

Individual 360: Amara Khan

Responses to date: 1 self-assessment and 6 contributor responses

Executive summary



You received a very good review.

Your overall score was **82%**. This is the average of your self-assessment and your contributors' assessment. Your high score puts you well into the top half of our database, but outside the top 10% of leaders' scores.

You can always improve, though. On the following pages look at the individual items you would like to score higher on, click on the recommended exercises and push yourself to get into the top 10%.

What's in this report



- * A detailed personal profile, benchmarking you against our database.
- * Your signature strengths and challenges.
- * A list of potential development needs pinpointed by you and your contributors.
- * Links to our recommended exercises based on your report.
- * Comments from people who completed the questionnaire.

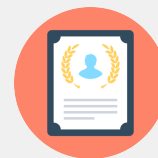
Resources to use alongside this report



Individual 360 FAQs

A concise guide to the individual 360: why individual 360s are great to do, and how the process works.

[Individual 360 Guide](#)



Expert Guidance

Comprehensive briefings on the skills you need to transform your leadership skills and your team's performance.

[Expert Guidance](#)

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How to use this report



Step 1: Review your 360 report.

What themes have been brought out? What do your contributors think are the most important things for you to work on? What do they see as your main strengths? Do these tally with your own view?



Step 2: Think about what you are going to do with the feedback in your 360.

You might have set up the 360 for a specific reason, or part of a process. If not, would it help to have someone to talk it through with? Maybe a coach or your supervisor? Or a close friend or colleague to act as a sounding board? The key is to find a person who will have your interests at heart, will listen well, and help you reflect on your best next steps.



Step 3: Think about your development priorities.

Look for aspects of your review that you feel show potential for you. These may well be things you are already good at but want to take to a higher level. Low scores only need addressing if they are critical to the role that you play now or want to play in the future. Focus on developing a style and skills that feel true to you.



Step 4: Click the links to the recommended exercise(s) in your 360 report,

or use the [Expert Guidance](#) section of the website to find out more about your chosen areas of potential development.



Step 5: Work on the recommended exercise, on your own or alongside your coach or colleague.

See where the exercise takes you. If you can, adopt an open and reflective state of mind to give yourself the maximum chance of learning from it.



Step 6: Decide on your next actions.

Come up with a plan of how you can improve. Write down some targets and deadlines and, most important, set yourself some actions **for the next seven days** that will give you some momentum and move your plan forward.

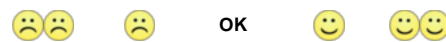
Good luck!

PS: you might also think about sharing your 360 feedback with your team.

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Your Detailed Personal Profile



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○ This score is in top 10% of scores in the database

A '-' indicates that the item was not included in the questionnaire for these respondents.

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Your Signature Strengths

Your view - highest 4 scores (see previous page) as rated by you:

- 100% Supports colleagues at times of stress
- 100% Expresses thanks and support to colleagues
- 100% Solves problems systematically and well
- 100% Works with a clear vision and values

Your 360 contributors' view - highest 4 scores (see previous page) as rated by your contributors:

- 92% Seeks to improve
- 92% Encourages moments of lightness and humour
- 92% Values colleagues' opinions
- 90% Is flexible

Your Challenges

Your view - lowest 4 scores (see previous page) as rated by you:

- 25% Delivers what they say they will
- 25% Is well organised
- 50% Shares information well
- 50% Performs well under pressure

Your contributors' view - lowest 4 scores (see previous page) as rated by your contributors:

- 67% Performs well under pressure
- 75% Delivers what they say they will
- 75% Delegates well when necessary
- 75% Solves problems systematically and well

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Suggestions for Development

The questionnaire asked each respondent to pick up to three areas to prioritise for development.

Your own suggestions for development:

The list below show areas that were picked by you:

1 votes Managing pressure

Recommended exercise link: [Building resilience](#)

1 votes Improving decision-making

Recommended exercise link: [Improving decision-making](#)

1 votes Delegating well

Recommended exercise link: [Improving delegation](#)

1 votes Handling difficult conversations

Recommended exercise link: [Handling disagreement constructively](#)

Suggestions that were picked by more than one contributor:

The list below show areas that were picked by more than one contributor:

5 votes Delegating well

Recommended exercise link: [Improving delegation](#)

4 votes Managing pressure

Recommended exercise link: [Building resilience](#)

3 votes Manages priorities and workload well

Recommended exercise link: [Prioritising](#)

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What do you think are your main strengths?

What you say:

"I am good at listening to my team and patients, and try and do my best to do a good job. I'm interested in getting better.

I'm a good team player, and want to be a good colleague. I think I'm pretty good to work with, and I value my colleagues and enjoy working with them.

I think on the whole I do a pretty good job - although there is always room for growth."

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What are this person's main strengths?

What your contributors say:

"

There's no doubt Amara can inspire people around her. But that is not always matched by being clear with people what is needed by when and who is doing what.

Dedication. Commitment. Very focused. Flexible when needed. Trustworthy and professional.

Amara is very clear about priorities and business requirements, and works very proactively. Great ambassador for the team and the business.

Amara's main strengths are her ability to organise, her work ethic and her great personality. She has great strength of character and has the ability to motivate others.

Excellent team player - good communicator - hardworking and good at whatever she does.

Approachable, hard working and dedicated to delivering the best she can.

Amara is good at seeing the bigger picture and being innovative about how to take the business forward and win more work. She is very ambitious for the team and wants us to be seen to make our mark.

"

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What could you usefully improve?

What you say:

"I would like to do better under pressure, and in handling difficult conversations both with colleagues and patients.

When I'm stressed I'm not sure I'm great at staying cool, delegating, working with my team - I tend to shut down and focus on what's in front of me. "

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What areas could they usefully improve?

What your contributors say:

"It's tricky, as Amara is brilliant to work with. If I had to pick one thing: Amara doesn't always delegate well. It would be helpful, and more motivating to have a bit more focus on this from her.

Amara sometimes pushes ahead with getting new work without thinking about the impact. Thinking more about the impact on her team members would help.

Doesn't always delegate well or listen when the rest of us say we have too much on. But her enthusiasm carries us with her.

She could do with developing realistic expectations - we cannot always do everything within current parameters.

Amara inspires and empowers those that she works with but this can be developed further. As a successful leader she will need to use a range of strategies to inspire a wider team. I am sure she will achieve this.

Amara tends to be overloaded so could work on either delegating some tasks or planning her workload better to ensure she meets all deadlines.

Sometimes I think Amara takes on too much and she needs to know when to say no, I am too busy or I can do that but not this week etc.

"