

## What is the Mosaic Performance Framework?

The Mosaic Performance Framework is a research-based model created to help leaders understand the dynamic tensions that exist within their teams and organizations. It consists of a variety of individual, team, and organizational assessments that help to quantify many of the behaviors, values, and norms that drive sustainable performance.

## What is the Leadership Mosaic?

What makes leading others challenging are the many components that must be managed each day. Many times, these components run counter to each other. We call this reality the dynamic tensions of leadership.

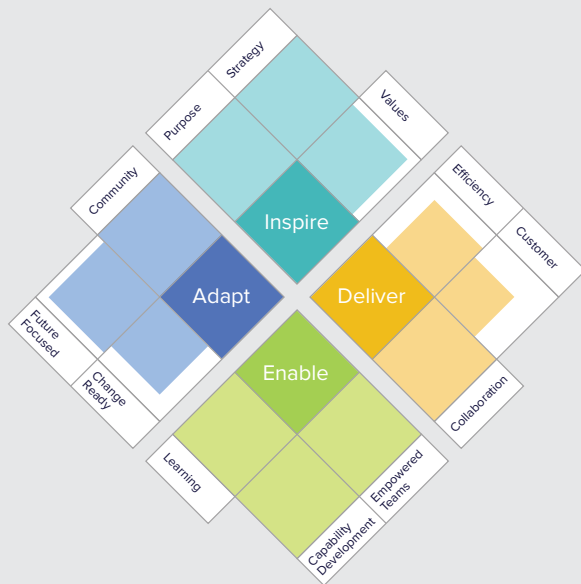
The Leadership Mosaic is a 360-degree, multi-rater feedback tool that allows leaders to obtain specific input from those with whom they interact with in the workplace. The items assessed in the Leadership Mosaic have been empirically linked to individual and organizational performance and provide the ability to quantify an individual's ability to manage the complex dynamic tensions that exist within every organization. [Learn more about Leadership Mosaic here.](#)

## Is it Right for Us?

Leadership Mosaic is designed to provide leaders at all levels with detailed feedback on their behaviors and the impact of those behaviors on others. If you are invested in developing your leaders in ways that help create performance-oriented cultures, the Leadership Mosaic may be a tool for you.

## What You'll Learn.

Through individual feedback reports and aggregated leadership overviews, Leadership Mosaic provides a quantitative baseline from which to measure development progress over time. Understanding how leadership behaviors are impacting performance is the first step in creating positive and sustainable change.



### The Specifics

- 74-item survey
- Customizable for your needs
- Optional Diversity, Equity, Inclusion, and Accessibility (DEIA) subscale
- Deployable via desktop and mobile device
- Data available within 48 hours of survey close
- Completely anonymous and secure

## ADAPT

Capable of adapting and responding to the needs of the market, customer, and community.

### ■ Future Focused

We're always looking out for opportunity and change on the horizon

### ■ Change Ready

We are flexible and make change happen

### ■ Community

Our partners, stakeholders, and community matter to us

## INSPIRE

Aligned purpose, strategy, and values provide clarity on organizational direction and how to get there.

### ■ Strategy

Our strategy gives direction to our work

### ■ Purpose

Our purpose is clear and inspires us

### ■ Values

We have strong values that actually influence our behavior

## DELIVER

Execution enabled by effective collaboration and a focus on efficiency, improvement and the customer.

### ■ Collaboration

Collaborating in teams and across the business is the norm

### ■ Efficiency

Delivering great outcomes is our thing

### ■ Customer

We really understand our customers and deliver for them

## ENABLE

People and teams are empowered and capable to work at high standards.

### ■ Capability Development

Our superstars are not just born, they're made

### ■ Learning

We are always learning on the job, from experience and from others

### ■ Empowered Teams

Our people are supported to do their best work, and expected to do it too

# “ gothamCulture’s Leadership Mosaic was unlike any 360 I’ve taken.

Through my executive career, I have participated in many assessments. Some are strength-based and show me where I’m currently succeeding. Others are gap-oriented, which reveal the skills or behaviors for which I needed to take additional training courses. However, the Leadership Mosaic helped me see the

—Senior Executive, Fortune 500 Company

impact my strengths and gaps have had on my team and the business I lead, and then to prioritize my development actions based on that. No longer am I focused on where my highest and lowest scores are, but rather, how it’s impacting the direction in which I’m trying to take my current team. ”