

360° CEO Review

Name of Person You Are Evaluating: Chris Lambert

Date:

Culture and Capacity Assessment: Green, Yellow, or Red

Community First	Always Find a Way	Bold Humility
Understands what his job requires	Committed to passionately do everything his job requires	Has all abilities necessary to do his job with excellence

CEO Assessment - Please respond on a scale of 1 to 5, 5 being the highest. If a lack of direct knowledge limits your ability to assess Chris on any particular statement, please select a “?” (question mark).

Chris consistently demonstrates love and respect for Detroit community members:

1 2 3 4 5 ?

Chris is fully committed to racial equity, both personally and professionally:

1 2 3 4 5 ?

Chris is persuasive and inspires donors to generously support the mission of Life Remodeled:

1 2 3 4 5 ?

Chris clearly communicates our mission, core values, and strategic plan with our entire staff:

1 2 3 4 5 ?

Chris passionately communicates a vision that motivates me in my role:

1 2 3 4 5 ?

Chris helps create an environment where team members are encouraged to be their authentic selves:

1 2 3 4 5 ?

Chris invites team members to give him constructive criticism of his actions and his leadership:

1 2 3 4 5 ?

Chris embraces passionate disagreements on points of view without shutting people down or punishing them for sharing how they truly think and feel:

1 2 3 4 5 ?

Chris is willing to make himself vulnerable; he communicates openly and transparently with the staff:

1 2 3 4 5 ?

Communication between Chris and me is clear; there is no confusion between what was said and what was heard:

1 2 3 4 5 ?

Staff see Chris on a regular basis:

1 2 3 4 5 ?

Chris would never place results ahead of my welfare and safety:

1 2 3 4 5 ?

When I'm on vacation, Chris encourages me to completely unplug from work:

1 2 3 4 5 ?

Chris cares about all staff members' health and wellness:

1 2 3 4 5 ?

Chris demonstrates empathy with me:

1 2 3 4 5 ?

Chris praises my accomplishments in public:

1 2 3 4 5 ?

Chris gives constructive feedback in a timely manner, without letting things fester:

1 2 3 4 5 ?

When necessary, I believe Chris will offer me constructive feedback in private, without shaming me in public:

1 2 3 4 5 ?

Chris is passionate about my growth and development as a leader:

1 2 3 4 5 ?

Chris admits when he has wronged someone, and he apologizes:

1 2 3 4 5 ?

Chris has learned to manage his own personal traits that might irritate staff members:

1 2 3 4 5 ?

Chris leads meetings that are purposeful:

1 2 3 4 5 ?

Chris seldom has emotional outbursts:

1 2 3 4 5 ?

Chris is cool-headed in a crisis:

1 2 3 4 5 ?

Chris responds well in crisis:

1 2 3 4 5 ?

Chris initiates change and is able to address resistance to change:

1 2 3 4 5 ?

Chris is passionate about innovation and champions it within the organization:

1 2 3 4 5 ?

Chris invests time in understanding and predicting the future of the organization:

1 2 3 4 5 ?

Chris admits and changes course when his ideas are not great:

1 2 3 4 5 ?

Chris demonstrates a personal commitment to ongoing learning:

1 2 3 4 5 ?

Chris has an abundance of positive energy:

1 2 3 4 5 ?

Chris knows how to have fun on the job:

1 2 3 4 5 ?

Chris promotes the celebration of success in the organization:

1 2 3 4 5 ?

Chris accurately “reads” people, understanding what makes them “tick”:

1 2 3 4 5 ?

Chris is invested in recruiting the best talent to our staff:

1 2 3 4 5 ?

Chris never expects me to do more for the Life Remodeled mission than he willingly does himself:

1 2 3 4 5 ?

When Chris makes a commitment, he does what he says he’s going to do:

1 2 3 4 5 ?

I like the person I rise to become when I experience Chris’ leadership:

1 2 3 4 5 ?

Any additional comments regarding the CEO or this assessment tool:
