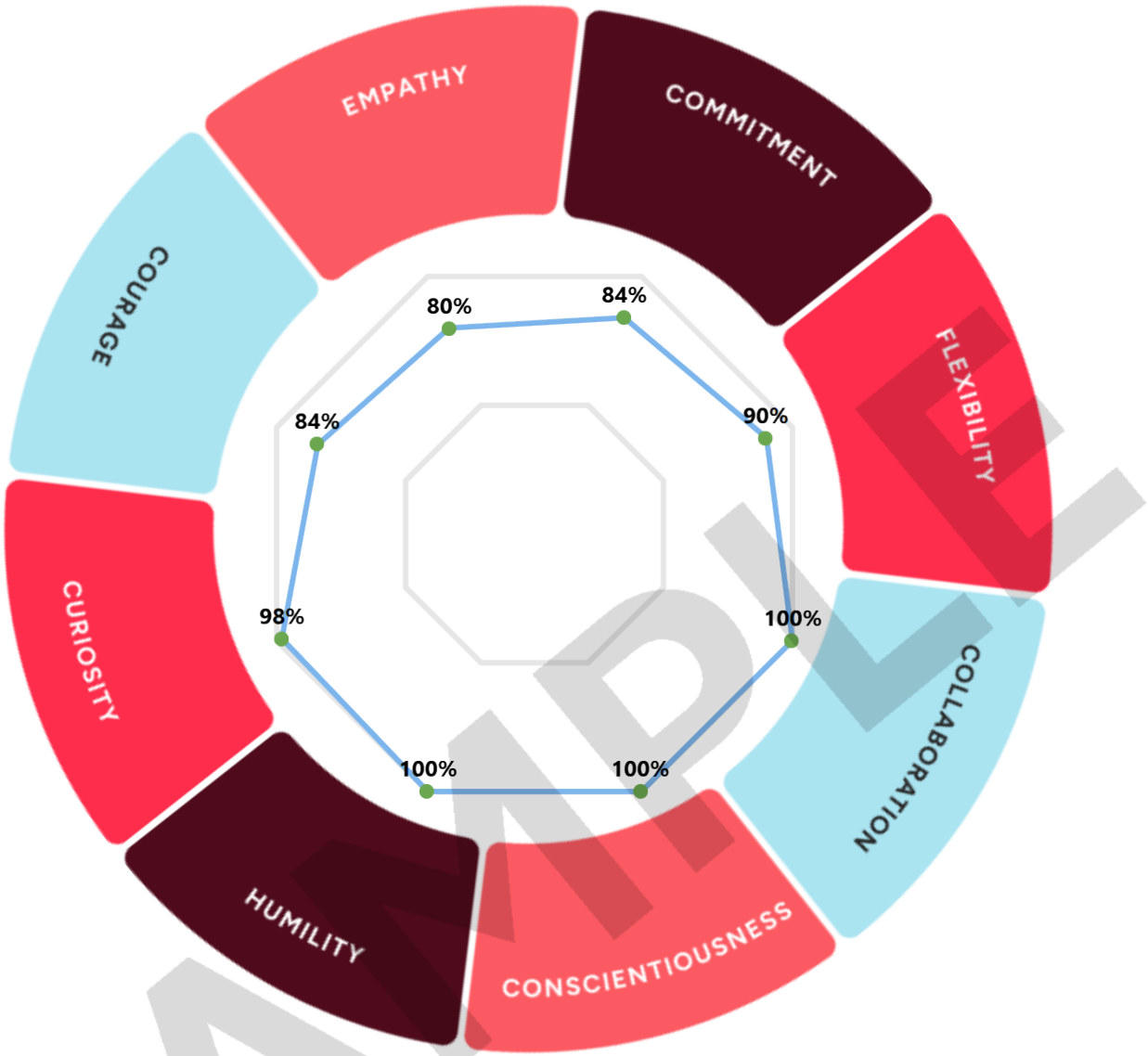

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Strengths and Growth Areas

Now that you've seen your overall score and how your leadership shows up across all eight inclusive traits, the traits below highlight where your strengths are most prominent and where deeper development can have the greatest impact. These insights offer a helpful starting point as you move into the detailed trait descriptions that follow.

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Your Top 2 Scoring Areas:

100%

Collaboration

100%

Conscientiousness

Your Bottom 2 Scoring Areas:

80%

Empathy

84%

Commitment

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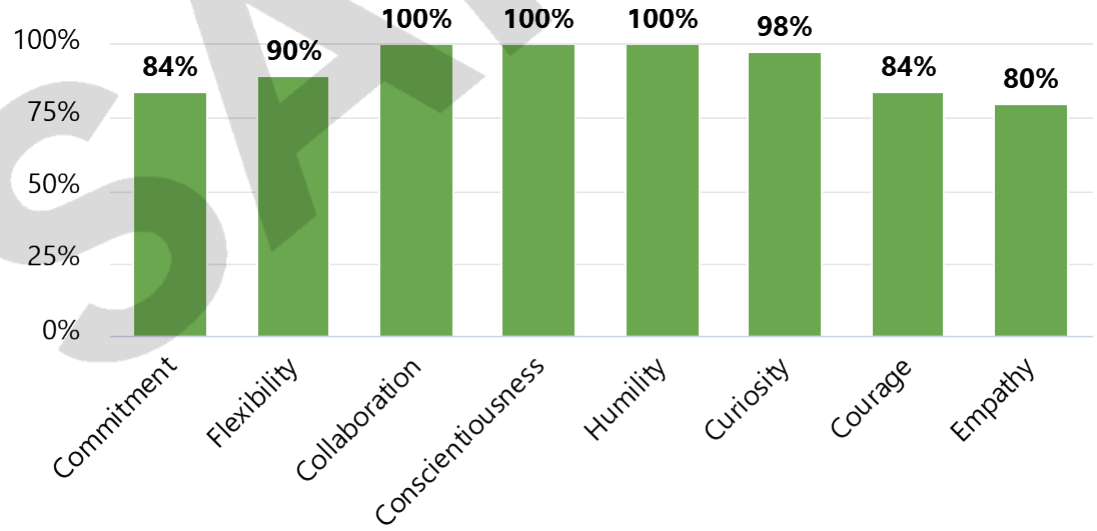
GAPS IN UNDERSTANDING

This section **compares your self-assessment to feedback from others**. It highlights areas where your self-perception differs from how others experience your leadership. Use this section to understand these gaps in order to align your leadership behaviors with the impact you intend to have.

How you rated yourself

This chart shows your self-perception across the eight inclusive leadership traits. It reflects how you currently see your leadership behaviors and the areas where you feel confident or where you believe growth is needed. This is your internal view of your leadership identity.



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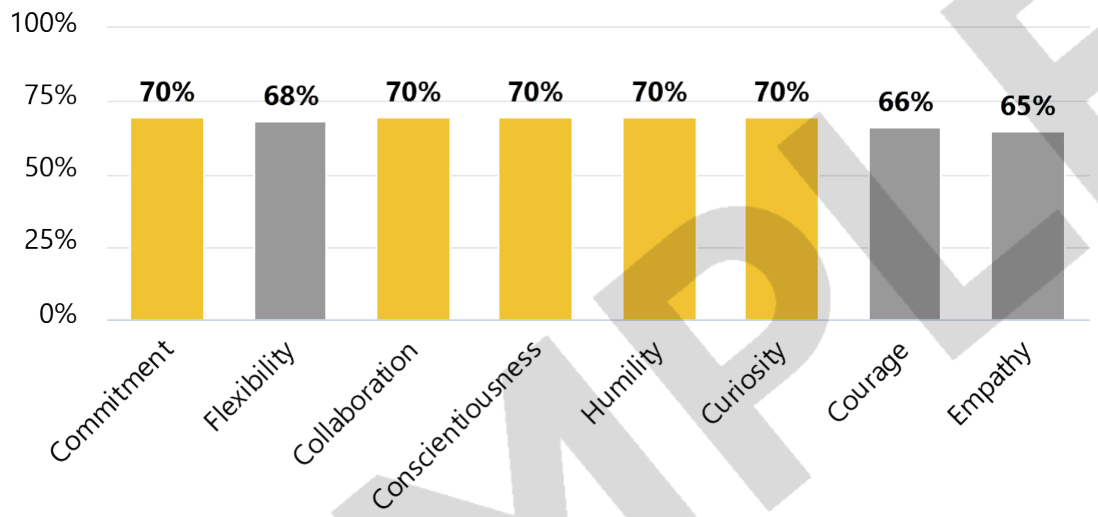
How others rated you

This chart summarizes how your colleagues—peers, direct reports, and/or supervisors—experience your leadership. It offers an external view of your behaviors, showing how your leadership is received and interpreted in real-world interactions. Comparing this to your self-assessment reveals alignment or divergence in perception.



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Differences

This chart highlights your gaps in understanding by showing the distance between how you rated yourself and how others rated you.

Positive differences indicate areas where you rated yourself higher than others did. These are your **overestimated strengths** and suggest an opportunity to align your intentions with the impact you have on others.

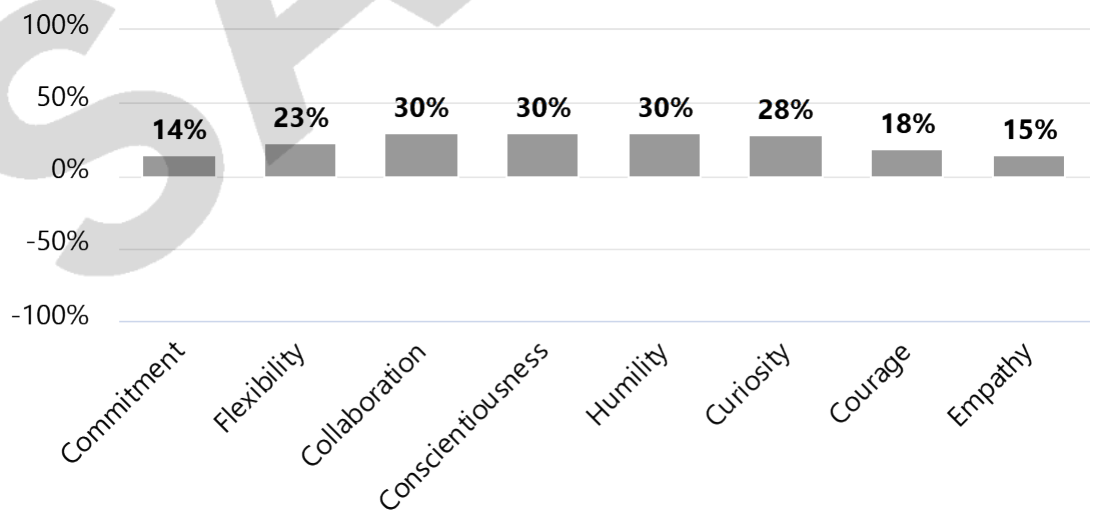
Negative differences point to areas where others rated you higher than you rated yourself. These are **hidden strengths** you may not fully recognize. Leveraging these strengths intentionally can further enhance your leadership impact.

While exact alignment is uncommon, differences within 10% (positive or negative) suggest your self-perception closely matches how others experience your leadership. This consistency suggests **strong self-awareness** and a clear understanding of your leadership impact.

In short...

- Positive Difference → Overestimated Strengths
- Negative Difference → Hidden Strengths
- Differences within ±10% → Well-Aligned

This view helps you focus not just on where you stand, but how far your self-perception may be from others' experience of your leadership.



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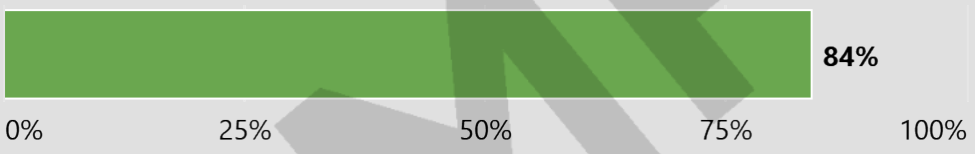
TRAIT ASSESSMENT DETAILS

Understanding Your Scores

Now that you're aware of hidden strengths, overestimated strengths, and where you're well aligned, you can use this section to take a closer look at how each of your traits are being experienced through your leadership. Use this section to gain detailed insights for comparison of each trait.

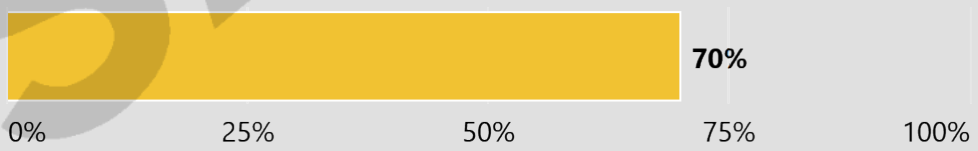
Commitment

Your self-perception



Your actions show your commitment to leading inclusively. You actively seek ways to recognize, adapt to, and celebrate differences and prioritize fairness.

How others experience you



You demonstrate some commitment to inclusive leadership, and with more consistent actions and self-awareness, you can deepen your impact to foster an inclusive culture where every employee can thrive.

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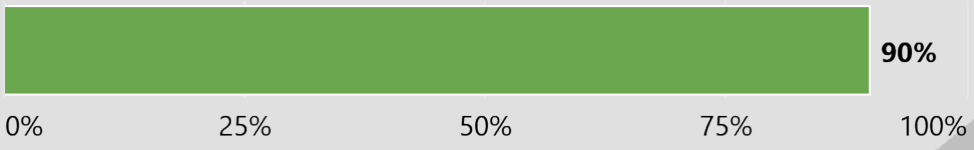
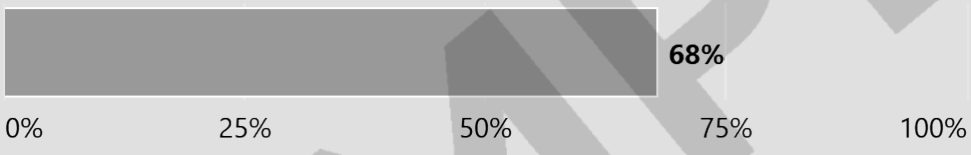
Flexibility

Your self-perception



You adapt with ease, navigating change and uncertainty while staying focused on fostering an inclusive and supportive environment.

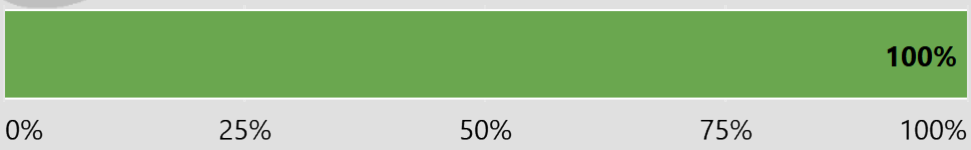
How others experience you



Practicing flexibility by trying different things, embracing new approaches, and reconsidering established norms could unlock innovative and inclusive outcomes that would benefit you and your team.

Collaboration

Your self-perception



You excel at bringing people together in action, fostering open communication, and creating a shared sense of purpose. Your ability to collaborate helps build strong, inclusive relationships that drive results.

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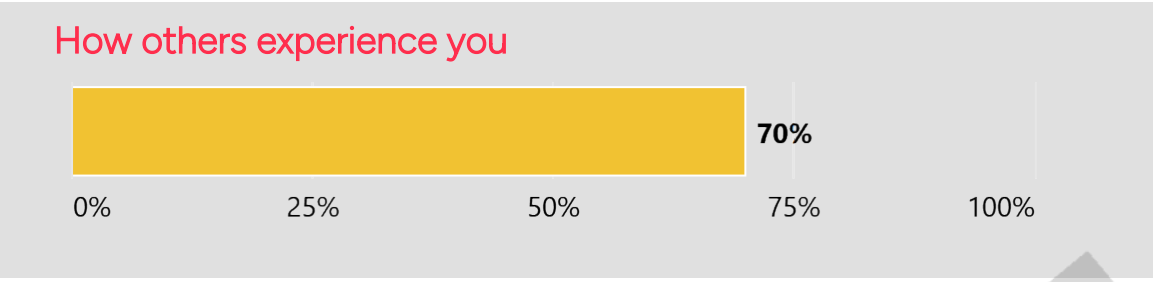
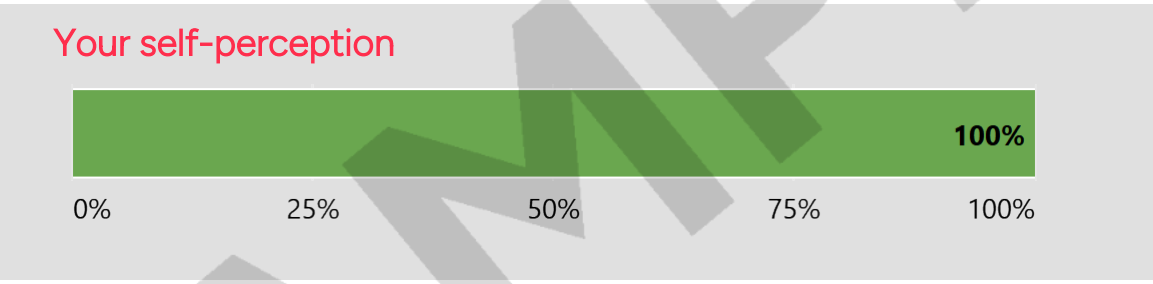
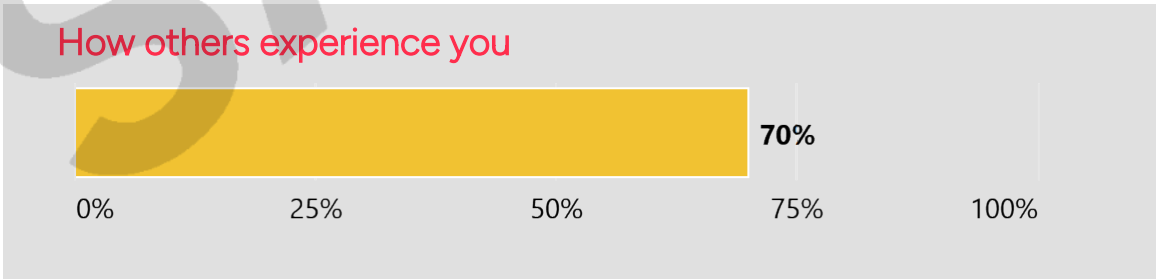


You show promise in creating collaborative spaces. You could further strengthen your ability to balance diverse perspectives and ensure everyone feels heard and valued.

Conscientiousness



You consistently approach leadership with care and thoughtfulness, ensuring your actions align with your values and create positive outcomes for your team.



Your conscientious nature is evident. By pausing to place greater attention on the impact of your decisions , you can refine your approach to match your commitments to inclusive leadership.

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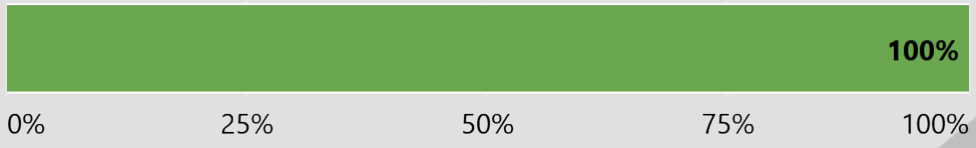
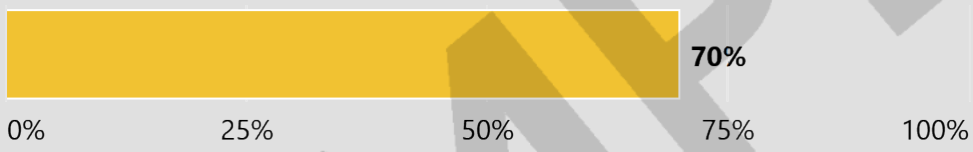
Humility

Your self-perception



Your humility allows you to understand and learn from others, acknowledge mistakes, and share credit, creating an environment where everyone feels valued.

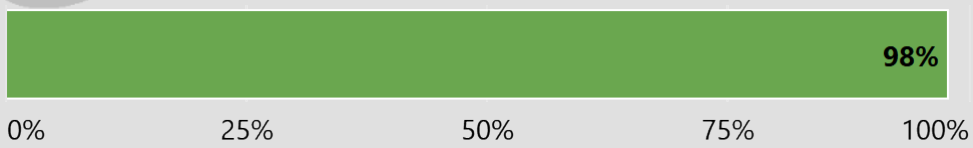
How others experience you



You show signs of humble leadership, and by deepening your ability to seek feedback, understand differences, and admit growth areas, you can build even stronger connections with your team.

Curiosity

Your self-perception



You bring an open-minded and inquisitive approach to leadership, creating space for learning and valuing diverse perspectives.

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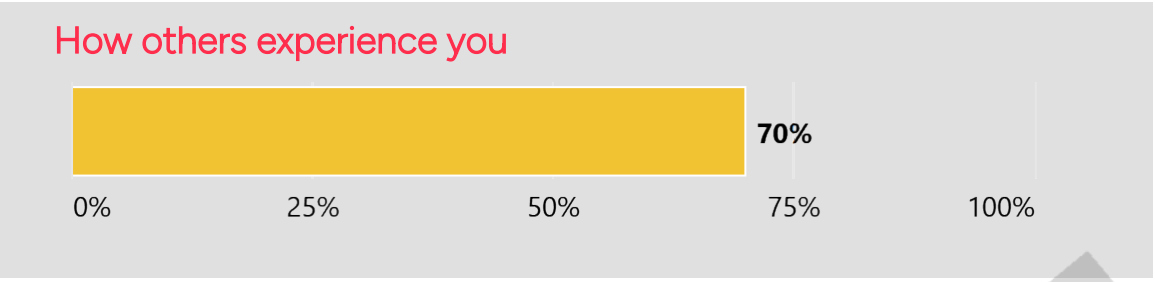
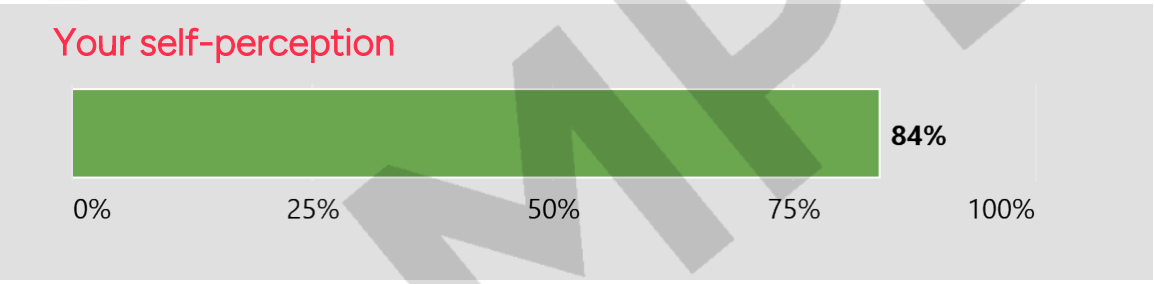
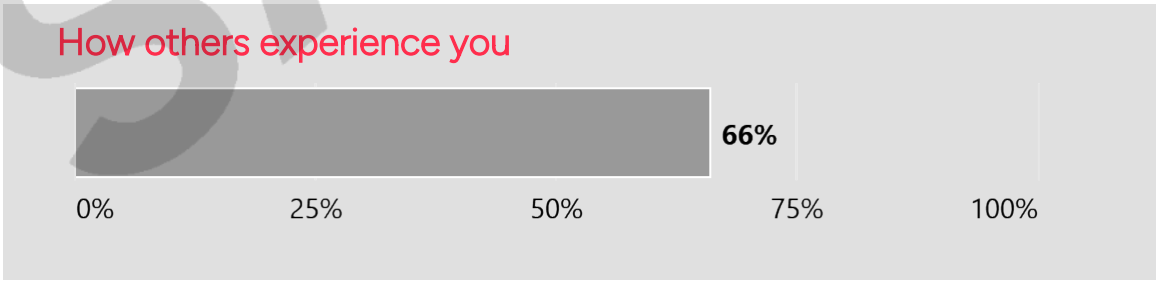


Your curiosity is evident. Actively seeking out and applying new insights from diverse sources and reflecting on self, could enhance your inclusive leadership.

Courage



Your willingness to speak up and take action, even when it's difficult or unpopular, shows your commitment to doing what's right. Your courage inspires others to follow your example.



Stepping outside your comfort zone could be transformative. By embracing discomfort and addressing challenges directly, you can make powerful strides toward a positive impact.

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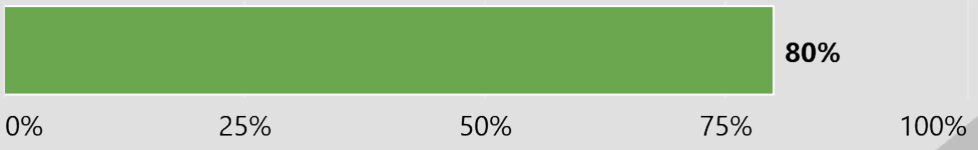
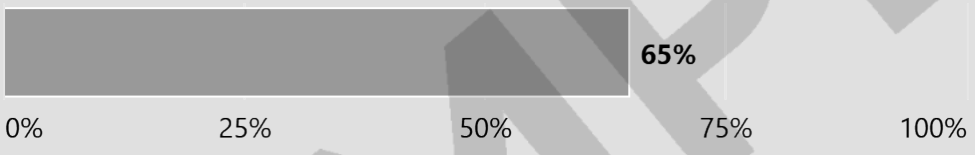
Empathy

Your self-perception

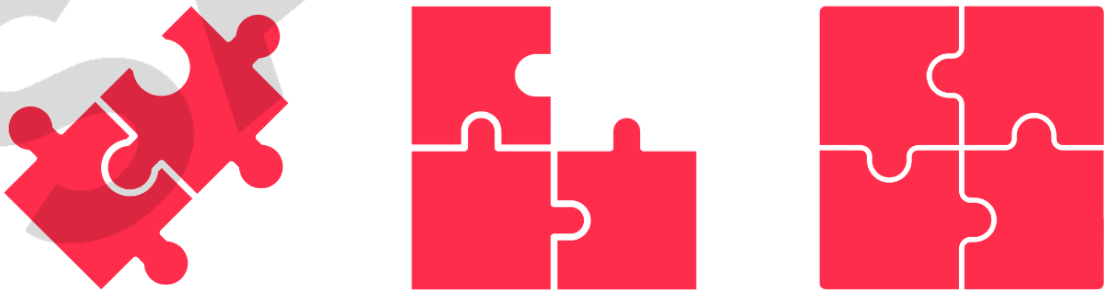


Your ability to understand and connect with others' experiences creates a strong sense of trust and belonging within your team.

How others experience you



Developing deeper empathy in how you engage with others, particularly across differences, can help you foster a more inclusive and supportive environment.



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Your Personalized Growth Plan

Your Cultiv8™ Leadership 360° Assessment provides a roadmap for your development, highlighting both strengths to build on and areas for growth. While you are free to focus on the traits that resonate most with you, we recommend an approach that balances reinforcing a strength with deepening a growth area for the most impactful transformation.

NOTE: Due to the way recommendations are calculated, a single trait may appear more than once, reflecting that it can be both a strength, growth, or gap area.

- **Build on Strength:** Strengthening what you already do well can help you amplify your leadership impact and use it as a foundation to support growth in other areas. We suggest focusing on **Collaboration** to deepen your expertise and apply it more intentionally across different leadership challenges.
- **Develop a Growth Area OR Bridge a Gap in Understanding:**
    - Working on a challenge area helps you expand your leadership toolkit. We recommend **Empathy** as an opportunity to refine your approach and enhance your ability to lead inclusively.
    - Sometimes the most powerful growth comes from aligning how you see yourself with how others experience your leadership. We suggest focusing on **Commitment** to explore the disconnect and intentionally bring your impact and intentions into closer alignment.

Take Action

Your growth as an inclusive leader begins with consistent, intentional practice. We invite you to start by selecting two trait courses from our **self-paced online learning program**. Each course is designed to help you translate insight into action through practical tools, real-world application, and reflection prompts that strengthen your leadership habits over time.

If you're looking for deeper, personalized support, consider engaging in **1-on-1 coaching**. Our coaches partner with you to explore your results in depth, address specific leadership challenges, and design a customized development plan that

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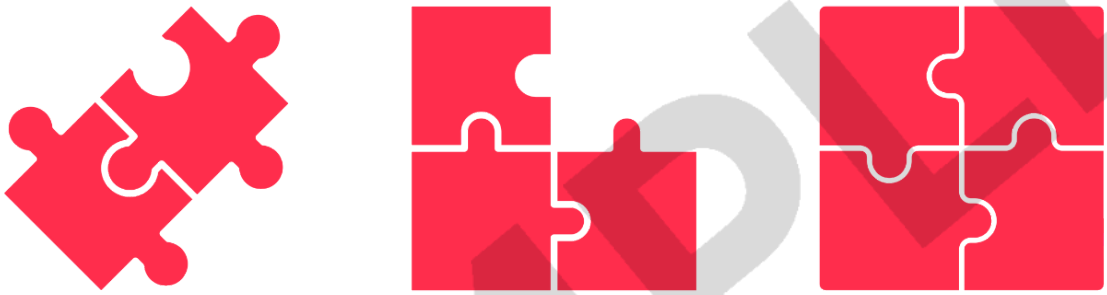
sustains growth long after the program ends. Whether you prefer independent learning or guided transformation, both options are designed to help you take confident, measurable steps toward the leader you want to be.

No matter where you begin, every step you take strengthens your capacity to lead with authenticity, courage, and impact.



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