



Name: Ed Miliband
Job Role: Labour Party Leader
Time Period: April, 2015

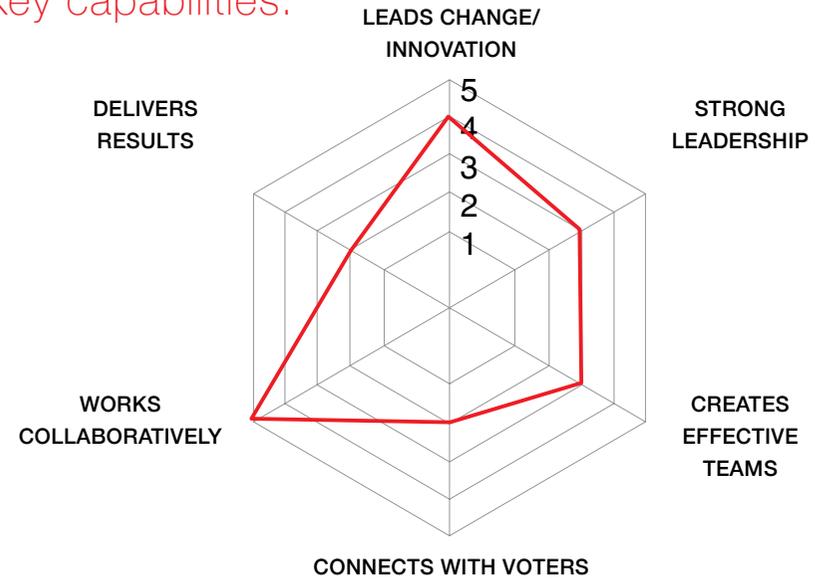
Feedback summary:

Overall, your 360 degree feedback scores demonstrate a solid performance with a couple of notable strengths and several development areas to focus on.

Raters highlighted your steadying influence and ability to lead change during a difficult period. You also won praise for your collaborative style of leadership, involving others in decision-making.

However, raters were less convinced by your ability to deliver results, with some comments citing a lack of confidence in your policies – particularly in relation to business and the economy.

Key capabilities:



Strengths:

CAPABILITY	SCORE	FEEDBACK
LEADS CHANGE:	0 1 2 3 4 5 [Progress bar showing score 3]	Raters cited the strategy you put in place that's won small but significant advances and has unified the party, bringing together old and new Labour.
WORKS COLLABORATIVELY:	0 1 2 3 4 5 [Progress bar showing score 4]	Strong scores for your open, inclusive and collaborative style, ability to make deals and strike compromises. Anecdotally, this was seen as vital should you have to form a coalition government.
STRONG LEADERSHIP:	0 1 2 3 4 5 [Progress bar showing score 3]	Although not as highly scoring, raters mostly agreed that you are "tough enough" as a leader, with many referencing your unshakeable self-belief and resilience as key attributes.

*Your own response is indicated by the triangle.

Development needs:

CAPABILITY	SCORE	FEEDBACK
CONNECTION WITH VOTERS:	0 1 2 3 4 5 [Progress bar showing score 2]	You received below average scores on your image, how you're perceived by voters and your ability to influence them. This is a high priority area for development.
DELIVERS RESULTS:	0 1 2 3 4 5 [Progress bar showing score 2]	Mixed scores related to your ability to deliver high performance consistently. Feedback highlighted worries that you can go from exceptional to below par in public engagements.
DECISION-MAKING:	0 1 2 3 4 5 [Progress bar showing score 2]	Some of your 360 scores indicate that raters feel you are sometimes indecisive and are slow to make decisions, particularly when the pressure is on.

*Your own response is indicated by the triangle.