





## ICS Leadership Behaviours – 360 Feedback Assessment Template

Your colleague has sent you this document to request some feedback for their development. Thinking about their work & involvement across the Integrated Care System, please rate them below on how often you think they demonstrate each of the ICS Leadership behaviours, any strengths & areas to improve.

| ICS Leadership Behaviour   | Behaviour Definition   | Always | Often | Sometimes | Occasionally | Rarely |
|--|--|--------|-------|-----------|--------------|--------|
|     | <i>They are consistently positive and open in how they engage and communicate with colleagues within and across the ICS.</i>   |        |       |           |              |        |
|    | <i>They actively engage and are inclusive in their approach, involving and valuing differing perspectives from across organisations, sectors, professions and backgrounds.</i> |        |       |           |              |        |
|   | <i>They are willing to stand up for what is right, step out of their comfort zone and be brave in their decision making and actions for the benefit of our communities.</i>    |        |       |           |              |        |
| ICS Leadership Behaviour   | Behaviour Definition   | Always | Often | Sometimes | Occasionally | Rarely |
|   | <i>They consistently demonstrate kindness and understanding through their work and interactions with others across all parts of the ICS.</i>                                   |        |       |           |              |        |
|  | <i>They always look to make improvements, encourage and value people's creativity, and are willing to embrace new ideas.</i>   |        |       |           |              |        |
| Their Areas of Strength  |  |        |       |           |              |        |
| Their Areas to Improve.  |  |        |       |           |              |        |