



Contribution Breakdown	
Peer	1
Manager	1
Self	1
Direct Report	1
Other	1
Customer	1
Stakeholder	1

Your Organisation 360 Feedback Report

Date Created : Thu 23 Aug 2007

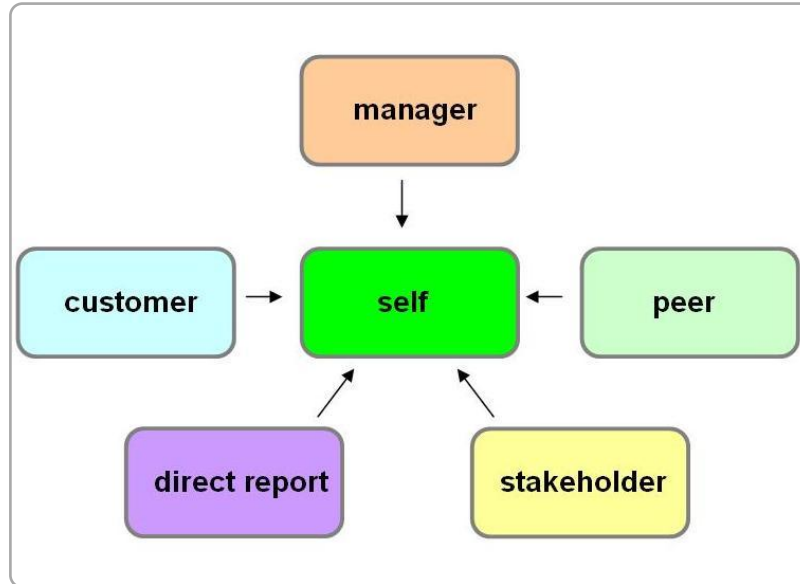
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Introduction

360 Feedback



Scoring Scale

- - N/A - No Evidence
- 1 - Always
- 2 - Usually
- 3 - Rarely
- 4 - Never

Add your text - or Edit as required

This report is designed to allow you to compare how well you demonstrate the behaviours that lead to high performance in your role.

As a result you will be able to identify areas where you demonstrate what is required and areas where some development would be of benefit.

A questionnaire containing a series of numerically graded questions is completed by yourself and selected individuals that you have a working relationship with. The results of the completed questionnaires are combined to form a series of charts and comments within this report, which allow you to compare your self-perception with the perception of others, a process that provides a powerful insight.

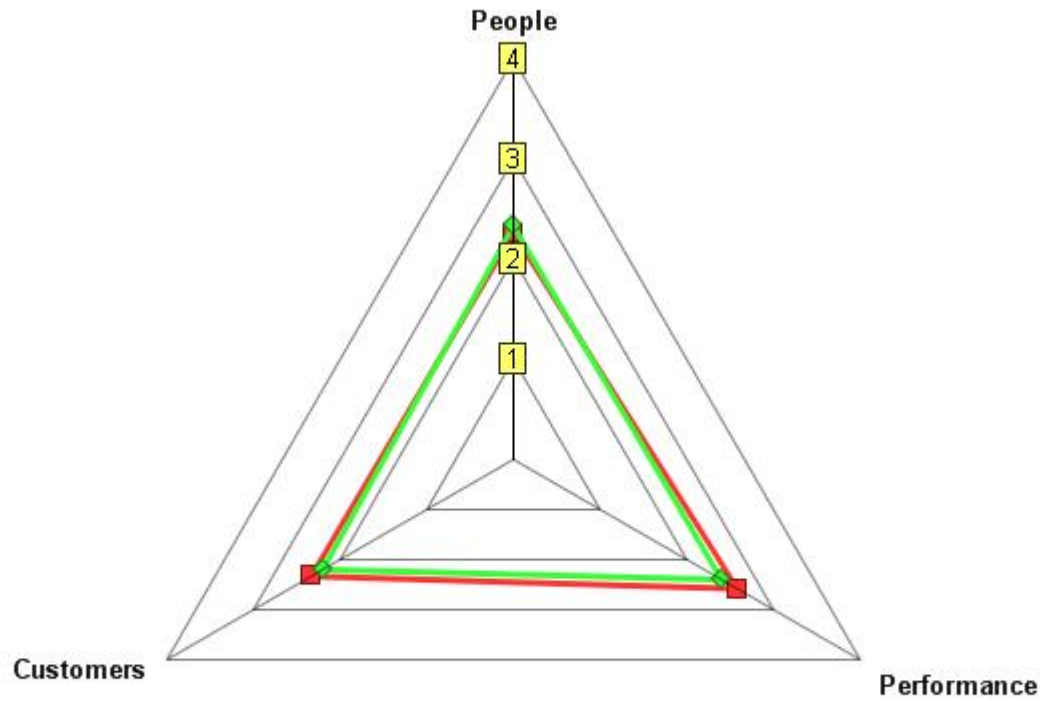
The main purpose of creating this report is to allow you to create a plan of action. The plan you create must be 'realistic' and 'relevant'.

1. Explore each of the charts in turn asking the following simple questions:
 - What relevance is this chart to me ?
 - What action could I take to develop the 'weaker' areas ?
 - How do I capitalise on the 'stronger' areas ?
 - What are the differences in perception across the people responding ?
 - What could be causing these differences ?
 - What action could be taken to influence these perceptions ?



Overall Combined Scores

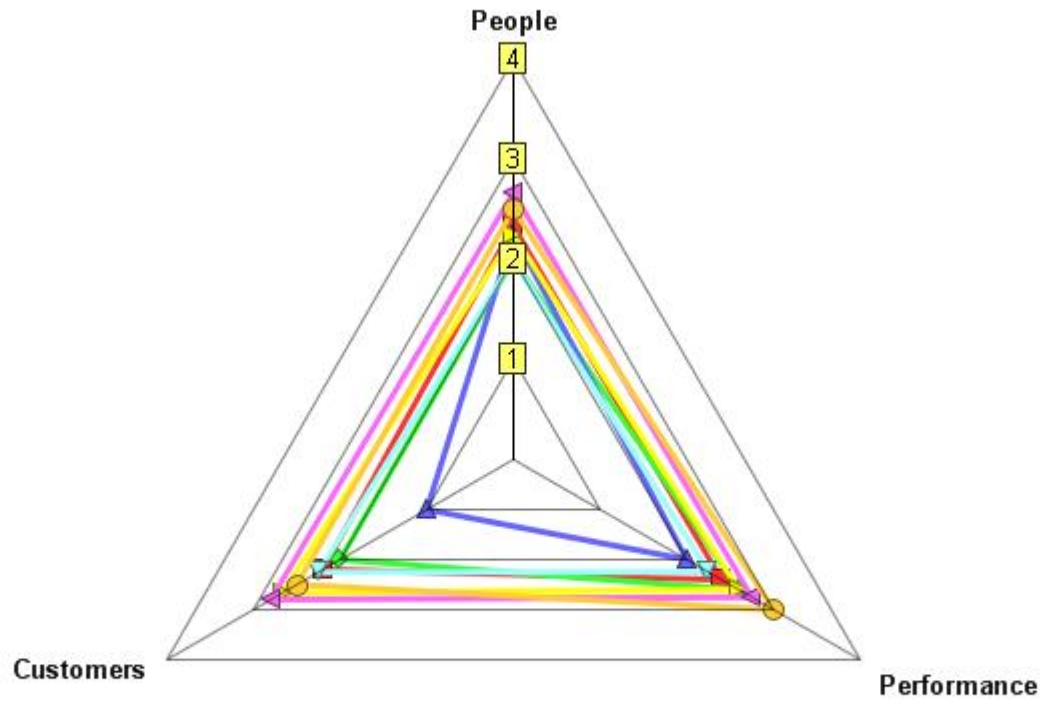
Average scores for each group of questions - shown by 'Self vs All Other Relationships'





Overall Scores

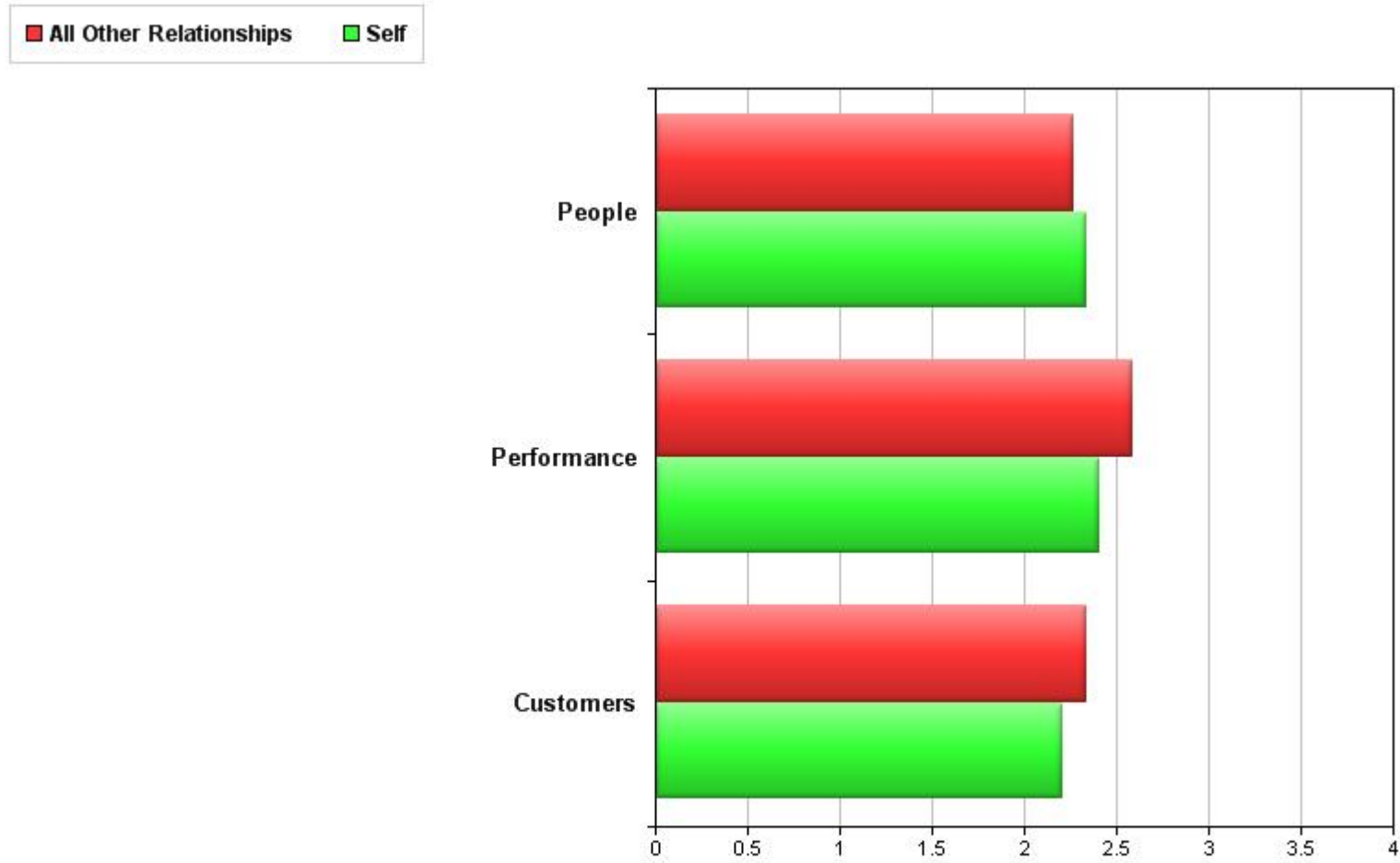
Average scores for each group of questions - shown by all relationships





Overall Combined Scores

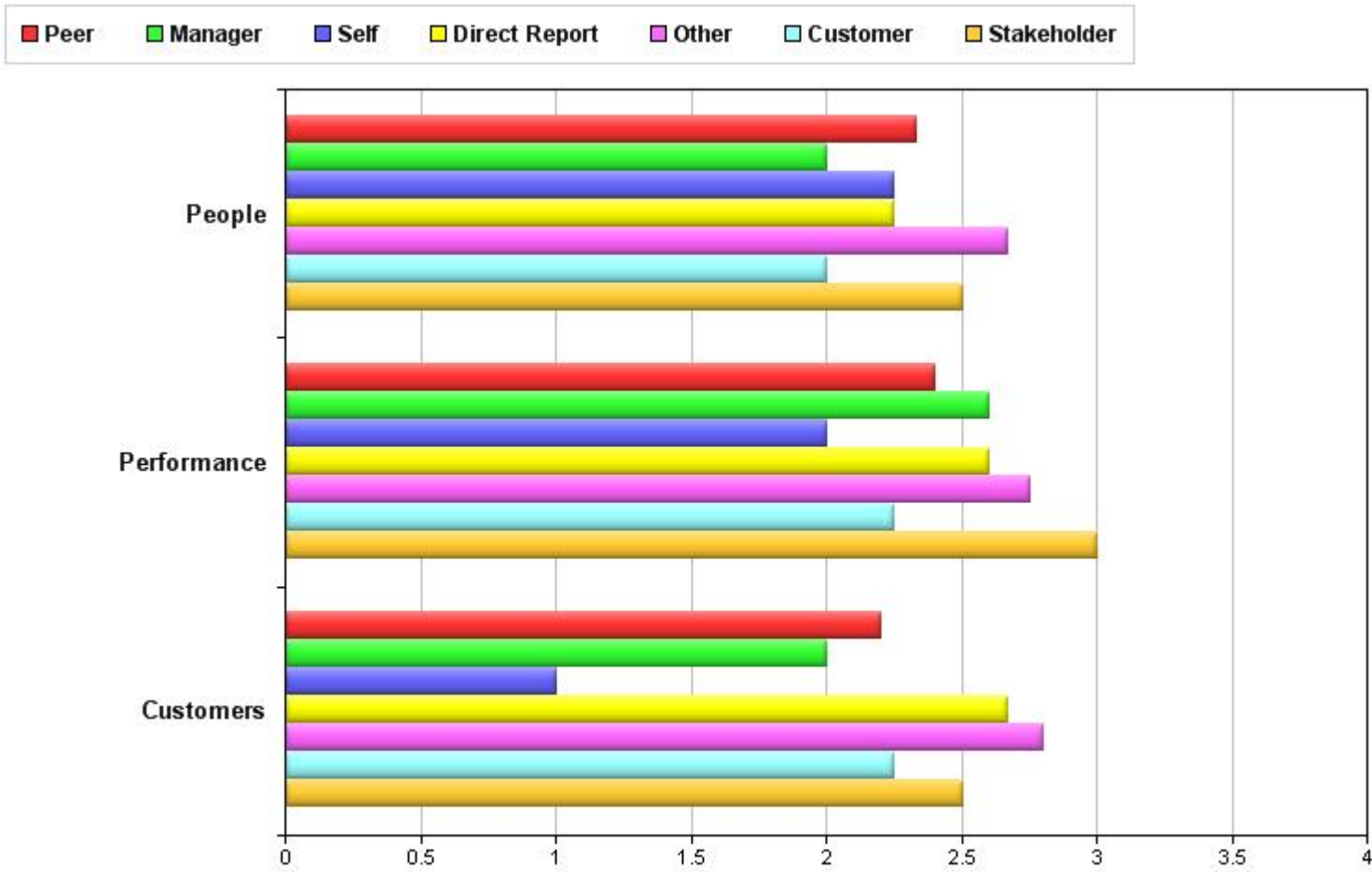
Average scores for each group of questions - shown by 'Self vs All Other Relationships'





Overall Scores

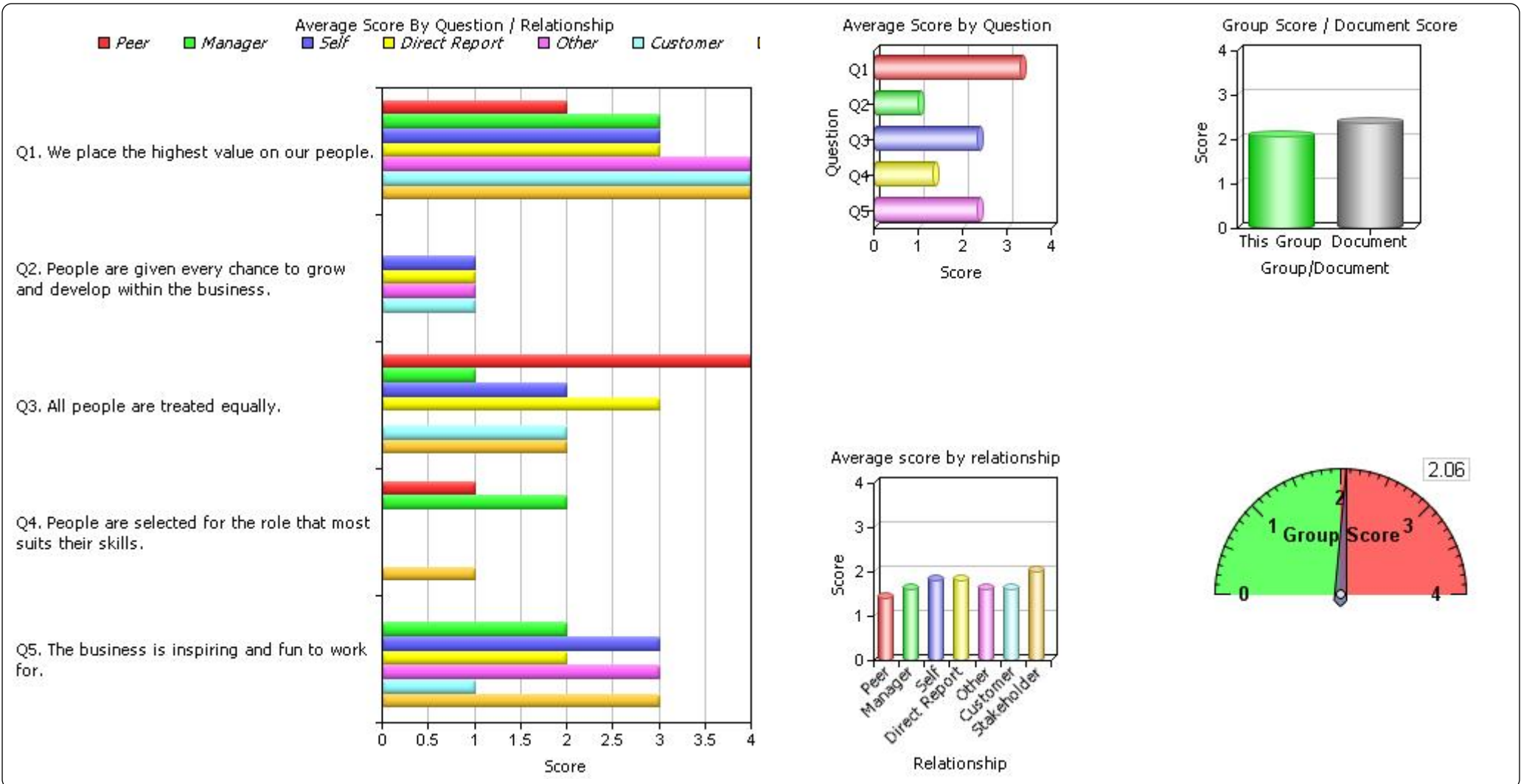
Average scores for each group of questions - shown by all relationships





People

Group Analysis





People

C1. How is the People value best demonstrated by your manager.

Peer

A credit to the company a really hard worker

Manager

Poor time keeping and interpersonal skills

Self

Informed, Diligent and always on hand

Direct Report

A credit to the company a really hard worker

Other

Average performer, needs inspiring

Customer

Could do better at managing their time

Stakeholder

Does not show any loyalty to their workplace

C2. What could your manager do to improve the way they demonstrate the People value.

Peer

Does not show any loyalty to their workplace

Manager

A credit to the company a really hard worker

Self

A credit to the company a really hard worker

Direct Report



I cannot comment on this

Other

Could do better at managing their time

Customer

This person should be put forward for promotion

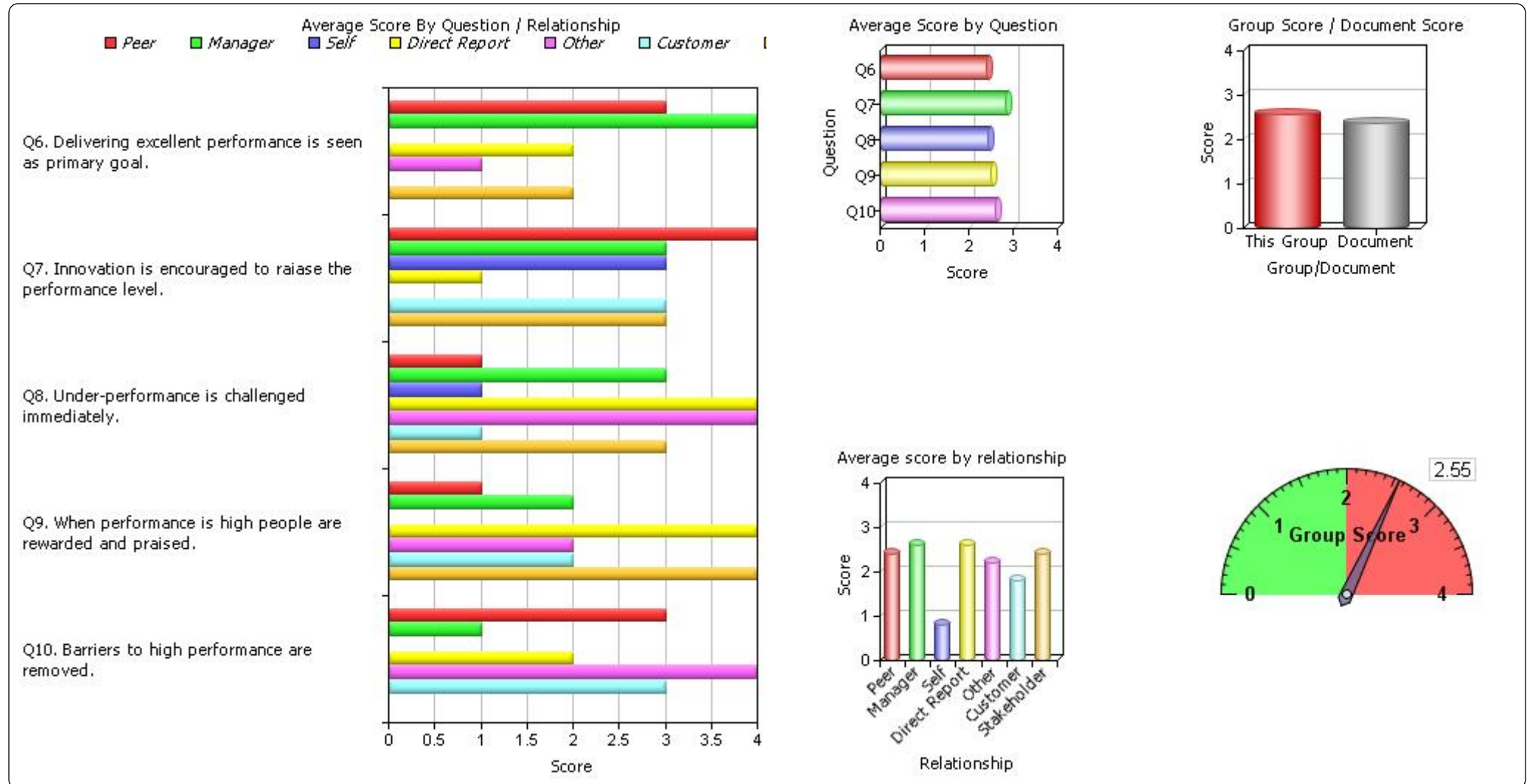
Stakeholder

This person needs to perform better at time keeping



Performance

Group Analysis





Performance

C3. How is the Performance value best demonstrated by your manager.

Peer

Could do better at managing their time

Manager

This person shows willing and aptitude

Self

Excellent, a really good employee

Direct Report

I cannot comment on this

Other

A credit to the company a really hard worker

Customer

This person shows willing and aptitude

Stakeholder

Excellent, a really good employee

C4. What could your manager do to improve the way they demonstrate the Performance value.

Peer

I cannot comment on this

Manager

This person shows willing and aptitude

Self

Excellent, a really good employee

Direct Report



A credit to the company a really hard worker

Other

I cannot comment on this

Customer

This person shows willing and aptitude

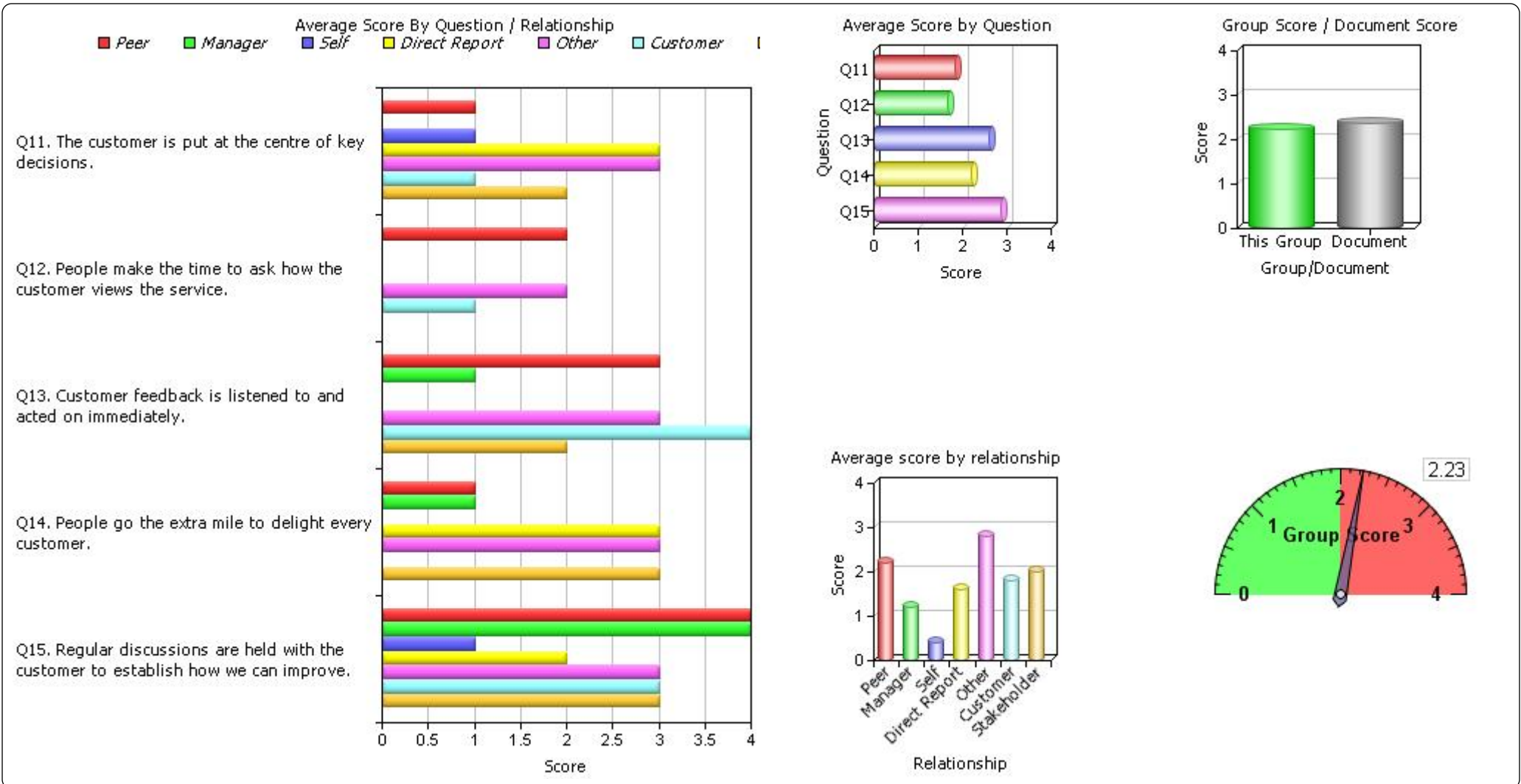
Stakeholder

Excellent, a really good employee



Customers

Group Analysis





Customers

C5. How is the Customer value best demonstrated by your manager.

Peer

Informed, Diligent and always on hand

Manager

I cannot comment on this

Self

This person should be put forward for promotion

Direct Report

Could do better at managing their time

Other

Average performer, needs inspiring

Customer

Informed, Diligent and always on hand

Stakeholder

Informed, Diligent and always on hand

C6. What could your manager do to improve the way they demonstrate the Customer value.

Peer

Could do better at managing their time

Manager

Informed, Diligent and always on hand

Self

Average performer, needs inspiring

Direct Report



This person should be put forward for promotion

Other

Poor time keeping and interpersonal skills

Customer

Could do better at managing their time

Stakeholder

Does not show any loyalty to their workplace



Overall

C7. In what way do you see people demonstrating the values of the business.

Peer

This person needs to perform better at time keeping

Manager

Could do better at managing their time

Self

Does not show any loyalty to their workplace

Direct Report

Excellent, a really good employee

Other

This person should be put forward for promotion

Customer

This person needs to perform better at time keeping

Stakeholder

This person shows willing and aptitude

C8. How could the business values be better demonstrated.

Peer

Average performer, needs inspiring

Manager

Does not show any loyalty to their workplace

Self

Excellent, a really good employee

Direct Report



Poor time keeping and interpersonal skills

Other

Excellent, a really good employee

Customer

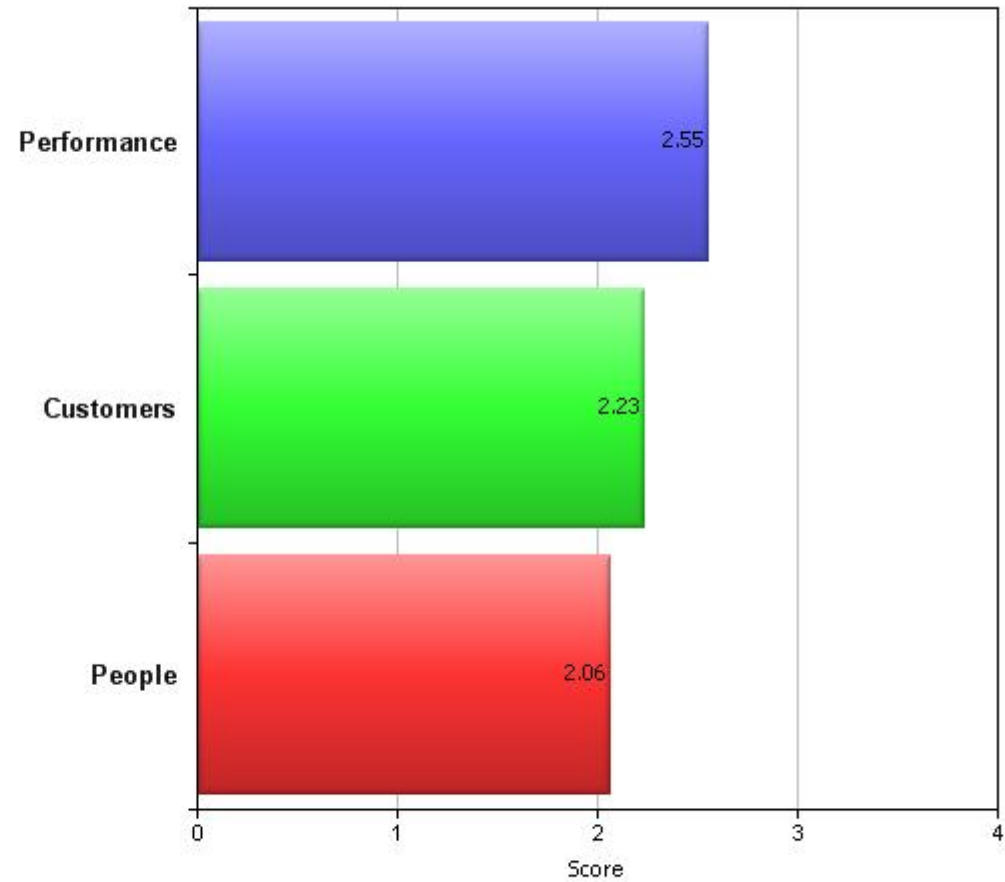
Could do better at managing their time

Stakeholder

This person needs to perform better at time keeping



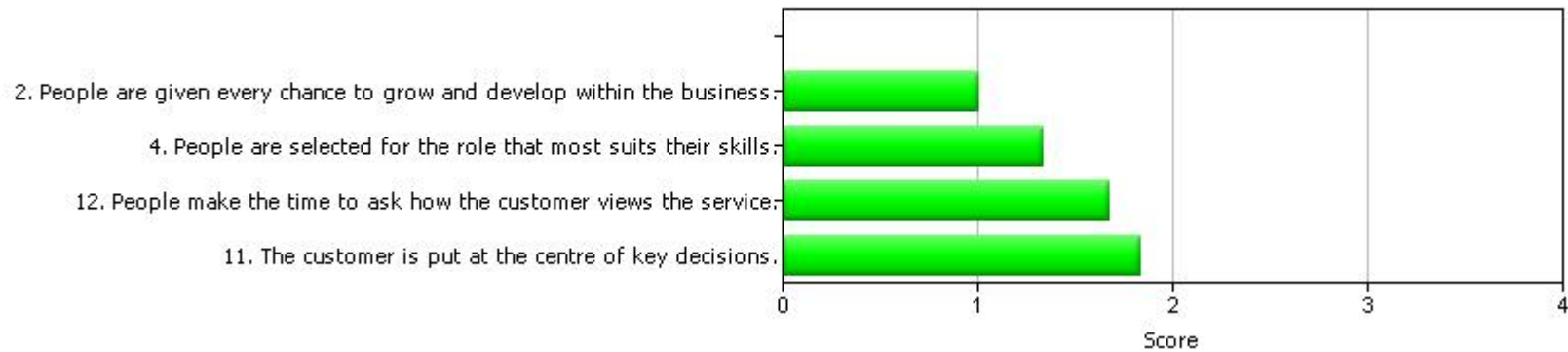
Average scores for each group of questions.



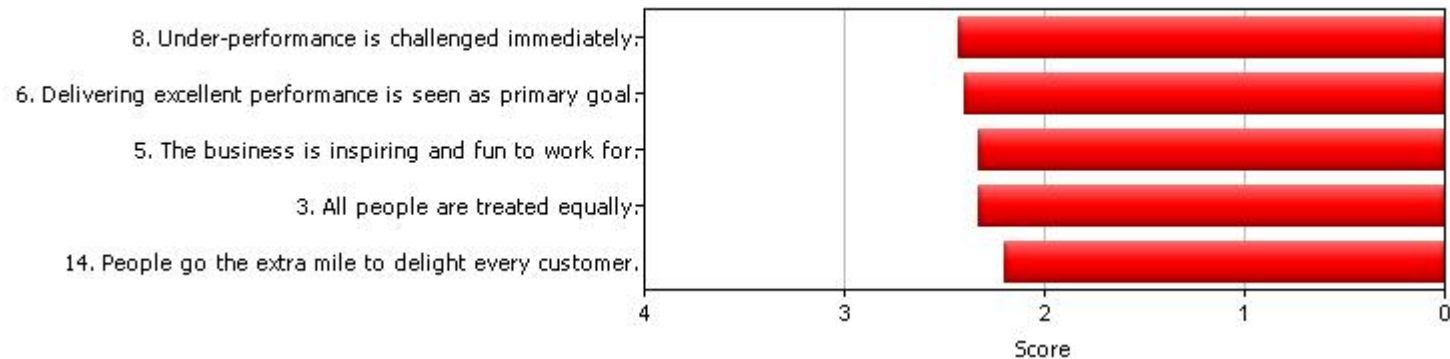


Strengths and Development Areas

Your Areas of Strength



Your Areas of Development





Development Review

Add Custom pages and your own text.

Date of Review:

Managers Name:

Key Objectives for the next 12 months:

Delivery over the past 12 months:

Comments:

Development Needs:

Suggestions: