

# 360° REVIEW: LEADERSHIP COMMUNICATION

Everyone communicates from their own perspective. It is important to know your team members to make communication as inclusive as possible. But it is also important to understand your own communication. By combining what you know about yourself with how others perceive you, you will learn where opportunities lie to strengthen your leadership in communication. First answer the questions yourself and then ask at least three other colleagues to answer these questions about you.

**Note:** You can use the questionset to use one on one or integrate some of the questions you normally use prior to your annual interview.

MEANT FOR:

FILLED IN BY:

I would like to ask for your feedback on my strengths and areas for improvement in communication. I would greatly appreciate it if you could provide this feedback as honestly and thoughtfully as possible, as I believe I can learn a lot from your detailed insights.

1. How would you describe me?
2. In your opinion, where is my strength?

**Being able to communicate well is the foundation of any relationship, whether business or personal.**

3. What do you find powerful in my way of communicating?
4. Name two strengths in my communication with others.
5. Name two points in which I can improve my communication.
6. Can you name a concrete situation where you saw that I was in my element?
7. What do you expect from me regarding our communication?
8. What can you definitely leave to me?
9. What is my added value in our team?
10. Where do you see room for development, what would you like to see me do more often?

## Open and inclusive

As UT we strive to be an open and inclusive organisation. That starts with how we communicate to each other.

11. Do you think I make everyone feel like they belong to the team? If not, do you have a suggestion how I can improve regarding this point?
12. Do I make an effort to get everyone's perspective and ideas on the table? If not, do you have any idea what I could do to improve this?

## Blind spots

Everyone has one or more blind spots that are not visible to themselves but are visible to others

13. What do you think are my blind spots in communication?
14. What can I do to reduce these blind spots?

## To conclude

Forgot something? Then use this space for other tips and points for improvement.  
Thank you for filling it in