Welcome to LEADS: The Leadership Enhancement and Development System (LEADS) is a Web-based tool designed to facilitate the collection of assessment data for professional development purposes. LEADS is based on the “360 Assessment” style of gathering feedback from a variety of individuals who interact with the person seeking to further develop his or her professional capabilities.

**Key/Legend:**
- LEADS System or Administrator
- Participant (person being rated)
- Rater (person asked to take the survey)

LEADS administrator works with individual/unit to determine appropriate survey template or custom surveys → LEADS administrator triggers an invitation that is e-mailed to each participant.

The participant receives an e-mail from the LEADS system. The e-mail contains privacy information and a link to get started via the LEADS Web interface.

Participant fills in the names, e-mails, and type of relationship for each of his/her raters.

Raters are sent an e-mail from the LEADS system. Raters decide whether to participate or not.

If no, the rater may click “no thanks” and be done.

If yes, then the rater proceeds to take the survey that was customized for the participant.

The participant completes a self-assessment.

Data are compiled by the LEADS administrator and shared with the participant. An analysis/coaching component, customized to the group of participants involved, helps people interpret their data.