

Leadership 360

Rate visible leadership behaviours against the six BRIDGE competencies.
Use observable evidence, not personality preference.

RATING SCALE

1 Absent · 2 Inconsistent · 3 Reliable · 4 Multiplier · N/O Not observed

Who completes this: manager, peer, direct report, internal stakeholder, or participant self-rating.

Use: baseline before cohort, midpoint pulse, and post-programme evidence for behaviour change.



Respondent Context

This helps interpret the rating pattern.

Leader being rated

Respondent name or initials

Relationship to leader

How often do you work together?



Scale

Choose N/O if you have not seen enough behaviour to rate fairly.

1 Absent

Rarely visible.

2 Inconsistent

Appears only under low tension.

3 Reliable

Visible under normal pressure.

4 Multiplier

Improves how others act.

N/O

Not observed.



Buyer Decision

Stakeholder Commitment Building

Identifies who must actively support a decision before execution begins.

Looks beyond who attended the meeting.

Clarifies what stakeholders need to believe, risk, or gain before committing.

Makes commitment conditions explicit.

Builds commitment through sequence, evidence, and conversation.

Does not assume agreement is enough.

Evidence or example for Buyer Decision



Relationship & Culture

Cultural Trust Bridging

Notices when culture, generation, hierarchy, or function changes how a message lands.

Reads context before judging intent.

Adjusts communication without lowering standards or avoiding the issue.

Maintains both clarity and respect.

Creates enough trust for people to say what they actually mean.

Surfaces hidden friction early.

Evidence or example for Relationship & Culture



I Invisible Leadership

Leadership Presence Without Force

Influences behaviour without relying only on position, urgency, or personality.

Leads without needing to dominate.

Reads the emotional and political temperature before intervening.

Chooses timing with judgement.

Names difficult realities clearly without creating unnecessary defensiveness.

Creates movement through clarity.

Evidence or example for Invisible Leadership

D Doing & Done

Ownership To Completion

Converts discussion into clear ownership, next actions, and decision rights.

Moves from talk to accountable action.

Tracks dependencies across functions instead of only own deliverables.

Owns the handoff, not only the task.

Closes loops visibly so others know what is done, blocked, or changing.

Creates shared clarity.

Evidence or example for Doing & Done





Growth Transfer

Capability Multiplication

Turns personal knowledge into teachable practices for others.

Does not keep capability trapped in self.

Coaches team members through real work instead of only giving advice.

Develops while work is happening.

Builds routines that allow capability to continue without the leader present.

Creates transfer, not dependency.

Evidence or example for Growth Transfer





Execution Rhythm

Operating Cadence Design

Turns decisions into repeated meetings, metrics, reviews, and follow-through routines.

Creates rhythm from intent.

Spots when momentum is slowing before results collapse.

Intervenes before failure becomes visible.

Uses a simple cadence to keep people aligned without creating meeting overload.

Keeps movement practical.

Evidence or example for Execution Rhythm





Overall Evidence

Use examples, not labels.

What is this leader already doing that should be protected or amplified?

What one behaviour shift would most improve their ability to bridge the organisation?

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