

# Feedback Anonymity Relating to the Leadership Circle Profile® 360° Assessment

Leadership Circle understands that providing feedback on a colleague can be sensitive and perhaps at times a little confronting. For this reason, we assure evaluators of their anonymity when completing the LCP 360° feedback process. Releasing evaluator status information can jeopardize the sensitive nature of evaluators agreeing to provide feedback. The exception to this is for evaluators in the Boss and Boss's Boss evaluator categories. That is, if only one Boss or Boss's Boss complete LCP 360° feedback their scores will be obvious in the LCP 360° Report.

As part of our commitment to continuous education for our ever-growing LC Community, we have created this guidelines document. In keeping with the integrity of our anonymity policy, we ask you to please review the following to ensure you are across our anonymity process.

## Participants

- At no time do we provide the names of complete or incomplete evaluators to the participant. If a participant requests this information, we ask you to only provide the high level status e.g. 8 of 16 evaluators have completed their feedback.
- If a participant expresses that they would like to improve the response rate from their evaluators by contacting them directly, we recommend they send a generic email out to all of their evaluators, thanking those who have completed and giving a gentle nudge to those yet to.

## Evaluators

### Peer, Direct Report and Other

- We require a minimum number of 3 evaluators in the categories of Peer, Direct Reports and Other for breakout/data reporting and this feedback is aggregated in the reports
- If we do not achieve the minimum of 3 completed surveys needed in the Peer, Direct Reports and Other categories, no data (raw scores or percentiles) will appear in the column relating to that category in the LCP report. Rather, the scoring provided in that category will be aggregated along with other scores in the column for 'Evaluators' data in the report – see **Figure 1**.
- If an Evaluator elects to disclose their feedback status to the Participant, it is at their discretion.

**The Leadership Circle Profile Report**  
**Example Data**  
 2019-03-19  
 Average Response on a 5 - Point Scale

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	4.22	3.60	-	3.51	3.23	3.75	-
Self-Awareness	3.73	3.85	-	3.66	3.54	4.06	-
Authenticity	4.31	4.02	-	4.17	3.77	4.11	-
Systems Awareness	3.85	3.49	-	3.12	3.14	3.71	-
Achieving	3.93	3.61	-	3.60	3.15	3.82	-
Controlling	1.83	2.06	-	1.90	2.56	1.90	-
Protecting	1.45	1.62	-	2.15	1.92	1.44	-
Complying	1.84	2.27	-	2.72	2.45	2.17	-
Leadership Effectiveness	3.80	3.71	-	3.59	3.04	4.09	-
Number of Assessors	1	15	0	1	5	7	2

Figure 1

### Boss and Boss's Boss

- For the evaluator categories of Boss and Boss's Boss, there is the option for 1 or more evaluators to complete the LCP 360° survey. In the case of only 1 evaluator their feedback will be transparent and is displayed in the respective evaluator columns in the LCP report.
- In the event that more than 1 evaluator is added to these categories, the feedback will be aggregated, like with the Peer, Direct Report and Other categories.

### Qualitative Comments

After evaluators have completed the quantitative questions in the LCP 360° survey there are three additional qualitative questions. These written comments are also anonymous unless the evaluator chooses to add their name to each comment.

Should you have any questions, please feel free to contact the Client Services Team at: [support@leadershipcircle.com](mailto:support@leadershipcircle.com)