



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

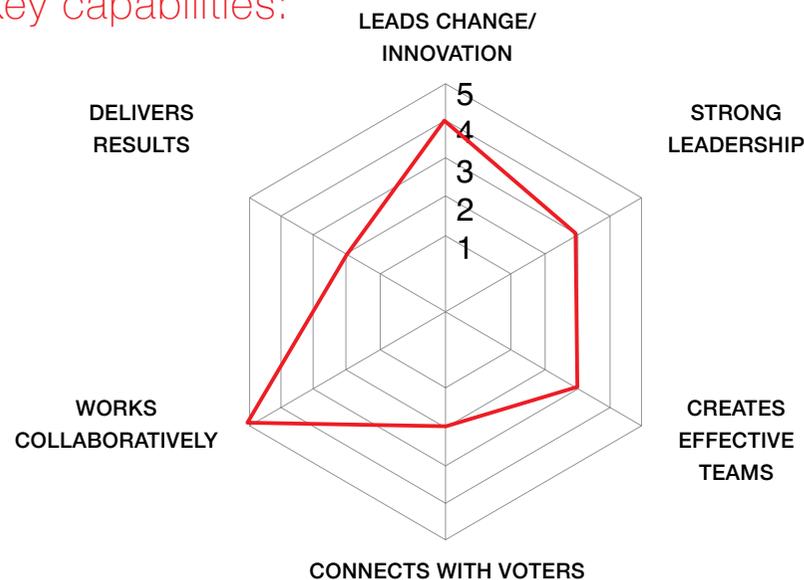
## Feedback summary:

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
<b>LEADS CHANGE:</b>	0 1 2 3 4 5 [Progress bar showing score 4.5]	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.
<b>WORKS COLLABORATIVELY:</b>	0 1 2 3 4 5 [Progress bar showing score 4.5]	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.
<b>STRONG LEADERSHIP:</b>	0 1 2 3 4 5 [Progress bar showing score 3.5]	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
<b>CONNECTION WITH VOTERS:</b>	0 1 2 3 4 5 [Progress bar showing score 2.5]	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.
<b>DELIVERS RESULTS:</b>	0 1 2 3 4 5 [Progress bar showing score 2.5]	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.
<b>DECISION-MAKING:</b>	0 1 2 3 4 5 [Progress bar showing score 2.5]	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.