

Lominger Voices 360 Assessment



Myers-Briggs Type Indicator®
Profile

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This profile is designed to help you understand your results on the *Myers-Briggs Type Indicator®* (MBTI®) assessment. Based on your individual responses, the MBTI instrument produces results to identify which of sixteen different personality types best describes you. Your personality type represents your preferences in four separate categories, with each category composed of two opposite poles. The four categories describe key areas that combine to form the basis of a person's personality as follows:

- Where you focus your attention—Extraversion (E) or Introversion (I)
- The way you take in information—Sensing (S) or Intuition (N)
- The way you make decisions—Thinking (T) or Feeling (F)
- How you deal with the outer world—Judging (J) or Perceiving (P)

Your MBTI type is indicated by the four letters representing your preferences. Based on your responses to the assessment, your reported MBTI type is ENFP, also described as Extraverted Intuition with Feeling. Your results are highlighted below.

Reported Type: ENFP			
Where you focus your attention	E Extraversion People who prefer Extraversion tend to focus their attention on the outer world of people and things.	I Introversion People who prefer Introversion tend to focus their attention on the inner world of ideas and impressions.	
The way you take in information	S Sensing People who prefer Sensing tend to take in information through the five senses and focus on the here and now.	N Intuition People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.	
The way you make decisions	T Thinking People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.	F Feeling People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centered concerns.	
How you deal with the outer world	J Judging People who prefer Judging tend to like a planned and organized approach to life and prefer to have things settled.	P Perceiving People who prefer Perceiving tend to like a flexible and spontaneous approach to life and prefer to keep their options open.	

Your responses to the MBTI assessment not only indicate your preferences; they also indicate the relative *clarity* of your preferences—that is, how clear you were in expressing your preference for a particular pole over its opposite. This is known as the *preference clarity index*, or *pci*. The bar graph that follows charts your *pci* results. Note that a longer bar suggests you are quite sure about your preference, while a shorter bar suggests you are less sure about that preference.

Lominger Voices 360 Assessment is a powerful tool designed to provide individuals and organizations with comprehensive feedback on their competencies and performance. This assessment leverages the insights of various stakeholders—including peers, subordinates, and supervisors—to deliver a well-rounded view of an individual's strengths and areas for development. The Lominger Voices 360 Assessment is rooted in the principles of competency-based development and is widely recognized for its effectiveness in leadership development, talent management, and organizational growth.

Understanding the Lominger Voices 360 Assessment

The Lominger Voices 360 Assessment is part of the Lominger Competency Model, developed by Michael Lombardo and Robert Eichinger. This model identifies the specific competencies that are essential for success in various roles within an organization. The 360-degree feedback process enables individuals to receive insights from multiple perspectives, fostering a holistic understanding of their performance.

Key Features of the Lominger Voices 360 Assessment

The Lominger Voices 360 Assessment offers several features that distinguish it from other assessment tools:

- **Comprehensive Feedback:** Collects input from a diverse group of stakeholders, including supervisors, peers, and subordinates.
- **Competency-Based Framework:** Utilizes a well-defined set of competencies that are aligned with organizational goals and individual roles.
- **Actionable Insights:** Provides clear recommendations for personal and professional development based on feedback received.
- **Confidentiality:** Ensures that feedback is collected in a confidential manner, encouraging honest and open responses.
- **Customizable Reports:** Generates tailored reports that highlight key strengths and development areas, catering to the needs of both individuals and organizations.

The Benefits of the Lominger Voices 360 Assessment

Implementing the Lominger Voices 360 Assessment can yield numerous benefits for both individuals and organizations. Here are some of the most significant advantages:

1. Enhanced Self-Awareness

Receiving feedback from various sources helps individuals gain a clearer understanding of their strengths and weaknesses. This increased self-awareness is critical for personal growth and development.

2. Improved Performance

With actionable insights from the assessment, individuals can focus on specific areas for improvement, leading to enhanced performance and productivity in their roles.

3. Strengthened Leadership Skills

For aspiring and current leaders, the Lominger Voices 360 Assessment can identify key leadership competencies that need development, helping them become more effective in guiding their teams.

4. Better Team Dynamics

By understanding how their behavior impacts others, individuals can improve their interpersonal relationships and contribute to a more cohesive team environment.

5. Alignment with Organizational Goals

The assessment ties individual competencies to organizational objectives, ensuring that personal development efforts align with broader business goals.

How to Implement the Lominger Voices 360 Assessment

Implementing the Lominger Voices 360 Assessment involves several key steps to ensure its effectiveness. Here's a structured approach:

Step 1: Define the Purpose

Clearly outline the objectives of the assessment. Is it for leadership development, performance management, or talent identification? Defining the purpose helps tailor the assessment process accordingly.

Step 2: Select Participants

Identify the individuals who will participate in the assessment. This typically includes a mix of supervisors, peers, and direct reports to provide a comprehensive view of the individual's performance.

Step 3: Customize the Assessment

While the Lominger model provides a robust framework, consider customizing the assessment to reflect the specific competencies that are most relevant to your organization's goals.

Step 4: Conduct the Assessment

Administer the assessment, ensuring that participants understand the importance of providing honest and constructive feedback. Emphasize confidentiality to encourage candid responses.

Step 5: Analyze the Results

Once the feedback is collected, analyze the results to identify patterns and trends. Look for common themes that emerge from different sources of feedback.

Step 6: Develop Action Plans

Based on the feedback, create actionable development plans that focus on enhancing strengths and addressing areas for improvement. Encourage individuals to set specific, measurable goals.

Step 7: Follow-Up and Support

After the assessment, provide ongoing support and resources to help individuals achieve their development goals. Regular check-ins can keep them accountable and motivated.

Challenges and Considerations

While the Lominger Voices 360 Assessment can be highly beneficial, it is not

without its challenges. Here are some common considerations:

1. Resistance to Feedback

Some individuals may be resistant to receiving feedback, particularly if it is critical. It's important to create a culture that values constructive criticism and emphasizes growth.

2. Ensuring Anonymity

Maintaining the confidentiality of responses is crucial. Organizations must have robust processes in place to protect participant anonymity to ensure honest feedback.

3. Interpretation of Results

Misinterpretation of feedback can lead to confusion and frustration. It's essential to guide individuals in understanding the results and how to use them for development.

Conclusion

In summary, the **Lominger Voices 360 Assessment** is an invaluable tool for individuals and organizations aiming to enhance performance and leadership capabilities. By providing comprehensive, multi-source feedback, it fosters self-awareness, drives personal growth, and aligns individual competencies with organizational goals. When implemented thoughtfully, the assessment can lead to significant improvements in both individual and team performance, ultimately contributing to the success of the organization as a whole. Embracing this powerful assessment tool can pave the way for a culture of continuous learning and development.

Frequently Asked Questions

What is the Lominger Voices 360 assessment?

The Lominger Voices 360 assessment is a feedback tool designed to provide individuals with comprehensive insights into their leadership and interpersonal skills by gathering input from various stakeholders, including peers, supervisors, and direct reports.

How does the Lominger Voices 360 assessment differ from traditional performance reviews?

Unlike traditional performance reviews that typically focus on a single evaluation from a manager, the Lominger Voices 360 assessment collects feedback from multiple sources, which promotes a more balanced and holistic view of an individual's strengths and areas for development.

What are the key competencies measured in the Lominger Voices 360 assessment?

The assessment measures a range of competencies such as leadership effectiveness, communication skills, decision-making, team collaboration, and emotional intelligence, all of which are crucial for personal and professional growth.

Who can benefit from taking the Lominger Voices 360 assessment?

The assessment is beneficial for leaders at all levels, including executives, managers, and team leaders, as well as individuals seeking personal development and career advancement.

How is feedback collected in the Lominger Voices 360 assessment?

Feedback is collected through online surveys sent to selected raters who provide their input anonymously, ensuring candid and honest assessments of the individual's competencies.

What is the typical process for implementing the Lominger Voices 360 assessment?

The typical process involves selecting participants, administering the survey, collecting responses, analyzing the data, and providing a comprehensive report along with a feedback session to discuss insights and development plans.

Can organizations customize the Lominger Voices 360 assessment?

Yes, organizations can customize the assessment by selecting specific competencies to focus on and tailoring the feedback process to align with their unique goals and culture.

What are the potential outcomes of the Lominger

Voices 360 assessment?

Outcomes include enhanced self-awareness, targeted development plans, improved leadership skills, better team dynamics, and overall organizational effectiveness.

Is the Lominger Voices 360 assessment suitable for remote teams?

Yes, the Lominger Voices 360 assessment is well-suited for remote teams, as it utilizes online platforms for feedback collection, making it accessible regardless of geographical location.

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