

HUMAN KPI 360

- ● Key
- ● Polarity
- ● Indicator

Client Name
360 Report

Organization Name
Month Year

Administered by:
KPI Practitioner Name



Navigating polarities is a vital competency in today's complex world. Knowing how to harness the creative tension in competing values by holding a "Both/And" mindset, heartset, and skillset supports us to be wiser in the midst of complexity, braver to ask different questions in a polarized world, and more effective when leading transformation. Most importantly, it enables us to see ourselves and others more fully - increasing our capacity to live and lead with greater consciousness, courage, and compassion.

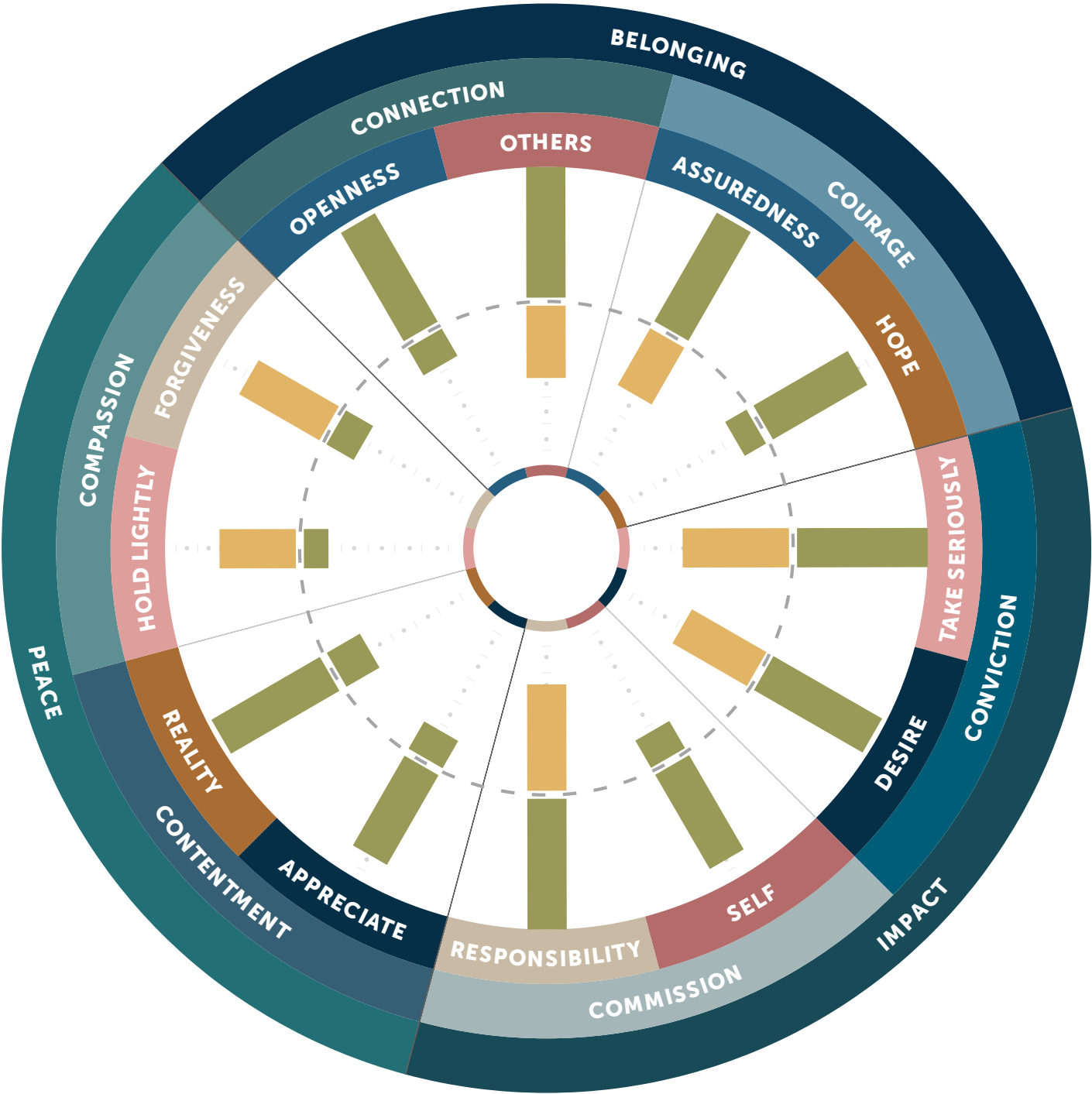
The Key Polarity Indicator™ (KPI) helps individuals and teams deepen their awareness and better understand their relationship to six key polarities that commonly show up in life and leadership. This powerful tool helps people explore and unlock these polarities in order to increase their effectiveness for the good of their clients, their families, their organizations, and ultimately themselves.

This report contains your survey feedback. We hope by taking a look at how you see yourself through these six polarities, you are affirmed in who you are, inspired to expand your perspective, and thrilled to know you don't have to be less of yourself as you make your impact on the world.



SELF RESULTS

CLIENT NAME





BELONGING



BELONGING

CONNECTION	Openness Benefits	I easily admit my shortcomings to others	6	5.75
		I am ok not knowing the answer	5	
		I allow others to see all of who I am	6	
		I pause to learn from what others have to say	6	
	Focus on Others Benefits	I am generous	6	6
		I inquire about other people's needs	6	
		I intentionally consider others' interests when making decisions	6	
		I seek to make sure others get what they want	6	
	Openness Overuses	I second-guess my abilities and contributions	1	1.25
		I avoid taking a stand because I'm open to many possibilities	1	
		I suppress my opinion because it's not worth a debate	2	
		I refrain from deliberately sharing my expertise or knowledge	1	
	Focus on Others Overuses	I hesitate to ask for what I want	1	2.75
		I am uncomfortable when I need to inconvenience people	4	
		I sacrifice my needs for the needs of others	2	
		I am tired from spending too much time doing for others	4	
COURAGE	Assuredness Benefits	I exude confidence in my abilities and expertise	6	5.75
		I can stand alone in my convictions with very little effort	6	
		I add value just as I am - I believe "I am good enough"	6	
		I show up with a grounded presence	5	
	Hope Benefits	I trust that anything is possible	3	5
		I am excited and optimistic when considering new options	6	
		I am undeterred about what's possible, even after a few setbacks	5	
		I am unafraid to step into the unknown	6	
	Assuredness Overuses	I avoid being vulnerable with others	1	2.5
		I am convinced my way of looking at things is the right way	1	
		I want to be the one who is right	2	
		I make it a point to ensure others respect what I bring to the table	6	
	Hope Overuses	I am overly optimistic	1	1
		I get so focused on future possibilities that I overlook current realities	1	
		I tend to overestimate what's possible	1	
		I can be too idealistic about the reality of the situation	1	



IMPACT



IMPACT

IMPACT	CONVICTION	Take Seriously Benefits	I am intentional and deliberate about my actions	6	6
			I take things seriously and treat them with importance	6	
			I am earnest and diligent in all that I do	6	
			I stay focused and move things towards the goal	6	
		Desire More Benefits	I take initiative to improve things and make them better	6	5.75
			I hunger for things to be "more"	5	
			I long to achieve in new and different ways	6	
			I proactively seek out ways to grow and develop	6	
		Take Seriously Overuses	I can make a bigger deal of things than is necessary	4	4
			My intensity can get in the way of fun	3	
			I feel weighted down by all there is to do	5	
			I create stress because I take things so seriously	4	
		Desire More Overuses	I forget to appreciate what's already good	3	3.25
			I am dissatisfied because things don't meet my standards	4	
			I set unrealistically high expectations	3	
			I find things to be inadequate	3	
IMPACT	COMMISSION	Focus on Self Benefits	I think it's important my needs get satisfied	5	5
			I make choices that prioritize my needs	5	
			I try to ensure I get what I want	5	
			I advocate for things to go my way	5	
		Responsibility Benefits	I take ownership of situations to make sure things get done	6	6
			I complete my commitments just as promised	6	
			I hold myself accountable for the goals I've set	6	
			I take responsibility and don't blame others for my situation	6	
		Focus on Self Overuses	I can be inflexible to get things to go my way	1	1.25
			I can neglect to consider the needs and desires of others	1	
			I can be uninterested in the perspective of others	1	
			I make sure my needs are met first	2	
		Responsibility Overuses	I feel like I'm the one who has to do everything	2	4
			I feel guilty when I'm unable to fulfill a commitment	5	
			I am critical when people don't live up to my expectations	4	
			I take on too many things that are other people's responsibility	5	



PEACE



PEACE

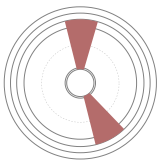
CONTENTMENT	Appreciate What Is Benefits	I pause and appreciate what's working	4	4.75
		I recognize the good in situations	6	
		I focus on what's working rather than what could be	5	
		I stop to experience gratitude for what I have	4	
	Reality Benefits	I pay attention to the data and don't fool myself	6	5.75
		I am solidly grounded in the present	5	
		I pause to thoroughly weigh the benefits and risks of situations	6	
		I am realistic about what can get done by when	6	
	Appreciate What Is Overuses	I can be so focused on the good I overlook what could be better	1	1.25
		I feel so content that I can verge on complacency	1	
		I am disinclined to make a change unless there's a problem	2	
		I can be uninterested to push myself because I'm satisfied with the way it is	1	
	Reality Overuses	I am tentative about new ideas and possibilities	2	1.5
		I look at what could go wrong more than what could go right	2	
		I am wary of opportunities if I can't see a way to get there	1	
		I am uncomfortable taking risks	1	
COMPASSION	Hold Lightly Benefits	I easily let go of things that bother me	3	3.5
		I am lighthearted and laid back	3	
		I'm unattached to outcomes - however it works out is fine	2	
		I approach things playfully, with a sense of humor	6	
	Forgiveness Benefits	I allow others to be imperfect and accept them as they are	5	4.25
		I can let things go	4	
		I am understanding when people fall short of my expectations	3	
		I ungrudgingly give people second chances	5	
	Hold Lightly Overuses	I can disregard commitments when something else becomes more appealing	1	1
		My carefree nature can create issues	1	
		I leave opportunities on the table because I am too laid back	1	
		I can appear uncommitted because I hold things so lightly	1	
	Forgiveness Overuses	I let people off the hook too easily	1	1.25
		I allow others to take advantage of my good nature	1	
		I allow people to take it easy while I do it for them	2	
		I make it too easy for people to sidestep their responsibility	1	



ASSUREDNESS :: OPENNESS

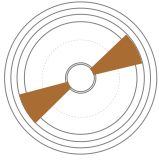


Assuredness Benefits	I exude confidence in my abilities and expertise	6	5.75	5.75	6	I easily admit my shortcomings to others	Openness Benefits
	I can stand alone in my convictions with very little effort	6			5	I am ok not knowing the answer	
	I add value just as I am - I believe "I am good enough"	6			6	I allow others to see all of who I am	
	I show up with a grounded presence	5			6	I pause to learn from what others have to say	
Assuredness Overuses	I avoid being vulnerable with others	1		1.25	1	I second-guess my abilities and contributions	Openness Overuses
	I am convinced my way of looking at things is the right way	1	2.5		1	I avoid taking a stand because I'm open to many possibilities	
	I want to be the one who is right	2			2	I suppress my opinion because it's not worth a debate	
	I make it a point to ensure others respect what I bring to the table	6			1	I refrain from deliberately sharing my expertise or knowledge	



FOCUS ON SELF :: FOCUS ON OTHERS

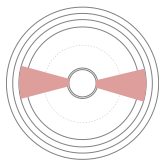
Focus on Self Benefits	I think it's important my needs get satisfied	5		6	6	I am generous	Focus on Others Benefits
	I make choices that prioritize my needs	5	5		6	I inquire about other people's needs	
	I try to ensure I get what I want	5			6	I intentionally consider others' interests when making decisions	
	I advocate for things to go my way	5			6	I seek to make sure others get what they want	
Focus on Self Overuses	I can be inflexible to get things to go my way	1	1.25		1	I hesitate to ask for what I want	Focus on Others Overuses
	I can neglect to consider the needs and desires of others	1		2.75	4	I am uncomfortable when I need to inconvenience people	
	I can be uninterested in the perspective of others	1			2	I sacrifice my needs for the needs of others	
	I make sure my needs are met first	2			4	I am tired from spending too much time doing for others	



HOPE :: REALITY



Hope Benefits	I trust that anything is possible	3		5.75	6	I pay attention to the data and don't fool myself	Reality Benefits
	I am excited and optimistic when considering new options	6	5		5	I am solidly grounded in the present	
	I am undeterred about what's possible, even after a few setbacks	5			6	I pause to thoroughly weigh the benefits and risks of situations	
	I am unafraid to step into the unknown	6			6	I am realistic about what can get done by when	
Hope Overuses	I am overly optimistic	1	1	1.5	2	I am tentative about new ideas and possibilities	Reality Overuses
	I get so focused on future possibilities that I overlook current realities	1			2	I look at what could go wrong more than what could go right	
	I tend to overestimate what's possible	1			1	I am wary of opportunities if I can't see a way to get there	
	I can be too idealistic about the reality of the situation	1			1	I am uncomfortable taking risks	



TAKE SERIOUSLY :: HOLD LIGHTLY

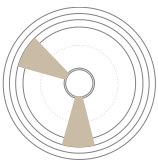
Take Seriously Benefits	I am intentional and deliberate about my actions	6	6		3	I easily let go of things that bother me	Hold Lightly Benefits
	I take things seriously and treat them with importance	6		3.5	3	I am lighthearted and laid back	
	I am earnest and diligent in all that I do	6			2	I'm unattached to outcomes - however it works out is fine	
	I stay focused and move things towards the goal	6			6	I approach things playfully, with a sense of humor	
Take Seriously Overuses	I can make a bigger deal of things than is necessary	4		1	1	I can disregard commitments when something else becomes more appealing	Hold Lightly Overuses
	My intensity can get in the way of fun	3			1	My carefree nature can create issues	
	I feel weighted down by all there is to do	5	4		1	I leave opportunities on the table because I am too laid back	
	I create stress because I take things so seriously	4			1	I can appear uncommitted because I hold things so lightly	



DESIRE MORE :: APPRECIATE WHAT IS



Desire More Benefits	I take initiative to improve things and make them better	6	5.75	4.75	4	I pause and appreciate what's working	Appreciate What Is Benefits
	I hunger for things to be "more"	5			6	I recognize the good in situations	
	I long to achieve in new and different ways	6			5	I focus on what's working rather than what could be	
	I proactively seek out ways to grow and develop	6			4	I stop to experience gratitude for what I have	
Desire More Overuses	I forget to appreciate what's already good	3	3.25	1.25	1	I can be so focused on the good I overlook what could be better	Appreciate What Is Overuses
	I am dissatisfied because things don't meet my standards	4			1	I feel so content that I can verge on complacency	
	I set unrealistically high expectations	3			2	I am disinclined to make a change unless there's a problem	
	I find things to be inadequate	3			1	I can be uninterested to push myself because I'm satisfied with the way it is	



RESPONSIBILITY :: FORGIVENESS

Responsibility Benefits	I take ownership of situations to make sure things get done	6	6	4.25	5	I allow others to be imperfect and accept them as they are	Forgiveness Benefits
	I complete my commitments just as promised	6			4	I can let things go	
	I hold myself accountable for the goals I've set	6			3	I am understanding when people fall short of my expectations	
	I take responsibility and don't blame others for my situation	6			5	I ungrudgingly give people second chances	
Responsibility Overuses	I feel like I'm the one who has to do everything	2	4	1.25	1	I let people off the hook too easily	Forgiveness Overuses
	I feel guilty when I'm unable to fulfill a commitment	5			1	I allow others to take advantage of my good nature	
	I am critical when people don't live up to my expectations	4			2	I allow people to take it easy while I do it for them	
	I take on too many things that are other people's responsibility	5			1	I make it too easy for people to sidestep their responsibility	



360 RESULTS

360 RESPONSE SUMMARY

The people in your life have insight into how you show up and interact with others. They have their own experience of your abilities and impact. Feedback from diverse rater groups helps you consider these different perspectives.



	Raters Requested	Responses Received	Responses Reported
SELF	1	1	1
KEY STAKEHOLDER	1	1	1
GROUP 1	6	5	5
GROUP 2	6	6	6
OTHER STAKEHOLDERS	4	4	4

With the exception of your Key Stakeholder, the anonymity of other types of raters is protected by combining their responses. In order to show a score, a rater group must have two or more people from that group respond. In cases where only one rater from a group responded, that person's responses are included in the total average but not broken out by rater group.

RATERS:

The following people were asked to complete the survey on your behalf:

KEY STAKEHOLDER	GROUP 1	GROUP 2	OTHER STAKEHOLDERS
Key Stakeholder Name	Group 1 Rater #1 Name	Group 2 Rater #1 Name	Other Rater #1 Name
	Group 1 Rater #2 Name	Group 2 Rater #2 Name	Other Rater #2 Name
	Group 1 Rater #3 Name	Group 2 Rater #3 Name	Other Rater #3 Name
	Group 1 Rater #4 Name	Group 2 Rater #4 Name	Other Rater #4 Name
	Group 1 Rater #5 Name	Group 2 Rater #5 Name	
	Group 1 Rater #6 Name		

CLIENT NAME





BELONGING



BELONGING

			Self	Self Avg	All Raters	All Raters Avg	Key Stakeholder	Group 1	Group 2	Other Stakeholders
CONNECTION	Openness Benefits	I easily admit my shortcomings to others	6		3.87					
		I am ok not knowing the answer	5	5.75	2.87	4.14	3.75	3.98	4.21	4.19
		I allow others to see all of who I am	6		4.8					
		I pause to learn from what others have to say	6		5					
	Focus on Others Benefits	I am generous	6		5.53					
		I inquire about other people's needs	6	6	4.88	4.77	4.75	4.32	4.96	5.06
		I intentionally consider others' interests when making decisions	6		4.75					
		I seek to make sure others get what they want	6		3.94					
	Openness Overuses	I second-guess my abilities and contributions	1		1.93					
		I avoid taking a stand because I'm open to many possibilities	1	1.25	1.44	1.5	1	1.28	1.71	1.56
		I suppress my opinion because it's not worth a debate	2		1.44					
		I refrain from deliberately sharing my expertise or knowledge	1		1.19					
	Focus on Others Overuses	I hesitate to ask for what I want	1	2.75	1.5	2.25				
		I am uncomfortable when I need to inconvenience people	4		2.44		2	2.11	2.42	2.19
		I sacrifice my needs for the needs of others	2		2.79					
		I am tired from spending too much time doing for others	4		2.25					
COURAGE	Assuredness Benefits	I exude confidence in my abilities and expertise	6		5.5					
		I can stand alone in my convictions with very little effort	6	5.75	5.2	4.91	3.75	4.89	5.21	4.81
		I add value just as I am - I believe "I am good enough"	6		4.07					
		I show up with a grounded presence	5		4.87					
	Hope Benefits	I trust that anything is possible	3		4.2					
		I am excited and optimistic when considering new options	6	5	5	4.47	4.5	3.9	4.63	4.81
		I am undeterred about what's possible, even after a few setbacks	5		4.53					
		I am unafraid to step into the unknown	6		4.13					
	Assuredness Overuses	I avoid being vulnerable with others	1	2.5	2.06	3.34				
		I am convinced my way of looking at things is the right way	1		3.73		5	3.59	3.3	2.75
		I want to be the one who is right	2		3.63					
		I make it a point to ensure others respect what I bring to the table	6		3.93					
	Hope Overuses	I am overly optimistic	1		2.31					
		I get so focused on future possibilities that I overlook current realities	1	1	1.93	2.18	2.75	1.91	2.23	2.31
		I tend to overestimate what's possible	1		2.27					
		I can be too idealistic about the reality of the situation	1		2.2					



IMPACT



IMPACT

			Self	Self Avg	All Raters	All Raters Avg	Key Stakeholder	Group 1	Group 2	Other Stakeholders
CONVICTION	Take Seriously Benefits	I am intentional and deliberate about my actions	6	6	5.56	5.53	5.5	5.2	5.75	5.63
		I take things seriously and treat them with importance	6		5.75					
		I am earnest and diligent in all that I do	6		5.69					
		I stay focused and move things towards the goal	6		5.13					
	Desire More Benefits	I take initiative to improve things and make them better	6	5.75	5.63	5.28	5	5	5.38	5.5
		I hunger for things to be "more"	5		4.6					
		I long to achieve in new and different ways	6		5					
		I proactively seek out ways to grow and develop	6		5.88					
	Take Seriously Overuses	I can make a bigger deal of things than is necessary	4	4	3.56	3.62	5.5	3.56	3.75	2.94
		My intensity can get in the way of fun	3		3.13					
		I feel weighted down by all there is to do	5		3.43					
		I create stress because I take things so seriously	4		4.36					
	Desire More Overuses	I forget to appreciate what's already good	3	3.25	2.73	3.45	5	3.23	3.46	3.27
		I am dissatisfied because things don't meet my standards	4		3.6					
		I set unrealistically high expectations	3		3.31					
		I find things to be inadequate	3		4.14					
COMMISSION	Focus on Self Benefits	I think it's important my needs get satisfied	5	5	4.13	4.27	3.75	4.66	4.21	4
		I make choices that prioritize my needs	5		4					
		I try to ensure I get what I want	5		4.25					
		I advocate for things to go my way	5		4.69					
	Responsibility Benefits	I take ownership of situations to make sure things get done	6	6	5.69	5.4	5.25	4.93	5.58	5.75
		I complete my commitments just as promised	6		5.13					
		I hold myself accountable for the goals I've set	6		5.63					
		I take responsibility and don't blame others for my situation	6		5.13					
	Focus on Self Overuses	I can be inflexible to get things to go my way	1	1.25	2.69	2.3	2	2.88	2.28	1.61
		I can neglect to consider the needs and desires of others	1		1.88					
		I can be uninterested in the perspective of others	1		1.75					
		I make sure my needs are met first	2		2.86					
	Responsibility Overuses	I feel like I'm the one who has to do everything	2	4	3.06	3.23	4.25	2.95	3.39	3.02
		I feel guilty when I'm unable to fulfill a commitment	5		3.64					
		I am critical when people don't live up to my expectations	4		3.56					
		I take on too many things that are other people's responsibility	5		2.64					



PEACE



PEACE

			Self	Self Avg	All Raters	All Raters Avg	Key Stakeholder	Group 1	Group 2	Other Stakeholders
CONTENTMENT	Appreciate What Is Benefits	I pause and appreciate what's working	4	4.75	4.4	3.48	2	3.26	3.59	3.98
		I recognize the good in situations	6		1.81					
		I focus on what's working rather than what could be	5		3.47					
		I stop to experience gratitude for what I have	4		4.23					
	Reality Benefits	I pay attention to the data and don't fool myself	6	5.75	5.07	4.83	4	4.53	5.14	4.98
		I am solidly grounded in the present	5		4.67					
		I pause to thoroughly weigh the benefits and risks of situations	6		5.19					
		I am realistic about what can get done by when	6		4.4					
	Appreciate What Is Overuses	I can be so focused on the good I overlook what could be better	1	1.25	1.63	1.76	1	2.01	1.63	1.88
		I feel so content that I can verge on complacency	1		1.73					
		I am disinclined to make a change unless there's a problem	2		2.6					
		I can be uninterested to push myself because I'm satisfied with the way it is	1		1.06					
	Reality Overuses	I am tentative about new ideas and possibilities	2	1.5	2.06	2.31	2	2.03	2.58	2.31
		I look at what could go wrong more than what could go right	2		3.13					
		I am wary of opportunities if I can't see a way to get there	1		1.8					
		I am uncomfortable taking risks	1		2.25					

COMPASSION

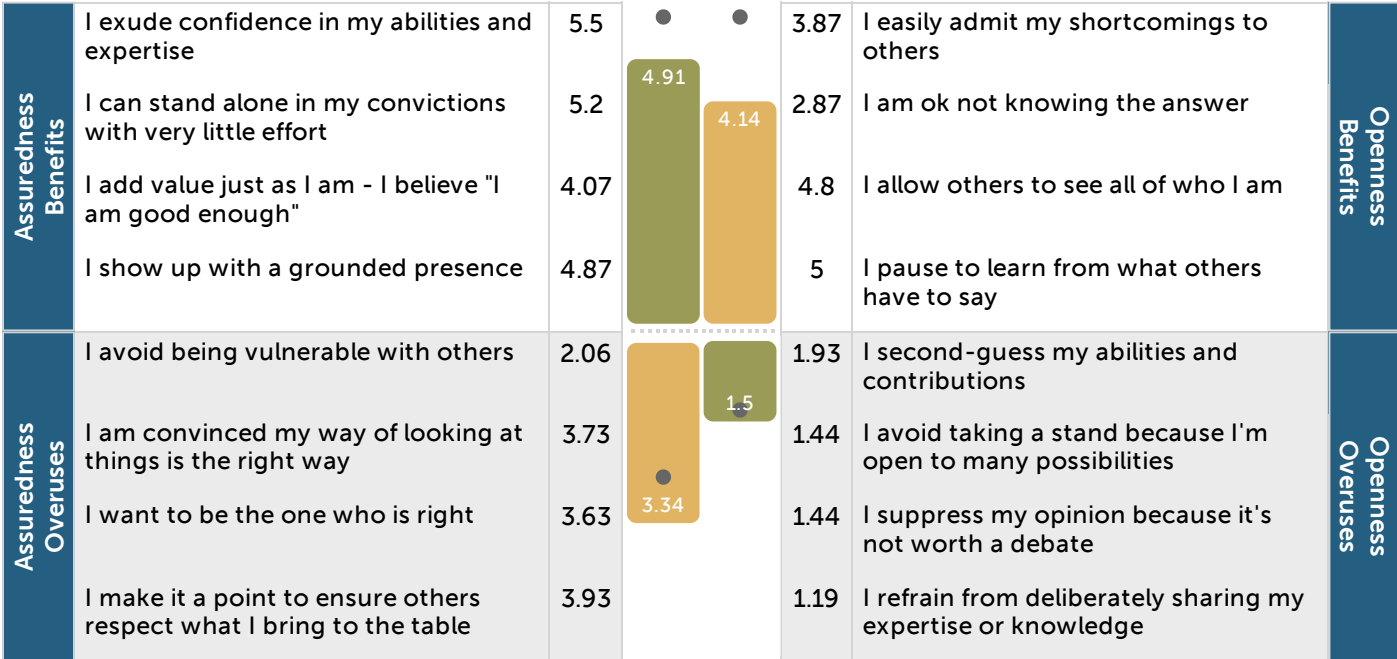
COMPASSION	Hold Lightly Benefits	I easily let go of things that bother me	3	3.5	2.4	2.69	1.5	2.85	2.96	2.4
		I am lighthearted and laid back	3		2.06					
		I'm unattached to outcomes - however it works out is fine	2		2					
		I approach things playfully, with a sense of humor	6		4.31					
	Forgiveness Benefits	I allow others to be imperfect and accept them as they are	5	4.25	3.87	3.42	4	3.38	3.44	3.15
		I can let things go	4		2.85					
		I am understanding when people fall short of my expectations	3		3.14					
		I ungrudgingly give people second chances	5		3.82					
	Hold Lightly Overuses	I can disregard commitments when something else becomes more appealing	1	1	1.5	1.25	1	1.18	1.29	1.31
		My carefree nature can create issues	1		1.19					
		I leave opportunities on the table because I am too laid back	1		1.19					
		I can appear uncommitted because I hold things so lightly	1		1.13					
	Forgiveness Overuses	I let people off the hook too easily	1	1.25	1.73	1.79	2	1.65	1.97	1.67
		I allow others to take advantage of my good nature	1		1.8					
		I allow people to take it easy while I do it for them	2		2.07					
		I make it too easy for people to sidestep their responsibility	1		1.57					



ASSUREDNESS :: OPENNESS



All Raters self-assessment

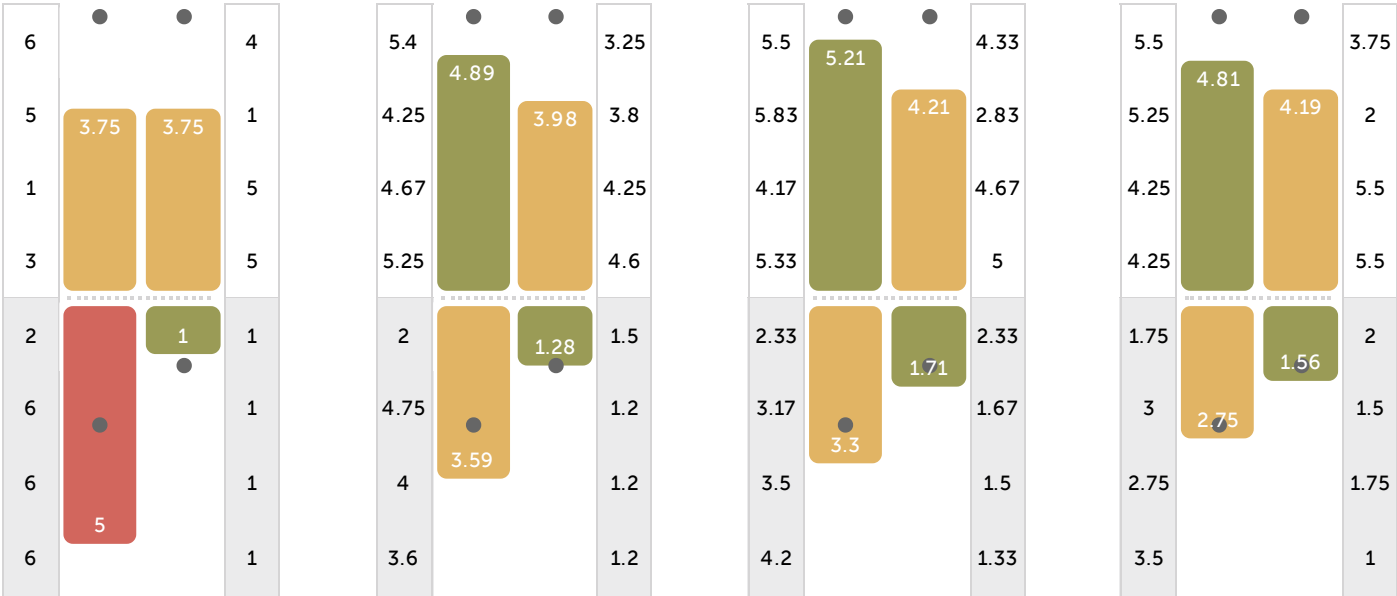


Key Stakeholder

Group 1

Group 2

Other Stakeholders



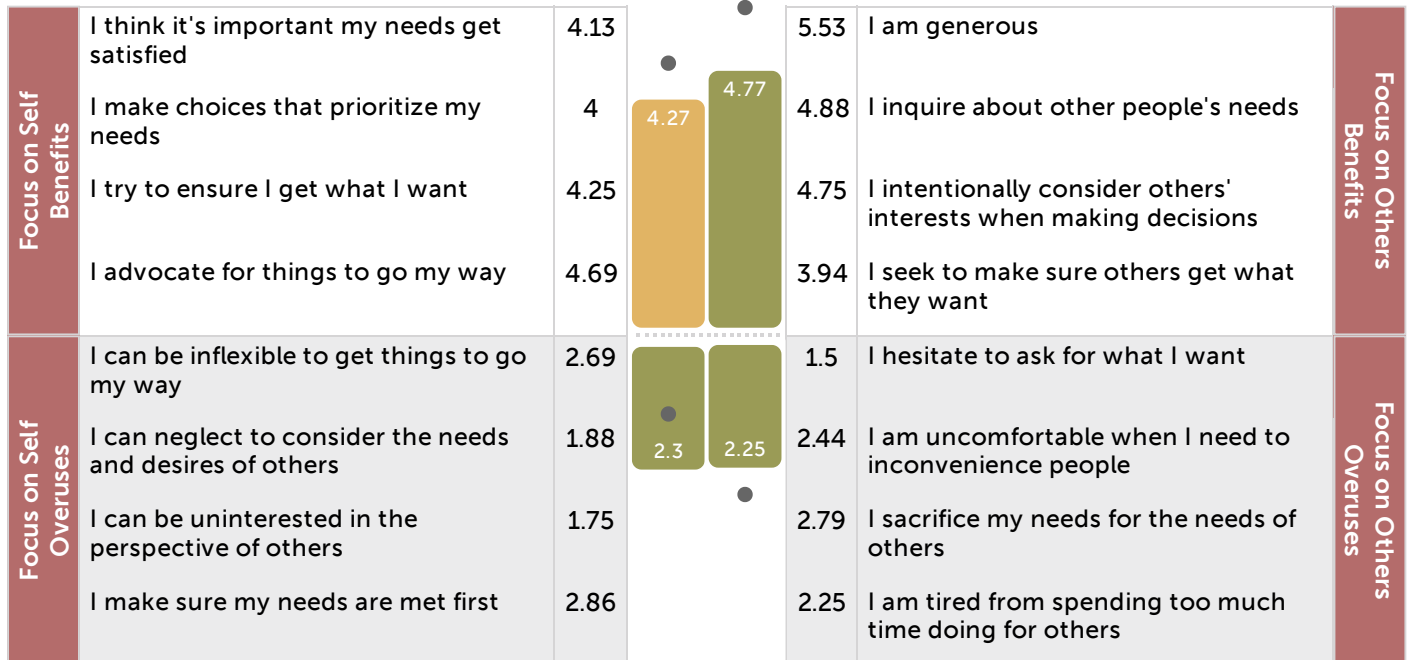


FOCUS ON SELF :: FOCUS ON OTHERS



All Raters

● self-assessment

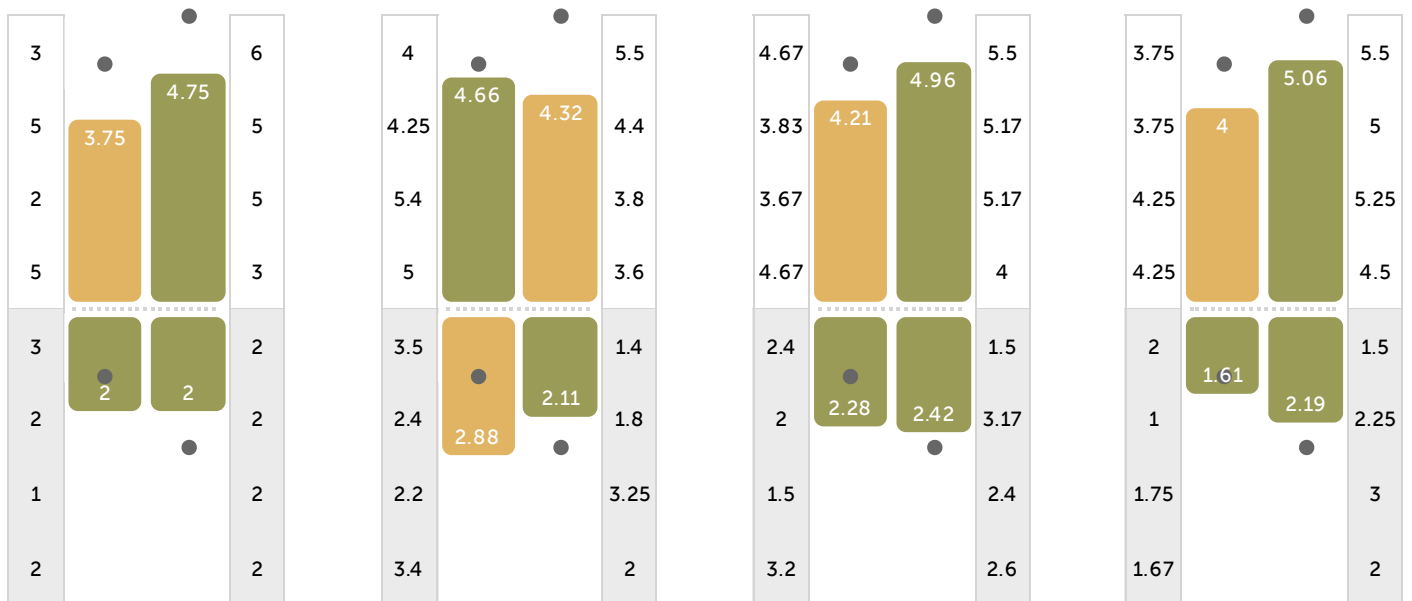


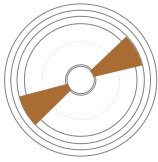
Key Stakeholder

Group 1

Group 2

Other Stakeholders



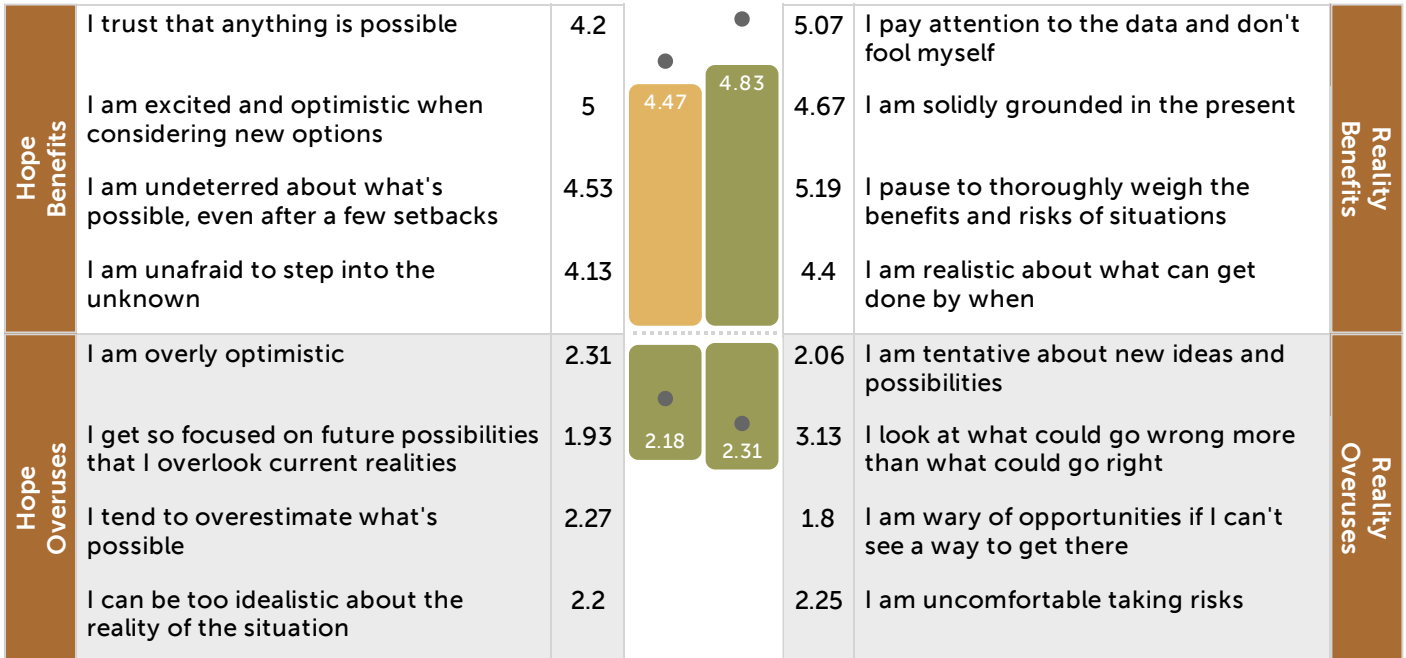


HOPE :: REALITY



All Raters

● self-assessment

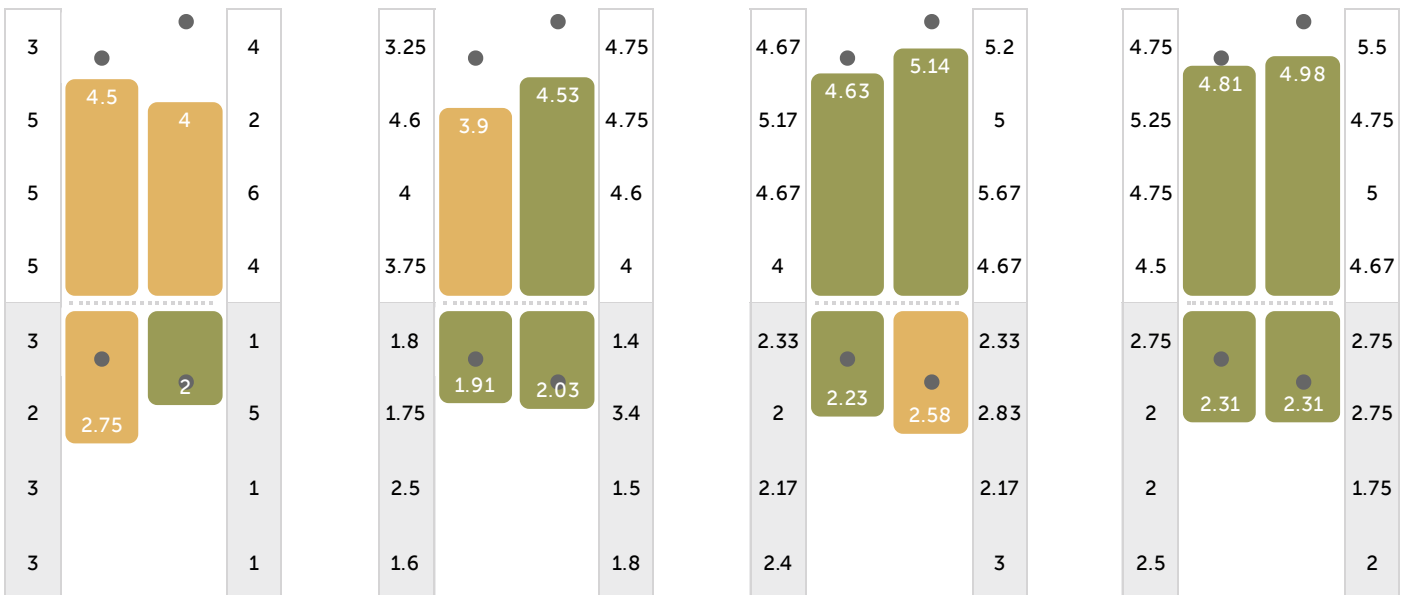


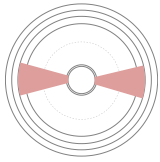
Key Stakeholder

Group 1

Group 2

Other Stakeholders



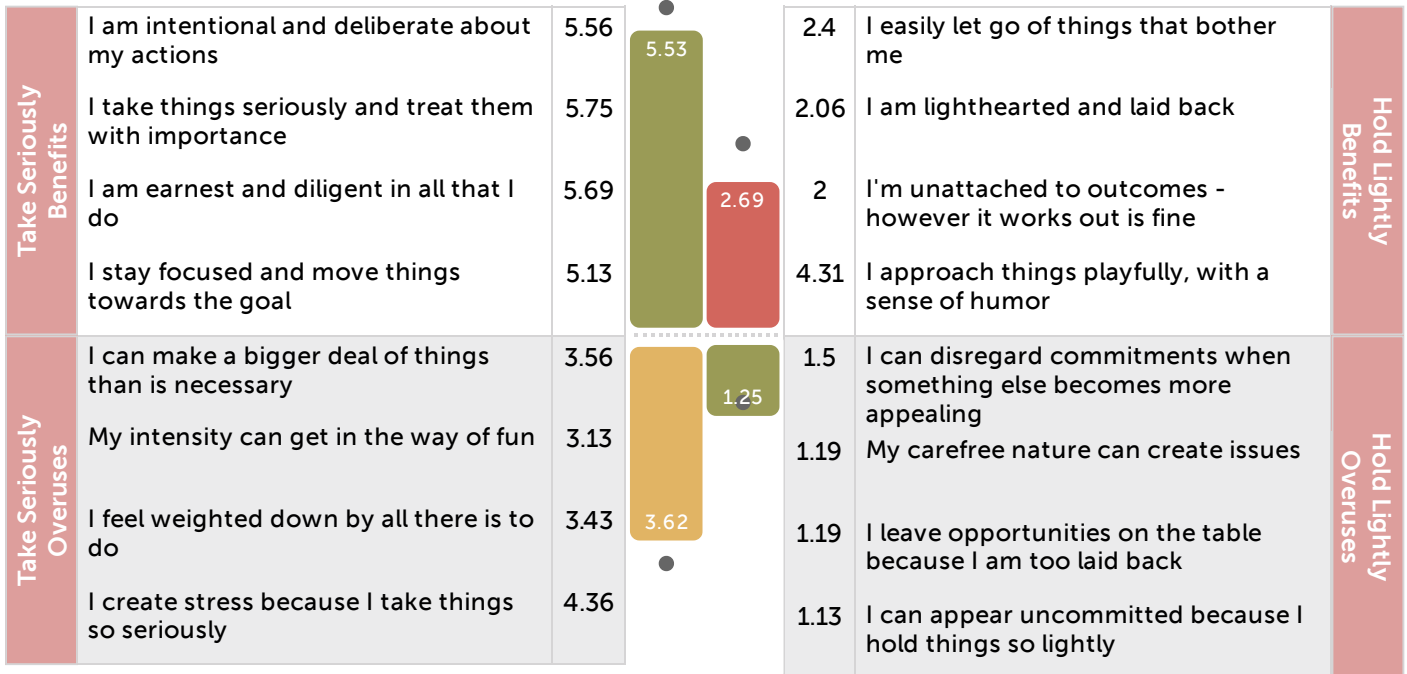


TAKE SERIOUSLY :: HOLD LIGHTLY



All Raters

● self-assessment



Key Stakeholder

Group 1

Group 2

Other Stakeholders



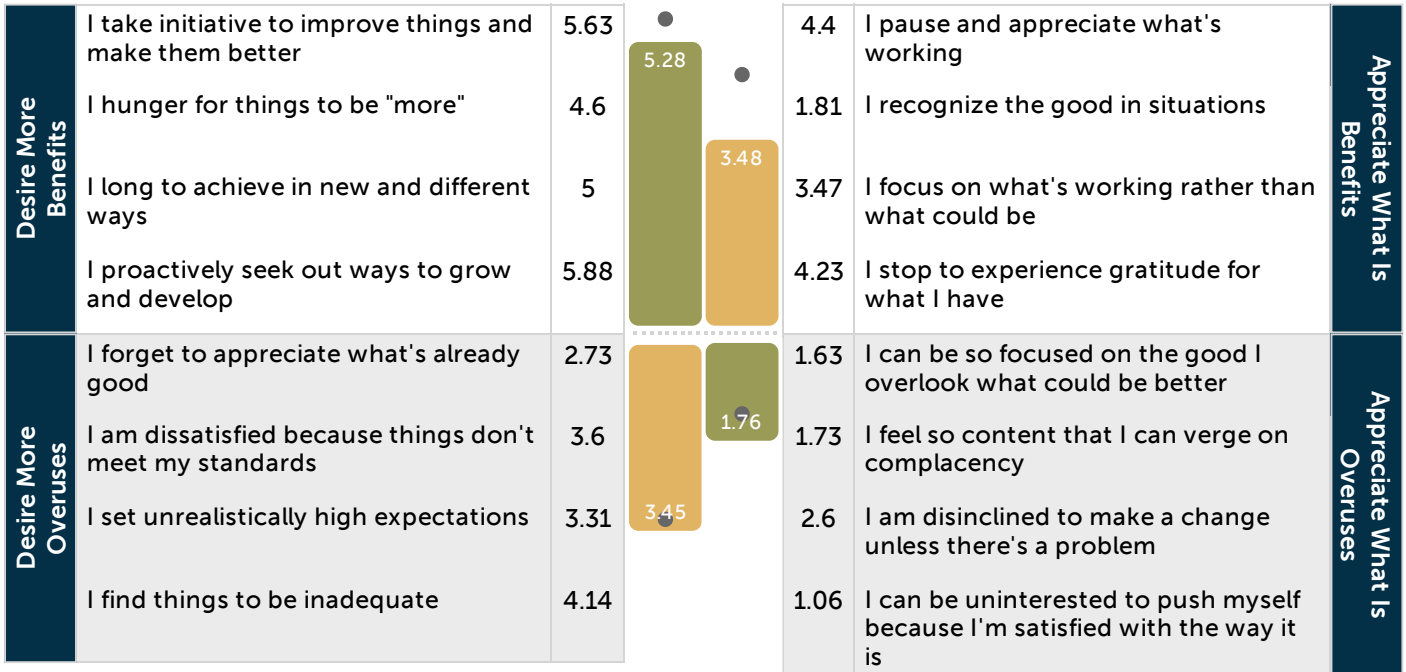


DESIRE MORE :: APPRECIATE WHAT IS



All Raters

● self-assessment

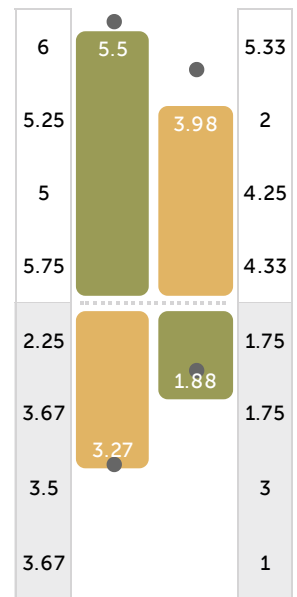
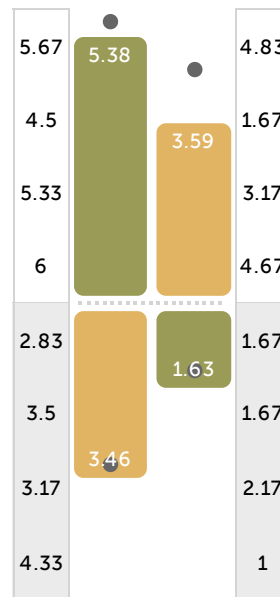
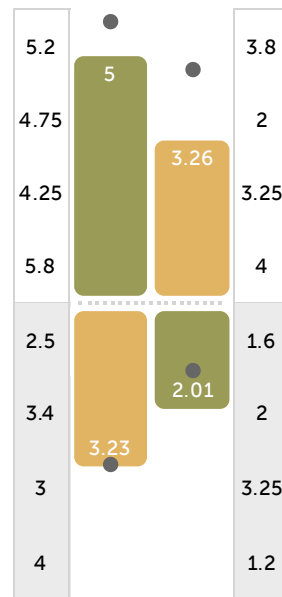
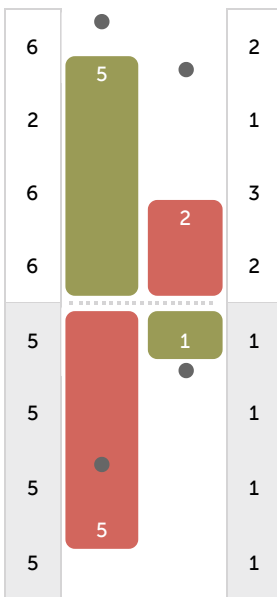


Key Stakeholder

Group 1

Group 2

Other Stakeholders



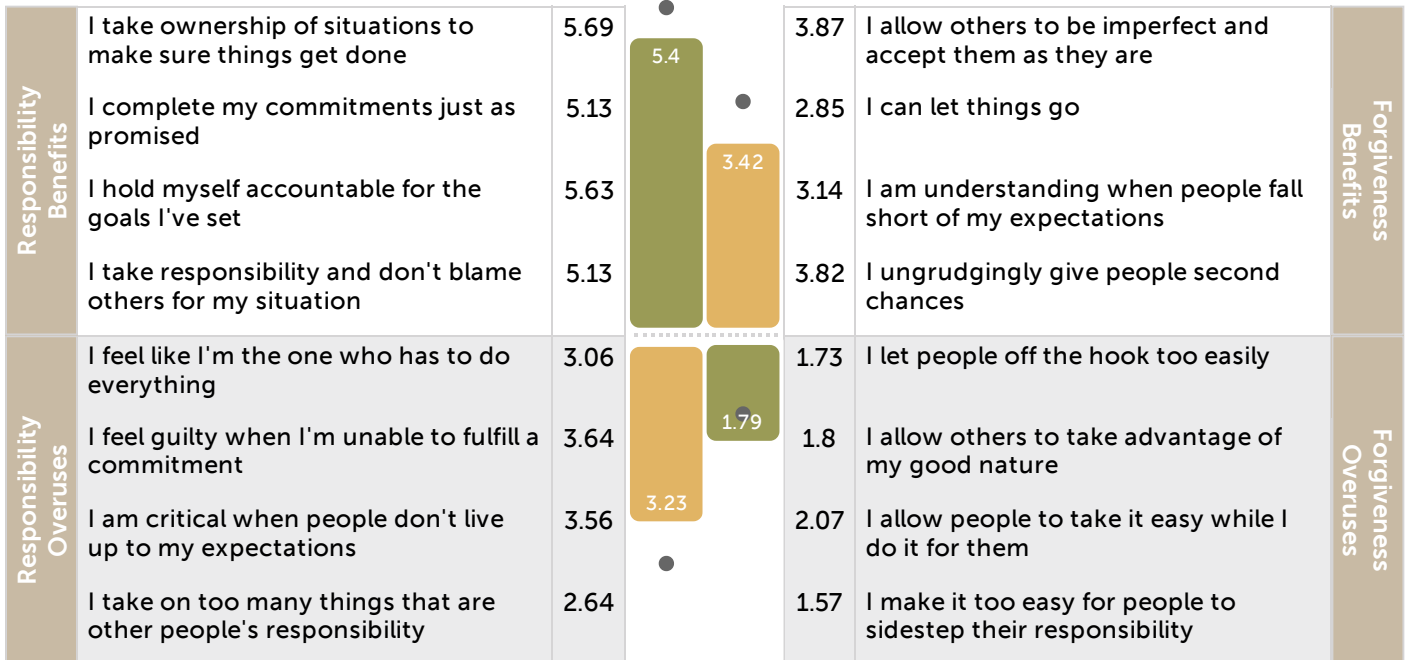


RESPONSIBILITY :: FORGIVENESS



All Raters

● self-assessment

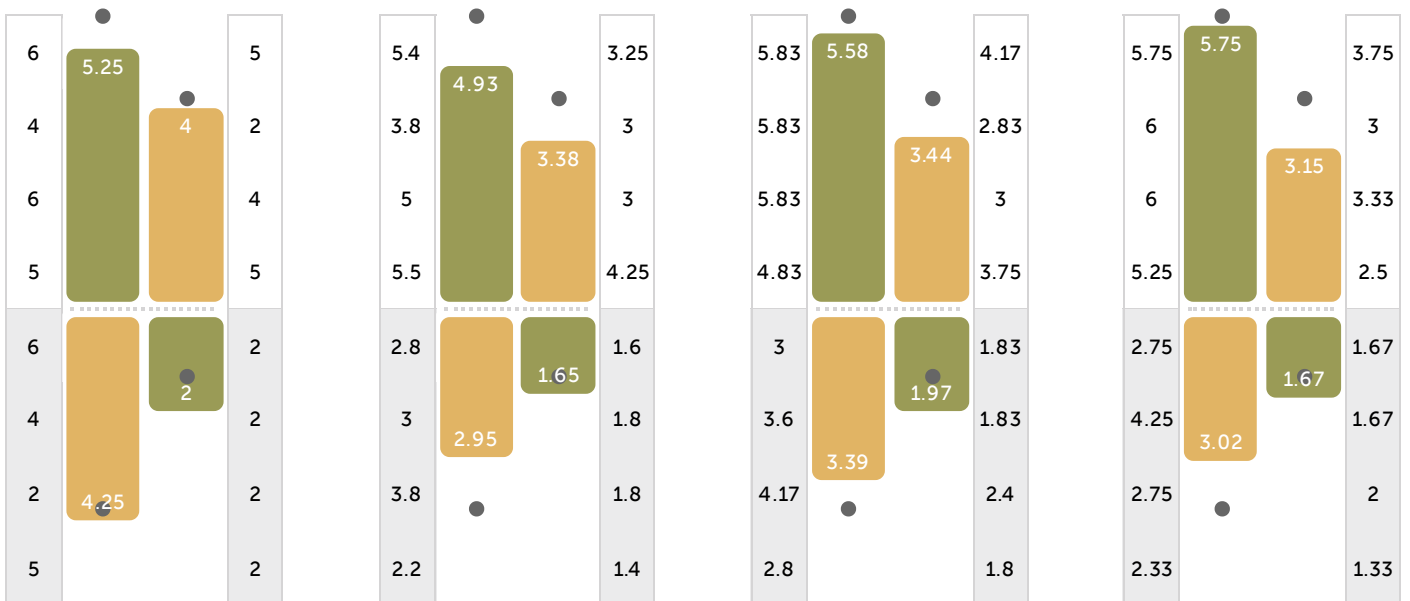


Key Stakeholder

Group 1

Group 2

Other Stakeholders



OPEN ENDED FEEDBACK

WHAT ELSE WOULD YOU LIKE THIS PERSON TO KNOW ABOUT THEIR STRENGTHS?

- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback

OPEN ENDED FEEDBACK

WHAT ELSE WOULD YOU LIKE THIS PERSON TO KNOW ABOUT THEIR DEVELOPMENTAL OPPORTUNITIES?

- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
- Open Ended Feedback
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