

SigmaRadius 360° Feedback

Develop exceptional leaders with our customized 360° feedback solution.

Douglas N. Jackson, Ph.D. © 2000, 2007, 2013



WHAT IS SigmaRadius?

SigmaRadius is a comprehensive 360° feedback solution designed to build and develop essential leadership competencies. Ratings are drawn from leaders, colleagues, and direct/indirect reports and combined with self-ratings to provide a multisource perspective on your leadership performance. SIGMA's customized solution allows you and your team of experts to select from among the 51 leadership competencies those that align with your specific organizational requirements. SigmaRadius can be used to:

- Develop leaders who will grow and advance with your organization
- Reinforce your organization's core competencies
- Supplement career development in MBA or executive programs
- Measure current performance and build a development plan for the future

WHY SHOULD I USE SigmaRadius?

COMPREHENSIVE FEEDBACK REPORT. The Leadership Effectiveness Report includes specific comments provided by your raters, action steps for development, and references to key readings. The Development Guide is a complementary resource designed to help leaders interpret results, leverage strengths, and build on development opportunities. The guide contains activities to create a practical, sustainable leadership development plan.

CONVENIENT. SigmaRadius is available online at SigmaRadius.com. The target can drive the entire process for a purely developmental approach, or an administrator can select targets and raters, track the status and progress of the feedback process, and generate the report. Results are presented using snapshots, skills summary charts, category scores, profiles, and rater comments in a format that is insightful and easy to understand.

SUPERIOR DEVELOPMENT. SigmaRadius was founded on a well-respected, comprehensive model of leadership behavior. Our research psychologists extended this framework by conducting a detailed analysis of executive leadership behavior using 360° ratings from more than 1,700 raters. The result is a fine-tuned, 360° assessment that encompasses 42 dimensions of leadership behavior.

BENCHMARKING. Customize your SigmaRadius 360 feedback process by determining which SigmaRadius competencies best match your organization and leadership roles.

WHAT DOES SigmaRadius MEASURE?

Cognitive Managerial Skills

Technical Orientation	Analytical Orientation
Decisiveness	Creativity
Thoroughness	Objectivity
Risk Taking	Prioritizing
Business Acumen	

Interpersonal Managerial Skills

Open-Mindedness	First Impression
Interpersonal Relations	Sensitivity
Social Astuteness	Conflict Management
Communication	Formal Presentation
Persuasiveness	Negotiation
Client/Customer Focus	Operating Upwards

Personal Managerial Skills

Listening Skills	
Demonstrating Understanding	
Achievement & Motivation	
Self-Discipline	Flexibility
Independence	Self-Esteem
Emotional Control	Dependability
Ambition	Valuing Diversity
Integrity	Desire to Learn

Teamwork, Supervision, Planning & Productivity

Assuming Responsibility	Vision
Emphasizing Excellence	
Organizational Spokesperson	
Involving Direct Reports	Facilitating Teamwork
Inspirational Role Model	Short-Term Planning
Strategic Planning	Delegation
Organizing the Work of Others	
Monitoring and Controlling	
Motivating Others	Attracting Staff
Productivity	Work/Life Balance
Developing/Coaching Others	

Overall Effectiveness

ABOUT SIGMA

Established in 1967, SIGMA is proud to be a founding member of the Association of Test Publishers. We have a history of providing the highest levels of quality and customer service. SIGMA's solutions are used throughout the world to help select top talent, optimize leader effectiveness, identify career interests, and assist with clinical and counseling diagnoses and interventions.

