

2007-2008 Group on Faculty Affairs  
AAMC Listserve Queries & Responses

**Query: Self Evaluations**

*Question from Dona Harris, Mercer ([harris\\_d@mercer.edu](mailto:harris_d@mercer.edu)):*

I have a faculty member wanting to work on his interpersonal skills as he prepares to oversee a large NIH grant. He is anxious about his managerial abilities as he adds members to his team. Do you have a self assessment tool that could also be used as a 360 for him to begin assessing and building his own skills?

**Responses:**

*From Stephen Bogdewic, Indiana University ([bogdewic@iupui.edu](mailto:bogdewic@iupui.edu)):*

We use the Kouzes and Posner LPI (<https://www.lpionline.com/lpi/helpInfo/methodology.jsp>.) for such assessments and have found it quite helpful.

*From Gregg Servis, UC Davis ([gregg.servis@ucdmc.ucdavis.edu](mailto:gregg.servis@ucdmc.ucdavis.edu)):*

I've had great feedback and positive results with a 360 tool called the Leadership Circle Profile. The tool can be used for an individual or a team. The tool provides an intuitive graphic of the results and powerful assessment of leadership competencies and reactive tendencies. It works best when used in conjunction with some follow-up coaching sessions.

For more detail, go to: <http://www.theleadershipcircle.com/>