



# 360° FEEDBACK REPORT

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## 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 from 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.
- 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 lets you see the impact you have on the people you work with. Maintaining your positive effects, identifying what you want to differentiate, and making a development plan on how to differentiate it will allow you to gain maximum benefit from this study.

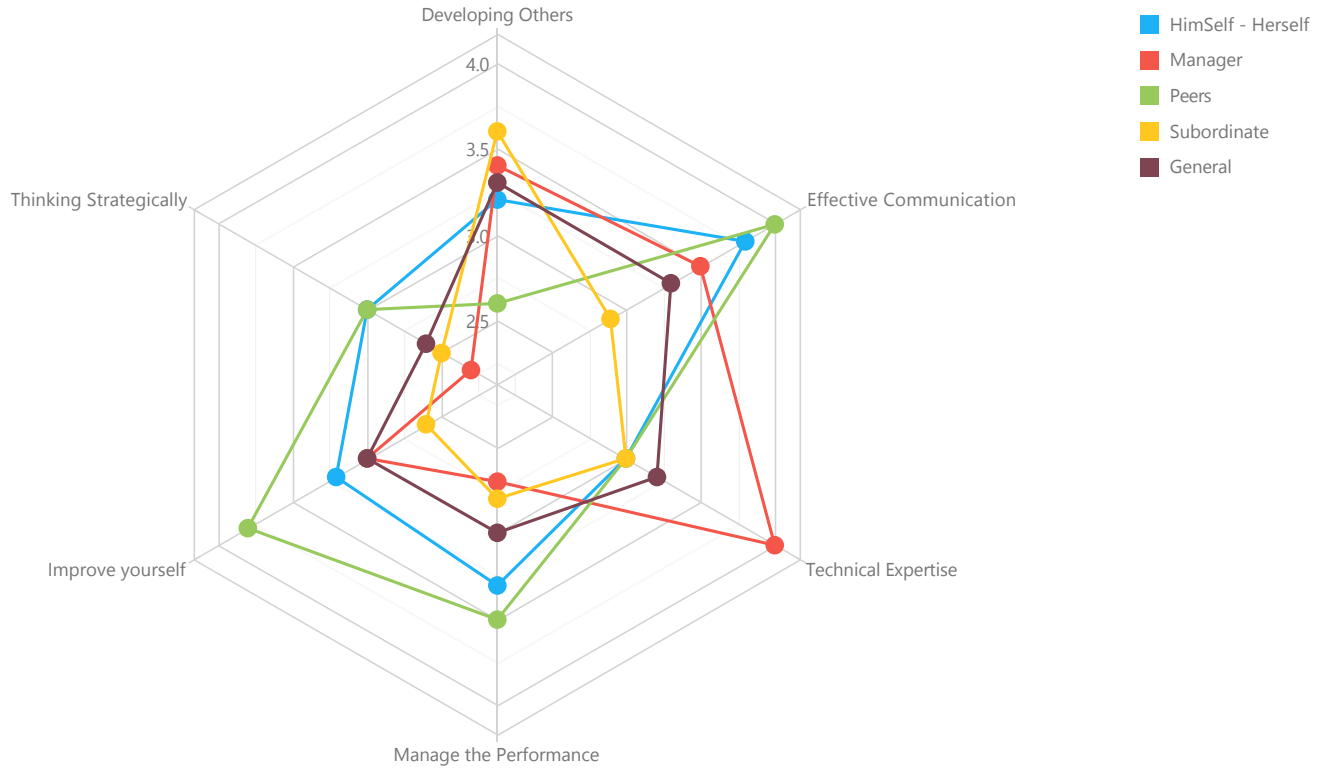
## Evaluator Groups







Evaluation Group	Number of Evaluators
HimSelf - Himself	1
Manager	1
Subordinate	2
Peers	1

## Scale Used

<b>1</b> Very Weak	<b>2</b> Weak	<b>3</b> Expected Level	<b>4</b> Strong	<b>5</b> Very Strong
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## OVERVIEW



Competency		Overall Avg.	HimSelf - Himself	Manager	Peers	Subordinate
Developing Others		3.3	3.2	3.4	2.6	3.6
Effective Communication		3.3	3.8	3.5	4.0	2.9
Technical Expertise		3.2	3.0	4.0	3.0	3.0
Manage the Performance		3.0	3.3	2.7	3.5	2.8
Improve yourself		3.0	3.2	3.0	3.8	2.6
Thinking Strategically		2.6	3.0	2.3	3.0	2.5

## Questions Used in the Evaluation of Competencies

Question Text	HimSelf - Herself	Manager	Peers	Subordinate	Overall Avg.
<b>Thinking Strategically</b>	<b>3.0</b>	<b>2.3</b>	<b>3.0</b>	<b>2.5</b>	<b>2.6</b>
He/She awares 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

Question Text	HimSelf - Herself	Manager	Peers	Subordinate	Overall Avg.
<b>Manage the Performance</b>	<b>3.3</b>	<b>2.7</b>	<b>3.5</b>	<b>2.8</b>	<b>3.0</b>
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

Question Text	HimSelf - Herself	Manager	Peers	Subordinate	Overall Avg.
<b>Developing Others</b>	<b>3.2</b>	<b>3.4</b>	<b>2.6</b>	<b>3.6</b>	<b>3.3</b>
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

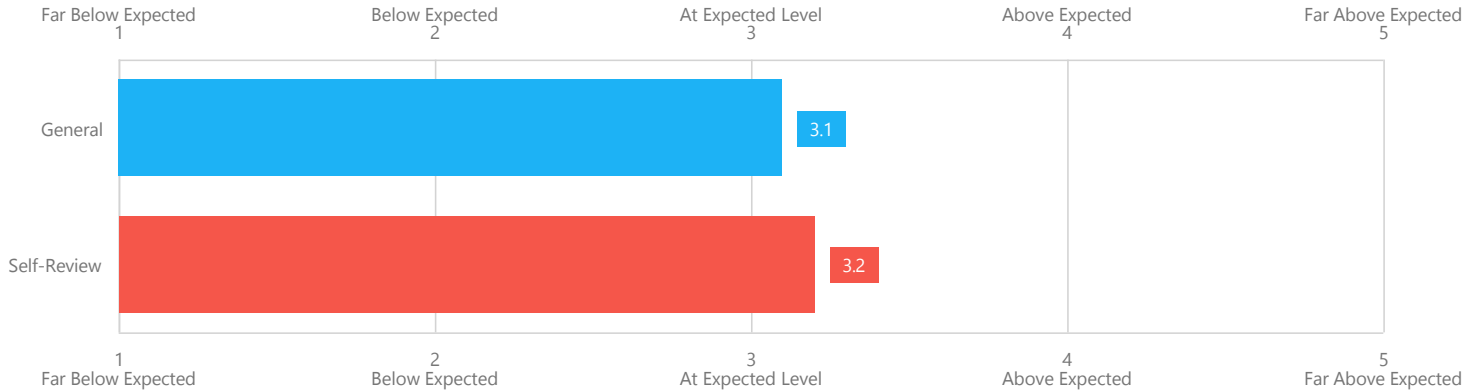
## Questions Used in the Evaluation of Competencies

Question Text	HimSelf - Himself	Manager	Peers	Subordinate	Overall Avg.
<b>Technical Expertise</b>	<b>3.0</b>	<b>4.0</b>	<b>3.0</b>	<b>3.0</b>	<b>3.2</b>
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

Question Text	HimSelf - Himself	Manager	Peers	Subordinate	Overall Avg.
<b>Effective Communication</b>	<b>3.8</b>	<b>3.5</b>	<b>4.0</b>	<b>2.9</b>	<b>3.3</b>
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

Question Text	HimSelf - Himself	Manager	Peers	Subordinate	Overall Avg.
<b>Improve yourself</b>	<b>3.2</b>	<b>3.0</b>	<b>3.8</b>	<b>2.6</b>	<b>3.0</b>
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

## DIFFERENCE SCORE



<b>G</b> General	<b>3.1</b>	<b>S</b> Self-Review	<b>3.2</b>	<b>Difference</b>	<b>-0.1</b>
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### Highest Scored Behaviors

The ratings listed here are "Overall Avg." evaluator belongs to the 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 Avg." evaluator belongs to the 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. This difference between yourself and others can be either upside or downside in each behavior.

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.