RATER ORIENTATION

Leadership Excellence Core 4 Insights Tool

Children's Mercy

PIXEL LEADERSHIP GROUP

You've been invited to provide feedback through a 360-degree assessment…

A 360-degree assessment is a method of providing an individual (i.e. ratee or participant) *feedback* about their *behavior* and the *impact of that behavior* from a variety of different perspectives.

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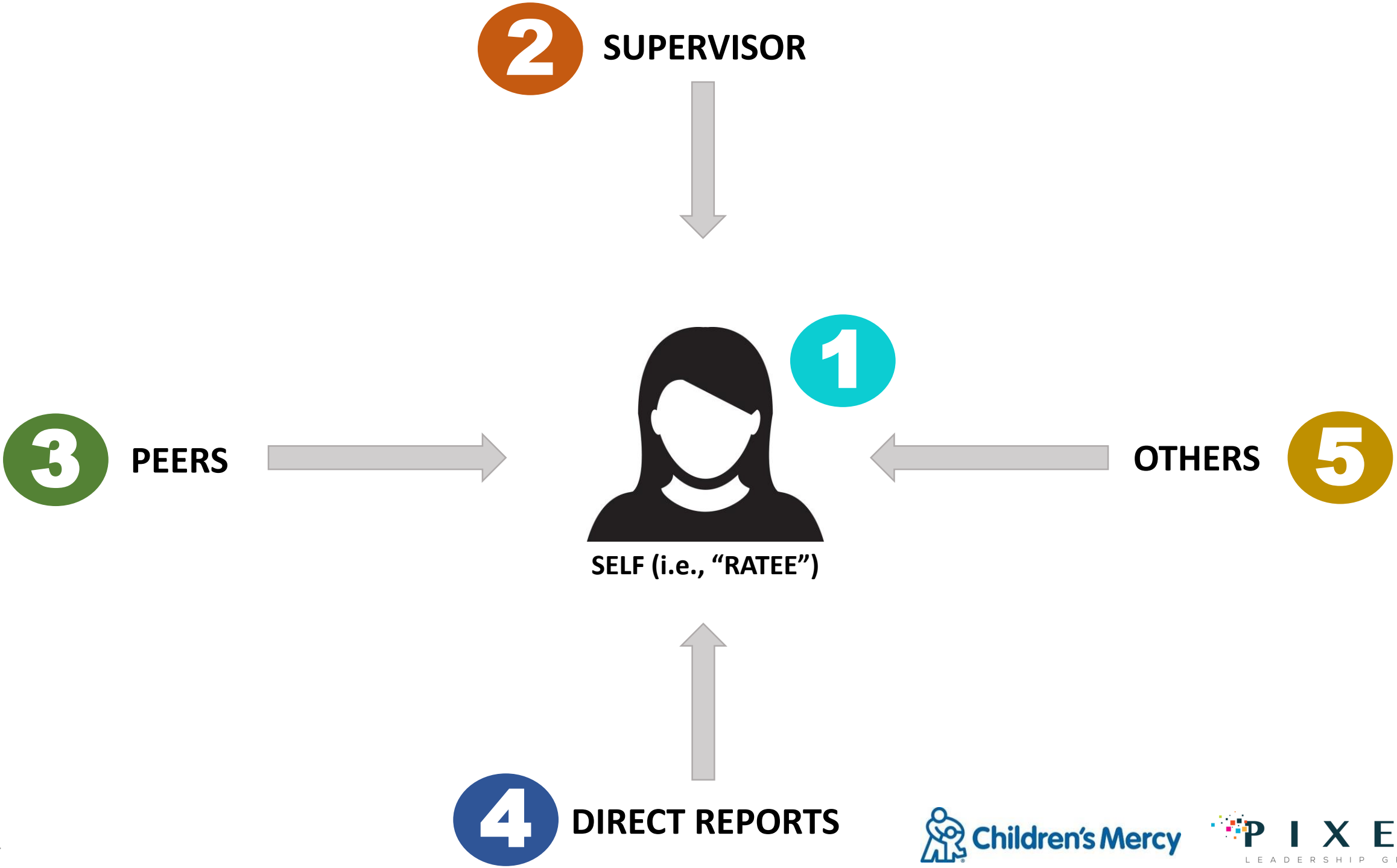
2
SUPERVISOR
1
3
PEERS
OTHERS
5
SELF (i.e., “RATEE”)
4
DIRECT REPORTS

The purpose is to help the ratee to focus on their opportunities for development.

WHAT YOU NEED TO KNOW

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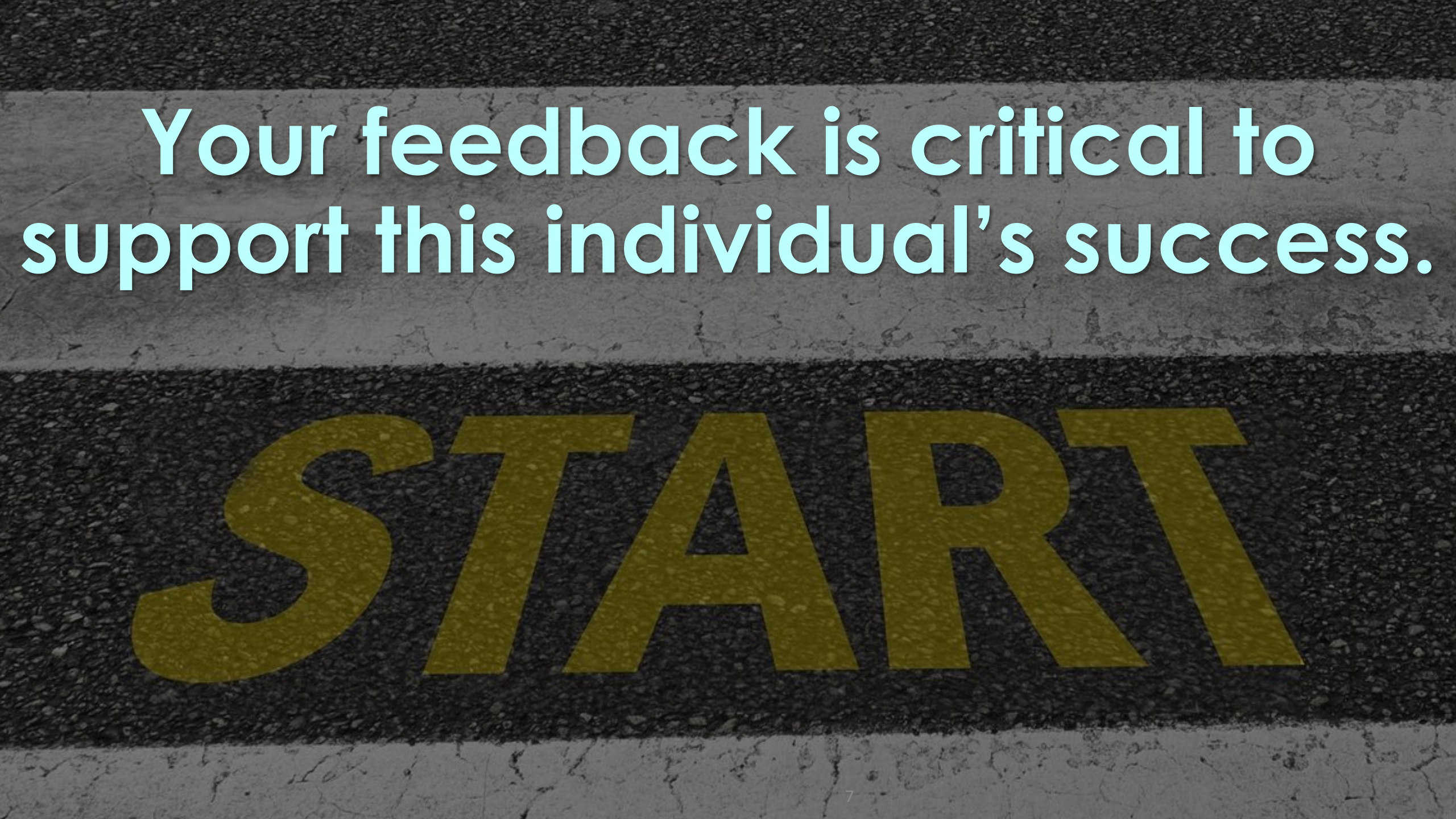
Your feedback is critical to support this individual's success.



Peers, Direct Reports, and Others: Your responses are completely **confidential**.

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Supervisors:
Your responses are
NOT confidential.

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INDIVIDUAL RESPONSES

GROUP AVERAGES

PEERS
4.57

DIRECT RERPORTS
5.17

OTHERS
4.76

SUPERVISOR'S SCORE

5.00

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- ✓ Administers the assessment
- ✓ Collects and houses the data
- ✓ Generates the report
- ✓ Only sends the report to the ratee
- ✓ Ratee may share the report as they choose
- ✓ Ensures safety and confidentiality

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WHAT TO EXPECT

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EMAIL INVITATION FROM PIXEL ASSESSMENTS

Invitation to Complete the Leadership Excellence Core 4 Insights Tool Inbox x

Pixel Assessments <assessments@pixelleadershipgroup.com> Wed, Apr 24, 1:20 PM
to me

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Dear Ingrid,

You have been invited to provide feedback to ***Peter Sample*** through the *Leadership Excellence Core 4 Insights Tool*. The assessment takes approximately ***25 - 30 minutes*** to complete and ***must be completed in one sitting.*** Your responses are ***confidential*** (except for individuals designated to the *Supervisor* role below). In order to ensure the confidentiality of the process, Children's Mercy has contracted with a third party, Pixel Leadership Group, to administer the survey, collect and house the data, and generate the report. Peter Sample is the only individual who will receive a copy of this report.

If this is your first time to be invited to provide feedback through this proces, **watch this short video first** to learn about the process, what's expected of you, and to get your questions answered. To learn more, please visit the Leadership Excellence Core 4 Insights Tool FAQs Page.

The individual you will be rating is: *Peter Sample*
Your role is: Peer
Peter Sample's survey closes on: 5/15/2019

The individual you will be rating is: *Peter Sample*
Your role is: Peer
Peter Sample's survey closes on: 5/1/2019

Click or copy and paste the link below into an internet browser window to comp
https://www.research.net/r/CMLECore4?UniqueID=10655054726_drjamiels

The link above is unique to *you for this participant*, please do not forward to other people o

For the purposes of uniformity of results, you must complete the survey in one sitting. Your responses will not be saved if you close out of the assessment.

If you have questions or need assistance, please contact **Erik Crew** ODsupport@cmh.edu Phone: (816) 302-0053 ext. 70053.

Pixel Assessment Services Team
Pixel Leadership Group | *Developing Leaders. Driving Change.*
330-366-6762 | http://www.pixelleadershipgroup.com/

PIXEL LEADERSHIP GROUP

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EMAIL INVITATION FROM PIXEL ASSESSMENTS

Invitation to Complete the Leadership Excellence Core 4 Insights Tool Inbox x

Pixel Assessments <assessments@pixelleadershipgroup.com>
to jsmith

4:05 PM (47 minutes ago)

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Dear Maureen,

You have been invited to provide feedback to ***Peter Sample*** through the *Leadership Excellence Core 4 Insights Tool*. The assessment takes approximately ***25 - 30 minutes*** to complete and ***must be completed in one sitting***. Your responses are ***confidential*** (except for individuals designated to the *Supervisor* role below). In order to ensure the confidentiality of the process, Children's Mercy has contracted with a third party, Pixel Leadership Group, to administer the survey, collect and house the data, and generate the report. Peter Sample is the [illegible] who will receive a copy of this report.

If this is your first time to be invited to provide feedback through this proces, **watch this short video first** to learn about the process, what's expected of you, and to get your questions answered. To learn more, please visit the Leadership Excel[illegible]

The individual you will be rating is: *Peter Sample*
Your role is: Peer
Peter Sample's survey closes on: 5/1/2019

[illegible]

https://www.research.net/r/CMLECore4?UniqueID=10655054726_jsmith@aiirconsulting.com&Role=Peer&Rater[illegible]ting.com&DueDate=05/01/2019&RateeFirst=Peter&RateeLast=Sample

DO NOT USE THIS LINK FOR OTHER RATEES!

The link above is unique to *you for this participant*, please do not forw[illegible]

For the purposes of uniformity of results [illegible]

If you have [illegible]

https://www.research.net/r/CMLECore4?UniqueID=10615074673_Maureen.Jackson@gmail.com&Role=Supervisor&RaterEmail=Maureen.Jackson@gmail.com&DueDate=04/14/2019&RateeFirst=Pete&RateeLast=Sample

Pixel A
Pixel Lead
330-366-67

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You can complete the assessment on your computer or mobile device.

You must complete it on ***one*** device, ***one*** browser, ***one*** sitting.

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Leadership Excellence Core 4 Insights Tool

WELCOME

YOU MUST COMPLETE THIS IN ONE SITTING. IF YOU CLOSE THE BROWSER, YOUR DATA WILL BE LOST.

Welcome to the *Leadership Excellence Core 4 Insights Tool*. The purpose of a 360-degree assessment is to provide the participant with feedback about their current leadership practices. This questionnaire will ask you to provide input about your experiences working with the participant. As you are answering the questions, be sure to describe how they actually behavior rather than how you think they should or would like them to behave.

If you are completing this questionnaire with the designation of ***Peer***, ***Direct Report***, or ***Other***, your ratings will be anonymous, combined into a group average when presented to the participant. If you are completing this questionnaire as a ***Supervisor,*** your ratings will not be anonymous and the participant will receive your feedback directly.

It should take you about 10 - 20 minutes to complete.
YOU MUST COMPLETE THIS QUESTIONNAIRE IN ONE SITTING. IF YOU CLOSE YOUR BROWSER, YOUR DATA WILL BE LOST.

* Please confirm below that you are completing this questionnaire to provide feedback to **Cassandra Vaughn** who assigned you the role of **Direct_Report**. If this is incorrect, please close your internet browser and click on the unique link in the original email for ***the appropriate participant.*** If you continue to have this problem, please contact ODsupport@cmh.edu for assistance.

☑ **I confirm this is correct.**

If you have questions or need assistance, please contact Erik Crew ODsupport@cmh.edu Phone: (816) 302-0053 ext. 70053.

Access the Leadership Excellence Core 4 Insights Tool FAQs Page

Next

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1 PROVIDE NUMERIC RATINGS TO STANDARD ITEMS

2 COMPLETE ORGANIZATIONAL ALIGNMENT RATINGS

3 OFFER FEEDBACK IN YOUR OWN WORDS

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1 PROVIDE NUMERIC RATINGS TO STANDARD ITEMS

CM Leadership Excellence Core 4 *Exercising servant-leadership for organizational health and well-being*

	MANAGING SELF	MOBILIZING OTHERS	CULTIVATING CULTURE	CHALLENGING SYSTEMS
Leadership Values	Awareness Integrity Accountability	Empathy Trust Empowerment	Honesty Connectivity Stewardship	Curiosity Courage Adaptability
Leadership Practices	• Making time for reflection and rejuvenation • Knowing what energizes you and derails you • Seeking to understand how others see you • Acting from internal values and doing what is right • Accepting personal accountability and responsibility	• Listening, and meeting others where they are • Identifying and implementing increasingly reliable processes • Giving others a voice and decision-making power • Co-creating the vision and modeling the way • Removing organizational barriers to growth and progress	• Promoting truth and authenticity • Prioritizing diversity, inclusion and interdependence • Articulating shared values and beliefs • Aligning activity with organizational mission and strategy • Taking great care of every resource	• Asking powerful questions • Confronting embedded beliefs and assumptions • Embracing conflict, complexity and change • Innovating and experimenting with purpose • Thinking strategically and acting adaptively

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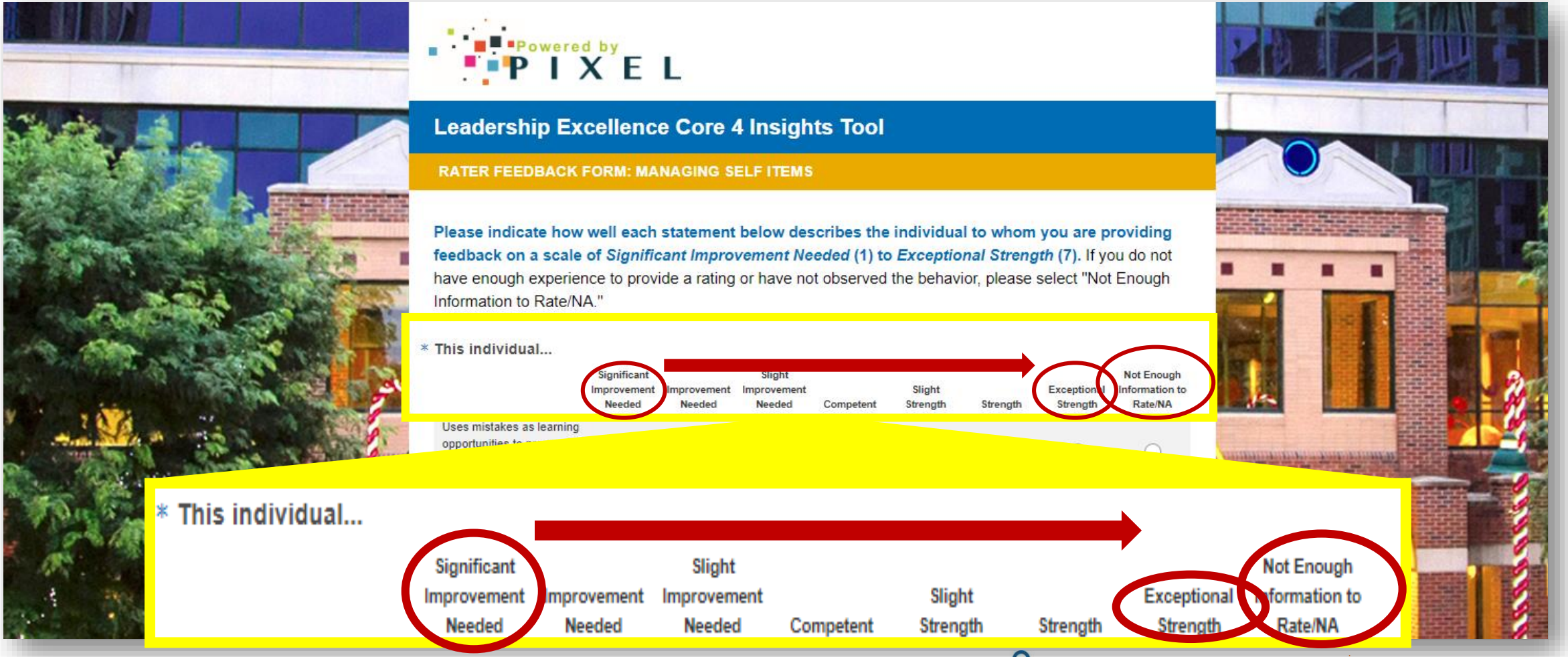
1 PROVIDE NUMERIC RATINGS TO STANDARD ITEMS



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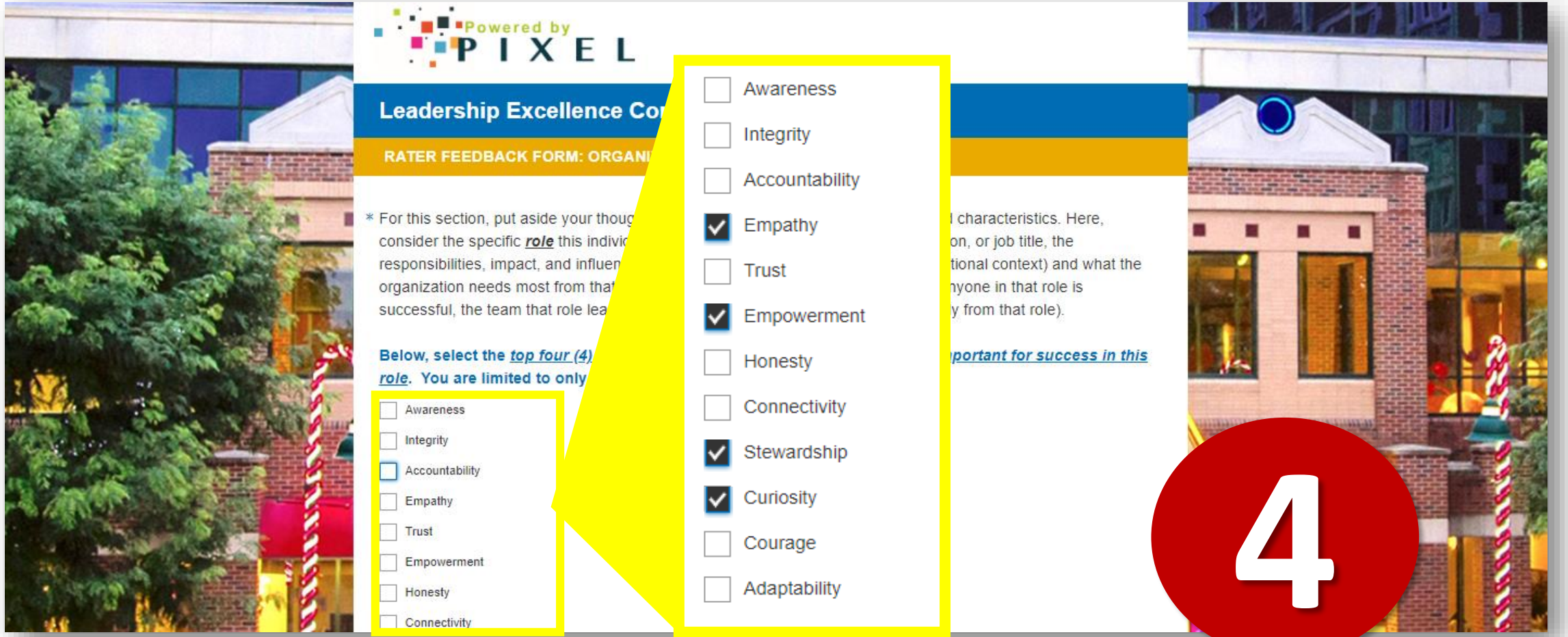
2 COMPLETE ORGANIZATIONAL ALIGNMENT RATINGS



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3 OFFER FEEDBACK IN YOUR OWN WORDS

RESPONSES ARE PRESENTED TO THE RATEE EXACTLY AS WRITTEN

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ship Excellence Core 4 Insights Tool

EEDBACK FORM: OPEN-ENDED FEEDBACK

questions below allow you
comments will not be edite
them. Feedback that is
observable behavio
gone wrong in

What

What are this indiv

What do you value most about this individual?

What are this individual's greatest opportunities to improve their effectiveness?

Please add any additional comments or feedback that you believe would help this individual to maximize their success at Children's Mercy.

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Leadership Excellence Core 4 Insights Tool

THANK YOU

Thank you for completing the *Leadership Excellence Core 4 Insights Tool*. By clicking "Done" below, you are submitting your responses and will no longer be able to go back to edit or change them.

For more information, please visit the Leadership Excellence Core 4 Insights Tool FAQs Page.

* **By checking this box, I confirm that I have completed the assessment honestly, accurately, and to the best of my ability. I would like to submit my responses.**

☑ I agree

If you have questions or need assistance, please contact Erik Crew ODsupport@cmh.edu Phone: (816) 302-0053 ext. 70053.

Access the Leadership Excellence Core 4 Insights Tool FAQs Page

Prev | Done

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WHAT IS NEEDED FROM YOU

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PUT ASIDE THE TIME

15 - 20

MINUTES

16
17
18
19
20
21
22
23
24
25
26
COMPLETE THE ASSESSMENT BY THE DUE DATE
3 WEEKS

Provide candid, constructive, and *respectful* feedback.

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IF YOU HAVE QUESTIONS, CONTACT:

Children's Mercy
Organization Development
ODsupport@cmh.edu
Phone: (816) 302-0053 ext. 70053

FOR MORE INFORMATION, GO TO:

https://www.childrensmercyinsightstoolfaqs.com/

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Thank You!