



Q & A



What Is Matrix 180?

Matrix 180 is a multi-source feedback instrument that provides feedback on your effectiveness in the eight requirements of matrix mastery:

PARTNERSHIPS

How well do you build and sustain partnerships in the organization?

ROLE CLARITY

How clear are you on your role and the roles of others? How effective are you in working through role clarity issues?

INFLUENCE

Are you able to get things done in the organization through influencing others?

MEETINGS

To what extent are you able to help others get things done in meetings?

GOAL ALIGNMENT

To what degree are you able to prevent and resolve goal conflicts in the matrix?

DECISION MAKING

To what extent are you able to get decisions made and implemented?

COMMUNICATION

How clearly do you communicate? How well do you keep your partners informed?

LEADING IN THE MATRIX

(Leaders only)
How effective are you in helping others get things done in the matrix?

What Is The Process?

Who Will Be Rating Me?

Partner: People whom you provide a service to, or they to you; those whom you partner with to accomplish tasks, make decisions; and/or “share” an employee with through a dotted or solid line. Can be at any level, but they do not report directly to you. 3–6 raters in this category. These people will answer approximately 60 questions depending on the nature of the partnership.

Report: People who work for you (either directly or through a dotted line reporting relationship). 3 – 6 raters in this category. Your reports will respond to 19 questions.

How do I chose my raters?

You should chose people in the categories above who will give you helpful, honest feedback, with whom you have worked with for at least six months. Don’t focus only on those that will give you good news, some of the most helpful feedback will come from those who may not be your biggest fans.

What will my report include?

Your report will include scores question-by-question, comparison data (how you rated yourself, versus how your partners and reports rated you and how your ratings compare to the team’s aggregate ratings); overall scores in the eight categories listed above.

Will my results be confidential?

Your report will be sent only to you and the consultant that will conduct your one-on-one. You are strongly encouraged to share your results with your boss(es). Your results will be part of an anonymous database managed by Finerty Consulting.

| PARTICIPANT NAME | | EMAIL |
|------------------|--|-------|
| | | |
| TIMING | SCHEDULE | |
| | Team Kick-Off meeting | |
| | Submit rater information | |
| | Complete Self Assessment; Raters complete assessment | |
| | Your report is emailed to you | |
| | One-on-One conducted with consultant | |
| | Team meeting to review aggregate data and determine next steps | |

Pricing

\$ 695.00 = 6 – 12 total raters and full report. Pricing includes a copy of *Master the Matrix*.

\$1,195.00 = 6 – 12 total raters and full report, plus 1 hour coaching with Susan Finerty, author of *Master the Matrix*.
Pricing includes a copy of *Master the Matrix*.

Volume discounts are available.

Sample Questions (from “Partnership” Category)

1. This person trusts me.
2. This person is worthy of my trust.
3. This person never “cries wolf,” never overstates importance, urgency, or difficulty of getting something done.
4. This person knows my business, realities, and processes.
5. This person co-owns any failures that happen between the two of us.
6. This person shares information on their priorities and goals with me.
7. This person knows my priorities and goals.
8. This person brings problems (and when possible, solutions) to my attention.
9. This person jumps in to help me when needed.
10. This person leverages conflict between the two of us to get to the right solution(s) for the organization (vs. personalizing or getting offended by the conflict).
11. This person includes me in on decisions in an appropriate manner.

Sample Rating Scale

1. False
2. Somewhat False
3. Somewhat True
4. Very True
5. Completely True
6. Not Applicable or Not Observed