Tidewater Leadership Studio

Your 360, in plain words

Elena Vasquez · November 2026

With your coach, Sam Okoro

THE SHORT VERSION

Six people answered. Here's what they said.

People trust you

Integrity & Values is your top score at 4.8, and you stay calm under pressure (4.7).

You're better than you think

Your colleagues score you higher than you score yourself on 12 of the 20 questions.

Your yes costs the team

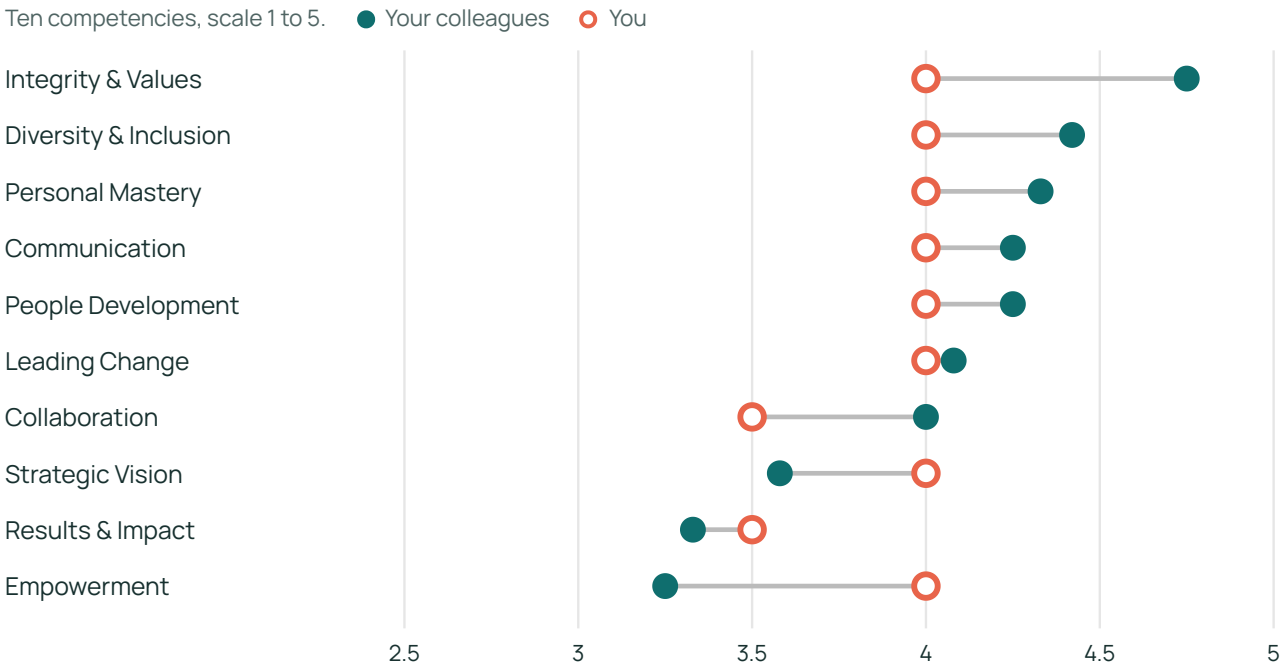
The 5 questions where you rate yourself higher all point to one habit: taking on more than you and the team can carry.

4.2
overall, from your colleagues (you: 4.0)

6
colleagues answered, plus you

12 / 20
questions where they rate you higher

3.0
lowest score: delivers on commitments



Where the coral circle sits to the right of the teal dot, you rate yourself higher than your colleagues do. That happens on three competencies: Strategic Vision, Results & Impact and Empowerment. They're where we'll spend most of our time.

BEFORE OUR NEXT SESSIONS

6 things to think about

1

You underrate yourself

Colleagues give you 4.8 for listening without getting defensive, 4.8 for honesty and 4.7 for staying composed. You gave yourself 4.0 on all three.

A QUESTION TO SIT WITH

What would change if you believed these scores?

TRY THIS WEEK

Note one moment when you listened well, and what it gave the other person.

2

Your yes

"Consistently delivers on commitments" is your lowest score: 3.0, against your own 4.0. Two colleagues link it to agreeing to things before checking with the team.

A QUESTION TO SIT WITH

What do you get from saying yes in the room?

TRY THIS WEEK

Answer every new request with "Let me check with the team and come back tomorrow."

3

One big thing to let go of

You gave yourself 4.0 for trusting people to take over and for sharing leadership. Colleagues gave 3.3 and 3.2. Three of them ask you to hand big projects to the team, and one names the engagement survey.

A QUESTION TO SIT WITH

Which project would grow someone most if you let go of it?

TRY THIS WEEK

List every decision you make on that project. Circle the ones only you can make.

4

Three priorities, written down

"Communicates a clear vision and priorities" scores 3.2, against your 4.0. One colleague asks you to set the year's three people priorities.

A QUESTION TO SIT WITH

If your team could remember only three things you care about this year, what should they be?

TRY THIS WEEK

Draft them in one sentence each and test them on two managers.

5

Hard things, and every escalation

One colleague asks you to stay the person people bring hard things to. Two others ask you to stop taking every escalation yourself. Both can be true.

A QUESTION TO SIT WITH

Which escalations need you, and which need someone you trust?

TRY THIS WEEK

Keep a tally of escalations: who brought each one, and who else could have handled it.

6

Your weekends

Two colleagues describe your style as "stretched". Two mention weekend work, and one adds that it puts pressure on everyone.

A QUESTION TO SIT WITH

What does your weekend work tell your team about what's expected of them?

TRY THIS WEEK

Pick one weekend this month with no work email, and tell your team you're doing it.

OUR PLAN

Six sessions, one theme each

We'll meet every two weeks. Bring your notes from the "Try this week" boxes: they're the raw material for each session.

Session	Theme	What we'll do
1	**Reading the report together**	Walk through the results, agree what success looks like in 6 months, and pick the project to hand over (point 3).
2	**Three priorities**	Turn your draft priorities into one page your managers can use to say no (point 4).
3	**The yes habit**	Look at your requests from the past fortnight. Which would you answer differently now? (point 2)
4	**The handover**	Plan the handover: budget, decisions, and how you'll stay involved without taking it back (point 3).
5	**Escalations and weekends**	Use your tally to decide which escalations go to whom, and protect your time (points 5 and 6).
6	**What's changed**	Review progress and plan a short follow-up 360 with the same colleagues around month 6 (point 1: you'll see it in the numbers).

Your scores to watch: delivers on commitments (3.0), clear vision and priorities (3.2) and Empowerment (3.2).

IN THEIR WORDS

What your colleagues wrote

Everything, unedited and without names. Read it once quickly, then once slowly.

Your style in one word

Calm · Trusted · Wise · Stretched · Stretched · Warm

You chose: Trusted

Start, or do more of

- Stay the person people bring hard things to
- Say no or not yet to some requests
- Hand big projects to the team
- Let the team own the engagement survey end to end
- Set the year's three people priorities
- Delegate the big projects with full authority

Stop, or do less of

- Taking every escalation herself
- Agreeing deadlines before checking capacity
- Working weekends to catch up
- Agreeing yes without checking with the team first
- Taking every escalation herself
- Working weekends, it puts pressure on everyone

How to read this report

You and 6 colleagues answered The Full 360: 20 statements rated from 1 (strongly disagree) to 5 (strongly agree), one overall rating, and three open questions. Scores are averages. Your answers are shown separately and never mixed into your colleagues' averages. The survey used Standard confidentiality, so the report opened only after 3 replies and comments carry no names.

Sample report. Elena Vasquez, her organization and the coach named here are fictional. Every score and comment comes from the sample 360 that comes with every new Org360 account (The Full 360, 7 responses: Elena and 6 colleagues, Standard confidentiality).