

INDIVIDUAL 360° FEEDBACK REPORT

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INDIVIDUAL 360° FEEDBACK REPORT

ABOUT 360° FEEDBACK REPORT

This report has been prepared in order to receive versatile and comprehensive feedback about your behavior in the workplace from the different groups you work with.

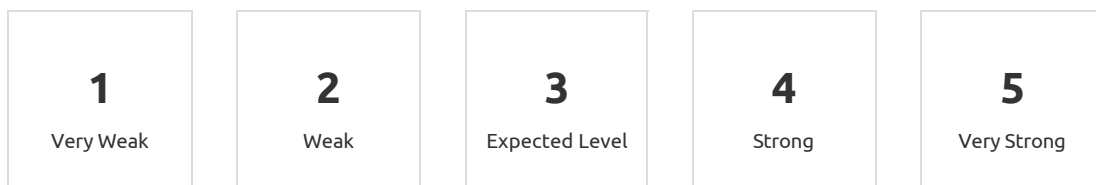
Consider the following information while reviewing the report.

- The results given in the report are presented as group averages for evaluators other than yourself and your manager. In these groups, the minimum number of evaluators to display the score in the report is 3. In groups with fewer evaluators, assessments are only reflected in the average score.
- The overall average score is the average score of evaluators other than yourself.
- When examining the results, consider that a score of 3 on a 5-point scale reflects a neutral assessment, scores above 3 reflect a positive effect, and scores below 3 reflect a negative effect.
- In the last part, the answers to the open-ended questions are listed as mixed. Note that not everyone comments on this section.
- When interpreting the scores, examine the general tendencies of the evaluator groups, the behavior they gave the highest and lowest scores, and the behaviors that differed between the evaluators.
- 360° Feedback evaluation lets you see the impact you have on the people you work with. Maintaining your positive effects, identifying how you want to differentiate, and making a development plan on how to differentiate it will allow you to gain maximum benefit from this study.

Evaluator Groups

Evaluation Group	Report Abbreviation	Evaluator
HimSelf - Herself	H	1
Manager	M	1
Subordinate	S	2
Peers	P	1

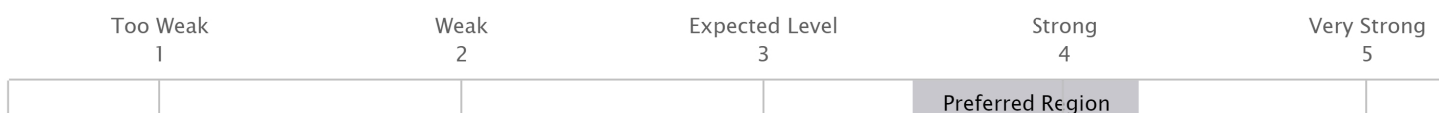
Scale Used



Preferred Region

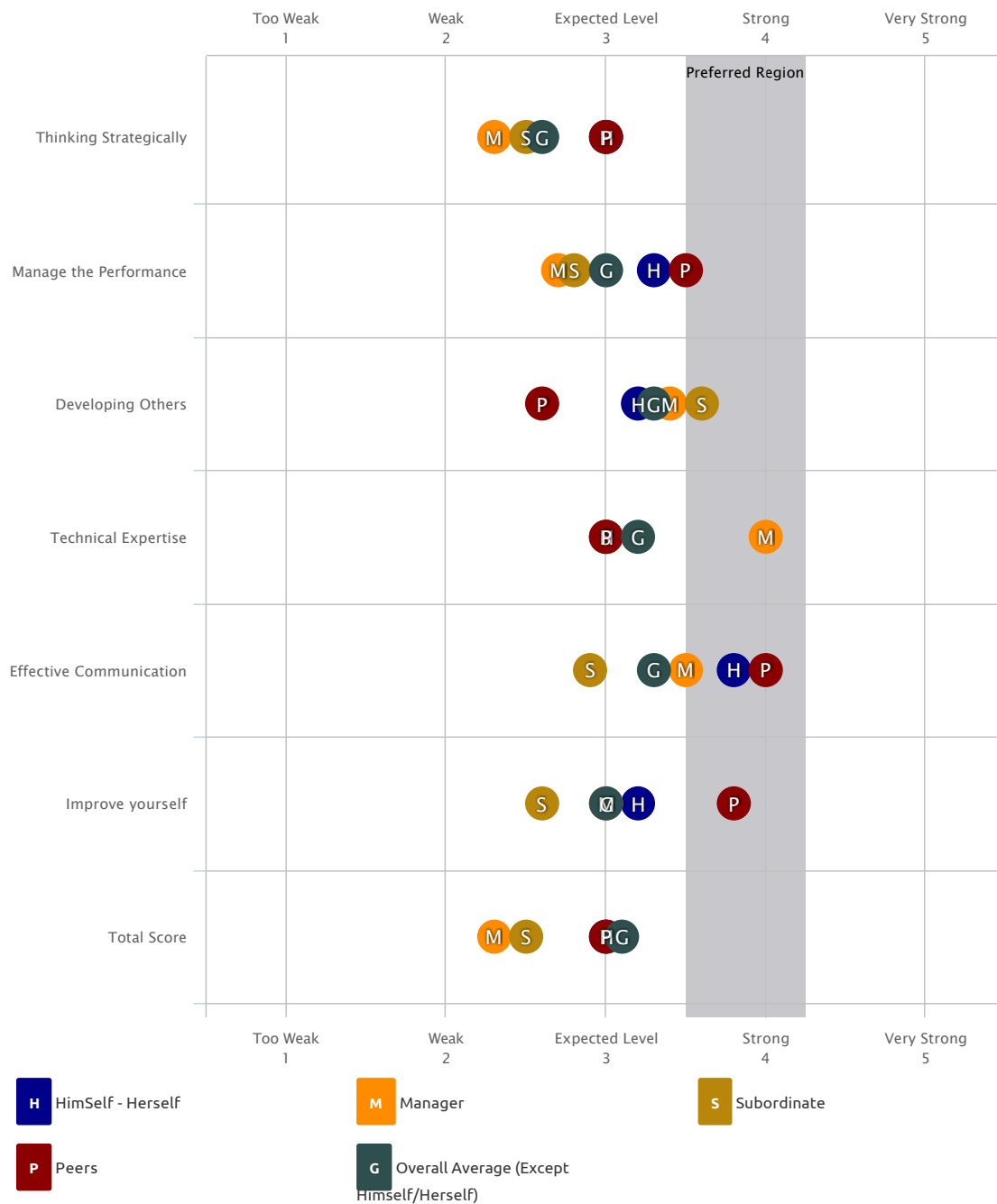
The Preferred Region was determined by analyzing data compiled from a wide range of industries and organizations. This analysis showed that people identified as "good managers" by their companies in the 360° feedback report averaged between 3.5 and 4.25 points when evaluated by others familiar with the manager's work behaviors. This is how the Preferred Region score ranges in the 360° report were formed.

The preferred region is represented by a gray region in the report as follows.



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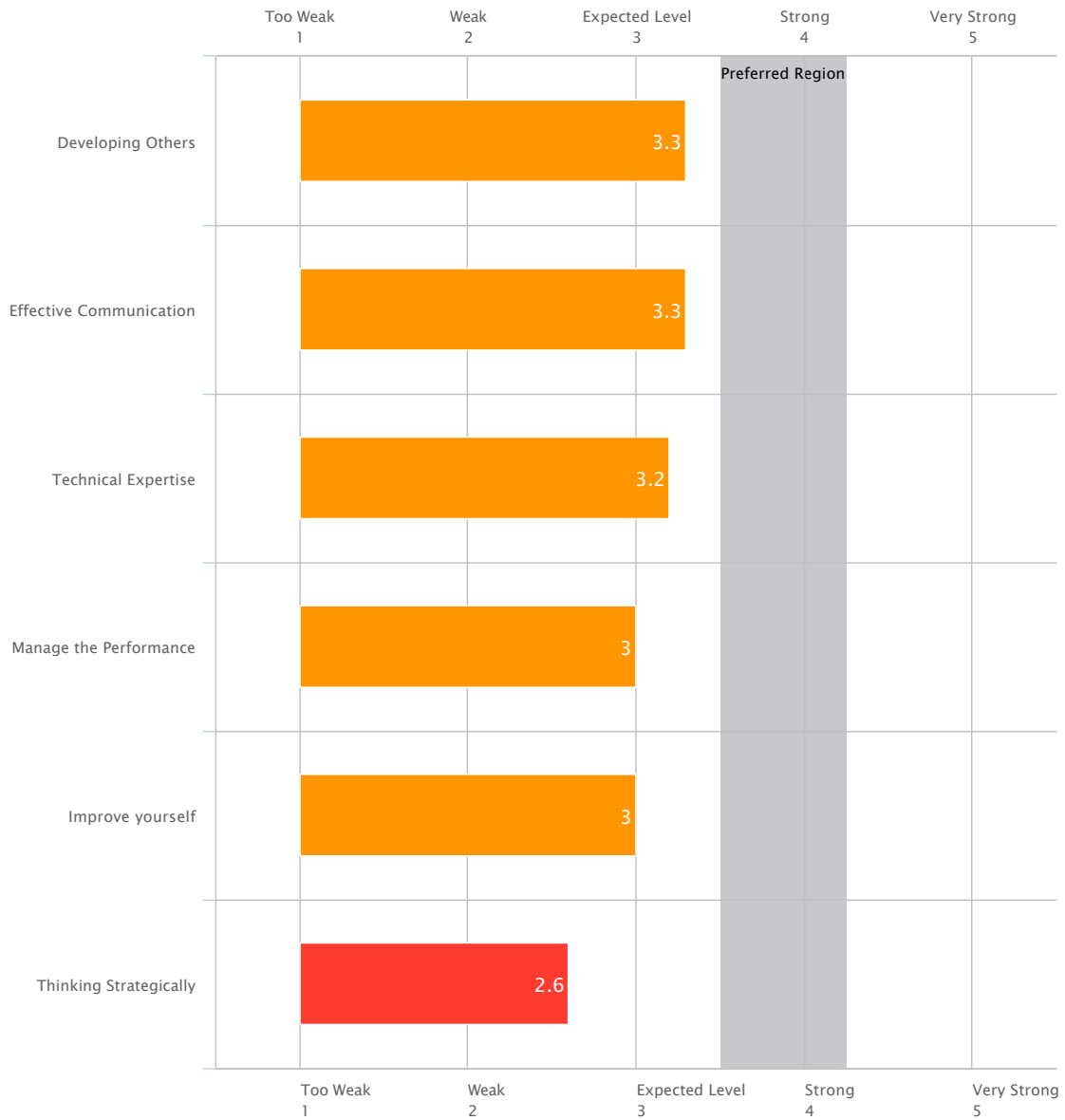
OVERVIEW



INDIVIDUAL 360° FEEDBACK REPORT

COMPETENCY SUMMARY

The ratings listed here are "Overall Average (Except Himself / Herself)" belongs to the evaluator category.

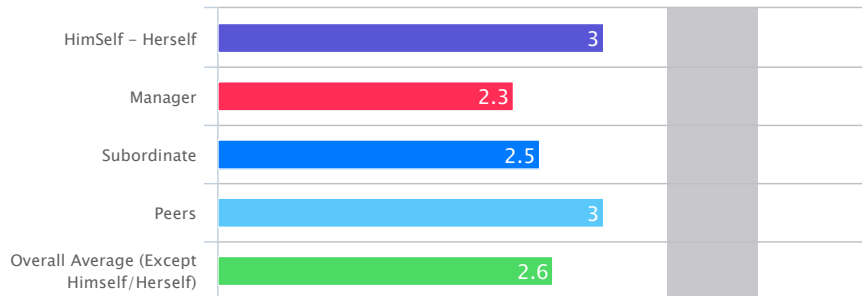


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COMPETENCIES

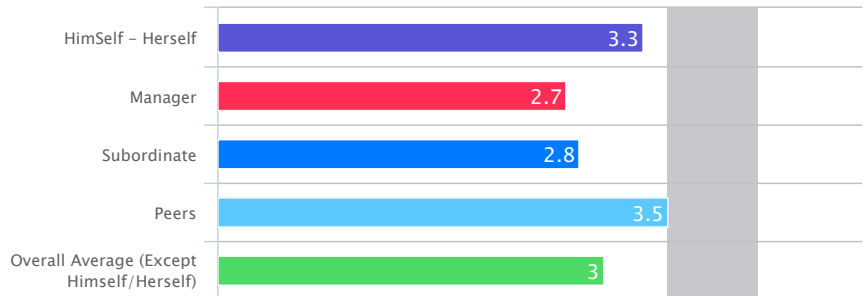
Thinking Strategically

Managing the business in accordance with the company's strategies, maintaining competitive power in the market



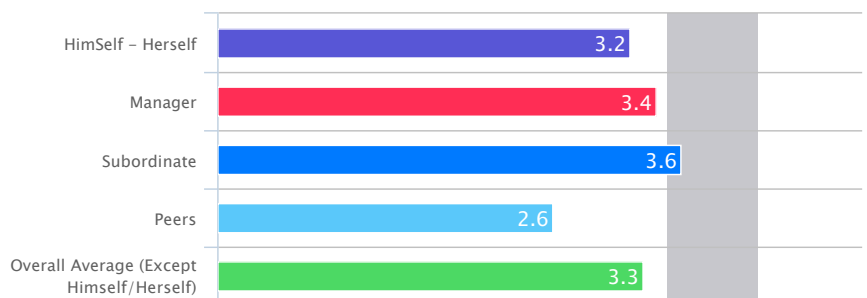
Manage the Performance

To determine the issues affecting the performance, to monitor the performance of the employee and set clear goals, to follow the goals, to follow the issues that may cause problems



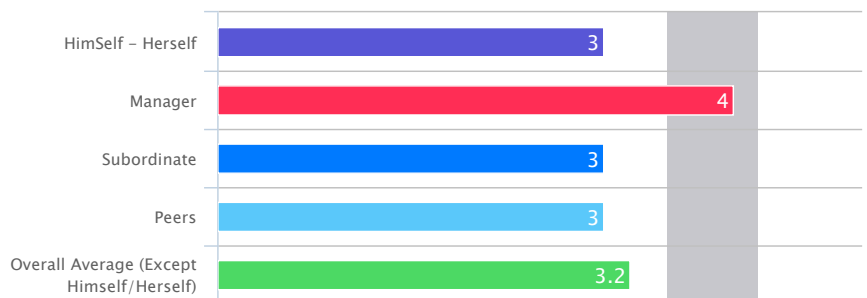
Developing Others

Working together by coaching by giving responsibility to their employees, improving their skills



Technical Expertise

Demonstrate knowledge and skills in the technical field

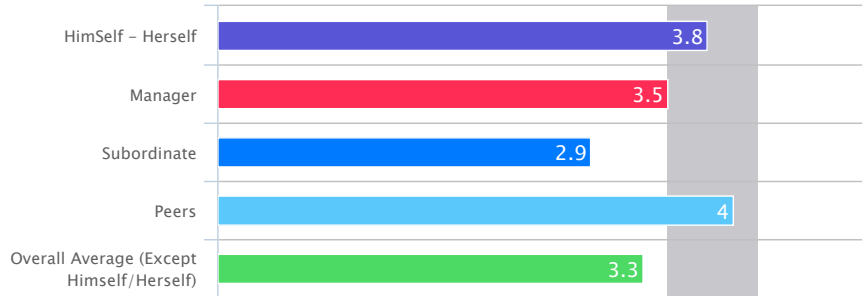


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COMPETENCIES

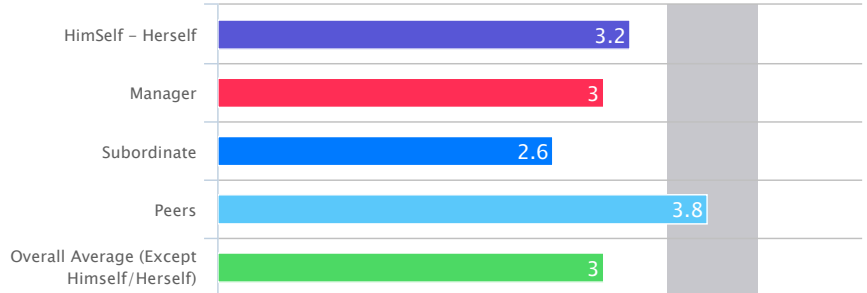
Effective Communication

Being able to provide information transfer



Improve yourself

To strive to develop their own knowledge and competencies



INDIVIDUAL 360° FEEDBACK REPORT

SURVEY RESULTS

Thinking Strategically

	HimSelf - Herself	Manager	Peers	Subordinate	Overall Avg.
He/She aware of strengths and weaknesses of their company.	3.0	3.0	4.0	2.5	3.0
He/She takes appropriate decisions on corporate strategies, make plans and execute.	3.0	2.0	3.0	2.5	2.5
He/She Converts carried out long-term strategies into concrete actions.	3.0	2.0	2.0	2.5	2.2

Manage the Performance

	HimSelf - Herself	Manager	Peers	Subordinate	Overall Avg.
He/she follows up the results of the works the he/she delegated.	4.0	2.0	3.0	2.0	2.2
He/she supports the efforts of employees to achieve their goals and helps when needed	4.0	4.0	3.0	3.5	3.5
He/she objectively evaluates the performance of employees.	3.0	2.0	4.0	3.0	3.0
He/she follows how much of the work is finalised	3.0	2.0	4.0	2.0	2.7
He/She gives clear responsibilities and goals to employees.	3.0	3.0	3.0	3.0	3.0
He/she realises positive or negative performance, and can give feedback accordingly.	3.0	3.0	4.0	3.0	3.2

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SURVEY RESULTS

Developing Others

	HimSelf - Herself	Manager	Peers	Subordinate	Overall Avg.
He/she would support team members to overcome difficulties they are facing.	3.0	4.0	3.0	4.5	4.0
He/she raises awareness of the adverse effects in case of a mal practice	3.0	4.0	3.0	2.5	3.0
He/she is aware of the efforts of the employees and how they improve themselves over time. He/she reinforce their new skills for excellence	4.0	3.0	2.0	4.0	3.0
He/she offers feedback and suggestions to improve the performance of the employees	3.0	3.0	3.0	4.0	3.3
He/She creates opportunities to develop the skill sets for employees (education, etc.), It makes the effective coaching.	3.0	3.0	2.0	3.5	3.0

Technical Expertise

	HimSelf - Herself	Manager	Peers	Subordinate	Overall Avg.
He/she continuously refresh their knowledge about the latest developments in the technical field.	3.0	3.0	2.0	3.0	2.7
He/she uses his/her technical expertise to solve many problems effectively.	2.0	5.0	3.0	3.0	3.7
He/She has technical information on the subject that he has expertise.	4.0	4.0	3.0	3.0	3.2
If necessary, He/She consults technical experts to get advice and solutions in the field.	3.0	4.0	4.0	3.0	3.5

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SURVEY RESULTS

Effective Communication

	HimSelf - Herself	Manager	Peers	Subordinate	Overall Avg.
He/she explains complex ideas, observations and information by simplifying them.	4.0	4.0	4.0	2.0	3.0
He/she makes sure that he/she communicates regularly and continuously.	4.0	3.0	3.0	3.0	3.0
He/she shares her knowledge, ideas and suggestions with her teammates to achieve common goals	4.0	4.0	5.0	3.0	3.8
He/she listens other people effectively	3.0	3.0	4.0	3.5	3.5

Improve yourself

	HimSelf - Herself	Manager	Peers	Subordinate	Overall Avg.
He/She seeks new ways to do things more efficiently.	4.0	3.0	3.0	2.0	2.7
He regards the opinions of others for new ideas to offer different perspectives.	5.0	3.0	5.0	2.5	3.2
He/She has seen failure as a learning opportunity and takes lessons from their mistakes.	2.0	3.0	4.0	2.5	3.0
Uses feedback he/she receives.	2.0	2.0	3.0	3.0	2.8
He/She follows innovations in the industry.	3.0	4.0	4.0		4.0

INDIVIDUAL 360° FEEDBACK REPORT

DIFFERENCE SCORE



S	Self-Review	3.2	G	Overall	3.1	Difference	-0.1
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Highest Scored Behaviors

The ratings listed here are "Overall Average (Except Himself / Herself)" belongs to the evaluator category.

1. He/she would support team members to overcome difficulties they are facing.
2. He/She follows innovations in the industry.
3. He/she shares her knowledge, ideas and suggestions with her teammates to achieve common goals
4. He/she uses his/her technical expertise to solve many problems effectively.
5. He/she supports the efforts of employees to achieve their goals and helps when needed

Lowest Scored Behaviors

The ratings listed here are "Overall Average (Except Himself / Herself)" belongs to the evaluator category.

1. He/She Converts carried out long-term strategies into concrete actions.
2. He/she follows up the results of the works the he/she delegated.
3. He/She takes appropriate decisions on corporate strategies, make plans and execute.
4. He/she follows how much of the work is finalised
5. He/she continuously refresh their knowledge about the latest developments in the technical field.

Behaviors with the Highest Inter-Evaluator Differences

The assessments listed here are the behaviors that differ the most among the assessments of all evaluators.

1. He/she follows up the results of the works the he/she delegated.
2. He regards the opinions of others for new ideas to offer different perspectives.
3. He/she uses his/her technical expertise to solve many problems effectively.
4. He/she follows how much of the work is finalised
5. He/She seeks new ways to do things more efficiently.