Your Organisation 360 Feedback Report

Date Created : Thu 23 Aug 2007

<table>
<thead>
<tr>
<th>Contribution Breakdown</th>
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</thead>
<tbody>
<tr>
<td>Peer</td>
<td>1</td>
</tr>
<tr>
<td>Manager</td>
<td>1</td>
</tr>
<tr>
<td>Self</td>
<td>1</td>
</tr>
<tr>
<td>Direct Report</td>
<td>1</td>
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<tr>
<td>Other</td>
<td>1</td>
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<tr>
<td>Customer</td>
<td>1</td>
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<tr>
<td>Stakeholder</td>
<td>1</td>
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</tbody>
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Introduction

360 Feedback

- 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'

- All Other Relationships
- Self
Overall Scores

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

![Diagram showing overall scores](image-url)
Overall Combined Scores

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

- **People**
- **Performance**
- **Customers**
Overall Scores

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

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</thead>
</table>

People

Performance

Customers
People

Group Analysis

Q1. We place the highest value on our people.

Q2. People are given every chance to grow and develop within the business.

Q3. All people are treated equally.

Q4. People are selected for the role that most suits their skills.

Q5. The business is inspiring and fun to work for.
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

Q6. Delivering excellent performance is seen as primary goal.

Q7. Innovation is encouraged to raise the performance level.

Q8. Under-performance is challenged immediately.

Q9. When performance is high people are rewarded and praised.

Q10. Barriers to high performance are removed.
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

Q11. The customer is put at the centre of key decisions.

Q12. People make the time to ask how the customer views the service.

Q13. Customer feedback is listened to and acted on immediately.

Q14. People go the extra mile to delight every customer.

Q15. Regular discussions are held with the customer to establish how we can improve.
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.

- **Performance**: 2.55
- **Customers**: 2.23
- **People**: 2.06
Strengths and Development Areas

Your Areas of Strength

2. People are given every chance to grow and develop within the business.
4. People are selected for the role that most suits their skills.
12. People make the time to ask how the customer views the service.
11. The customer is put at the centre of key decisions.

Your Areas of Development

8. Under-performance is challenged immediately.
6. Delivering excellent performance is seen as primary goal.
5. The business is inspiring and fun to work for.
3. All people are treated equally.
14. People go the extra mile to delight every customer.

Score
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: