



Junior Manager 360 Feedback Report

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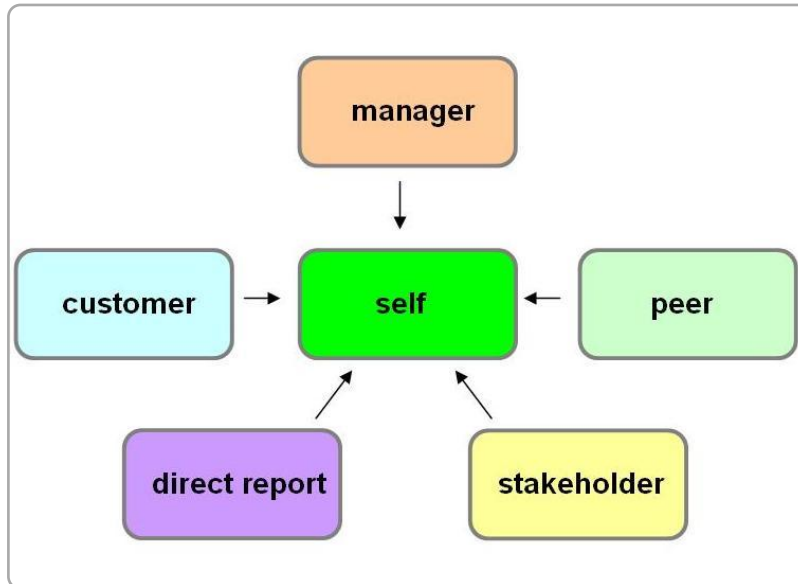
Contribution Breakdown	
Peer	1
Manager	1
Stakeholder	1
Customer	1
Direct Report	1
Other	1
Self	1

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Introduction

360 Feedback



Scoring Scale

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

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 ?

.2. Compare your observations from the charts to the comments people have added asking:

- Do the comments reinforce the charts?
- Do the comments contradict the charts?

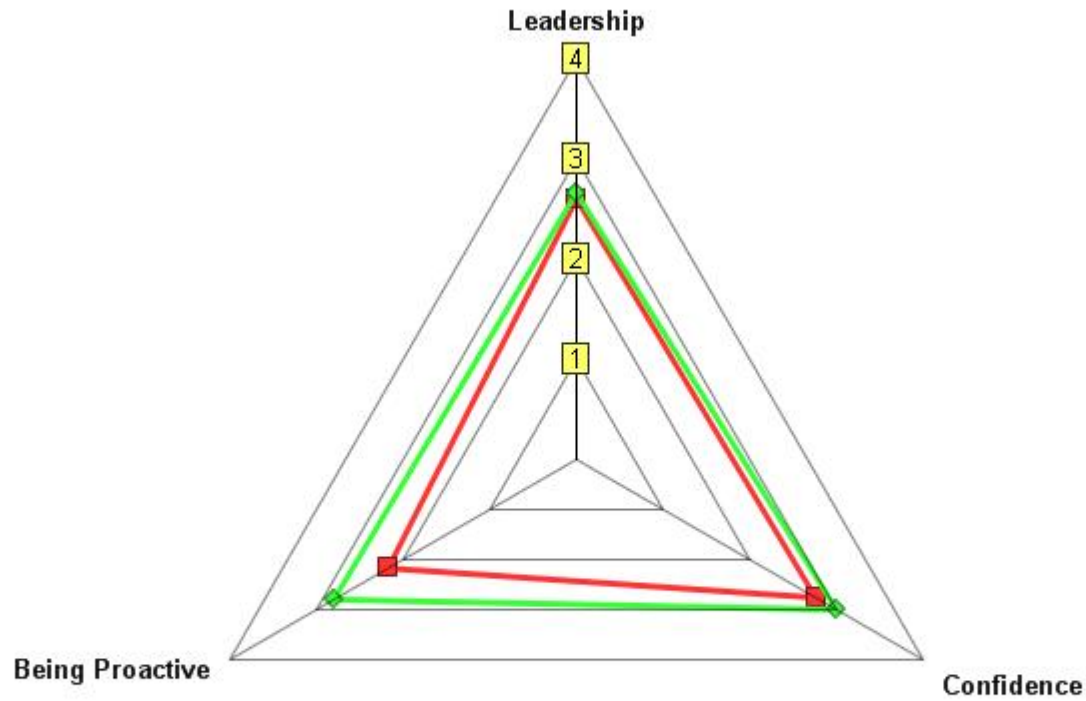
.3. Identify the key areas you believe need further attention and:

- Generate a realistic personal action plan for each of the areas.

The report has been generated using the free [quick360](http://www.quick360.com) on-line appraisal system. For more information go to our website: www.reactive360.com

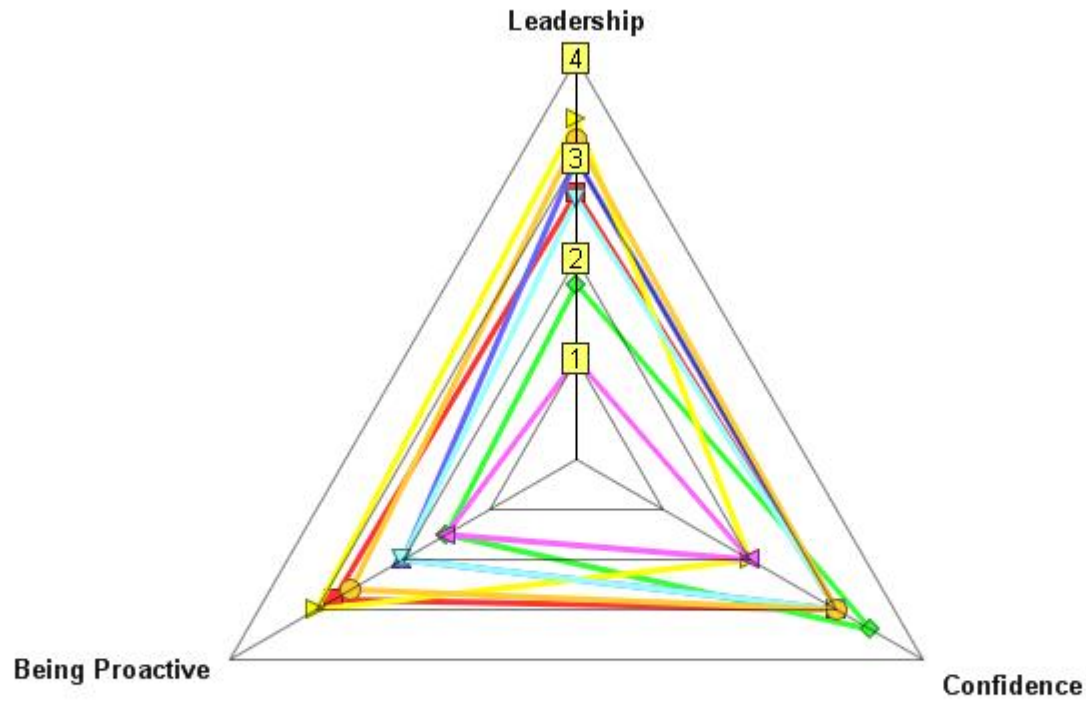
Overall Combined Scores

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



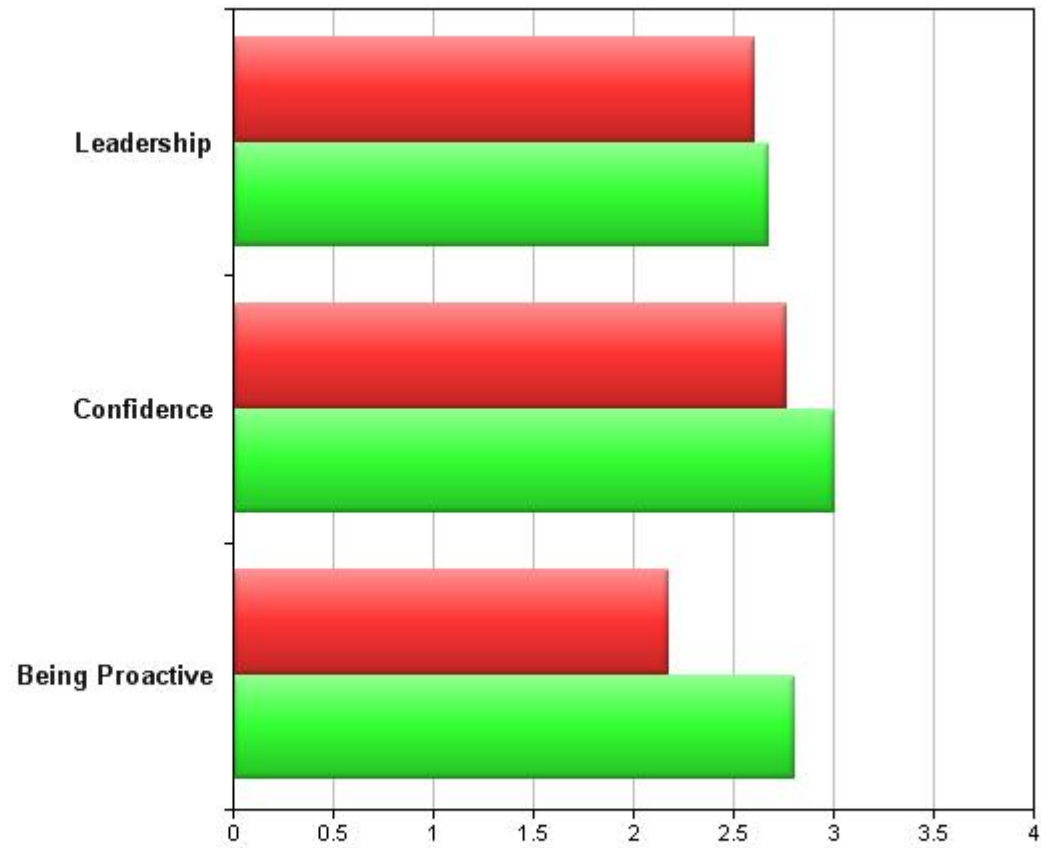
Overall Scores

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'



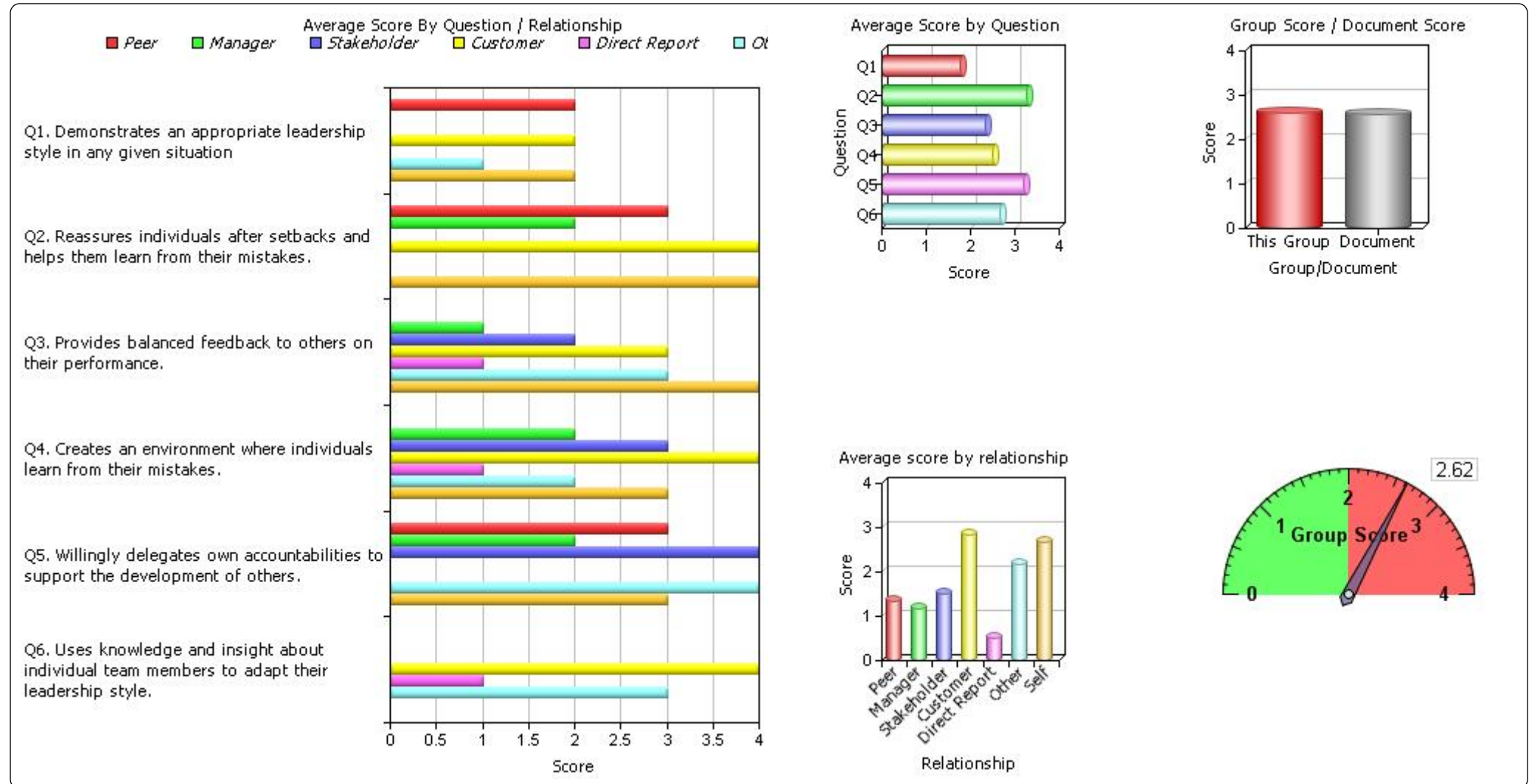
Overall Scores

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



Leadership

Group Analysis



Leadership

C1. Within the area of Leadership what is this persons most apparent strength.

Peer

Could do better at managing their time

Manager

Excellent, a really good employee

Stakeholder

This person shows willing and aptitude

Customer

Does not show any loyalty to their workplace

Direct Report

A credit to the company a really hard worker

Other

This person should be put forward for promotion

Self

Could do better at managing their time

C2. Within the area of Leadership what is this persons most apparent development need.

Peer

Average performer, needs inspiring

Manager

Excellent, a really good employee

Stakeholder

This person shows willing and aptitude

Customer

I cannot comment on this

Direct Report

This person should be put forward for promotion

Other

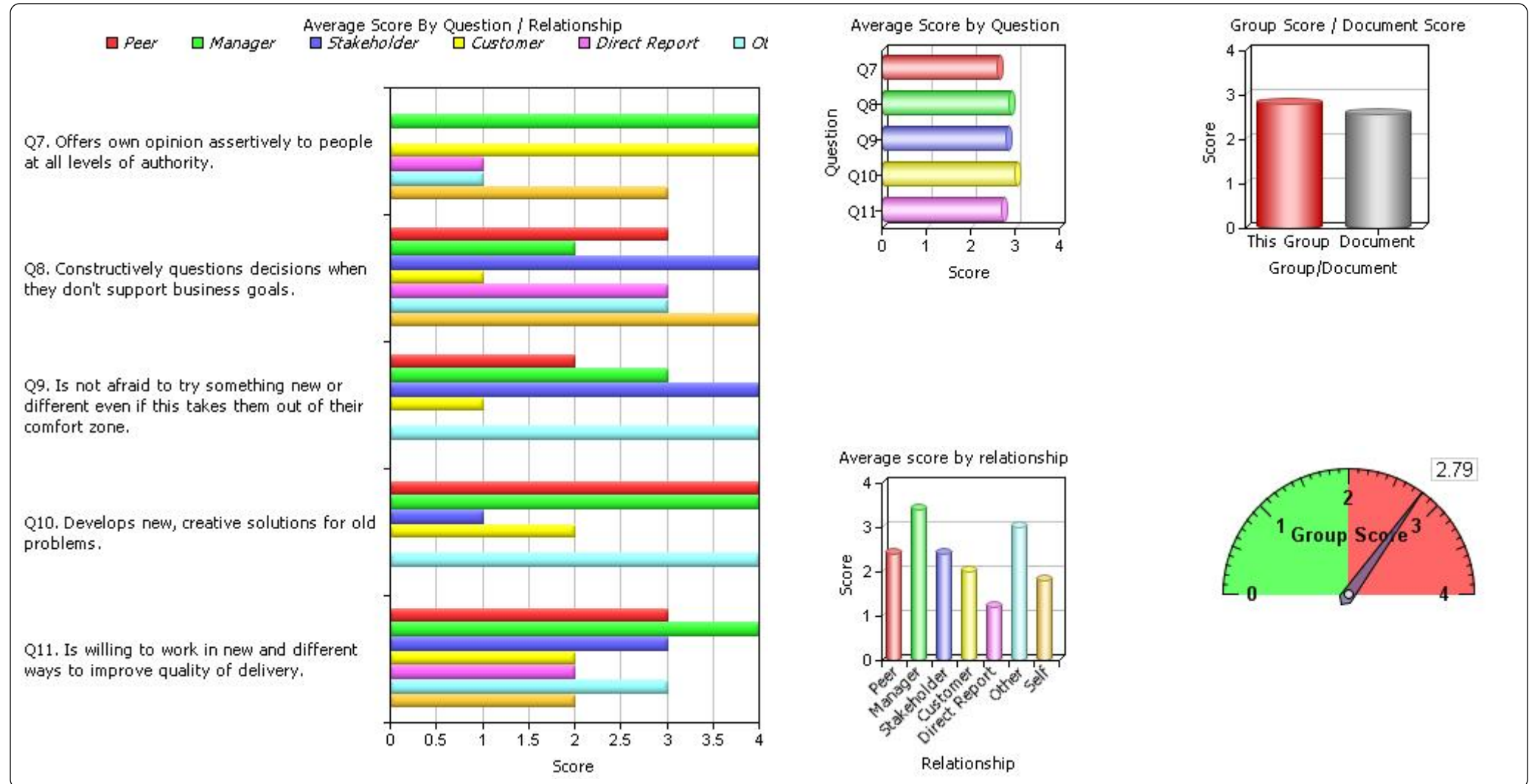
Poor time keeping and interpersonal skills

Self

Average performer, needs inspiring

Confidence

Group Analysis



Confidence

C3. Within the area of Confidence what is this persons most apparent strength.

Peer

Excellent, a really good employee

Manager

Could do better at managing their time

Stakeholder

Could do better at managing their time

Customer

Average performer, needs inspiring

Direct Report

This person shows willing and aptitude

Other

Excellent, a really good employee

Self

I cannot comment on this

C4. Within the area of Confidence what is this persons most apparent development need.

Peer

This person needs to perform better at time keeping

Manager

Poor time keeping and interpersonal skills

Stakeholder

This person needs to perform better at time keeping

Customer

This person needs to perform better at time keeping

Direct Report

Does not show any loyalty to their workplace

Other

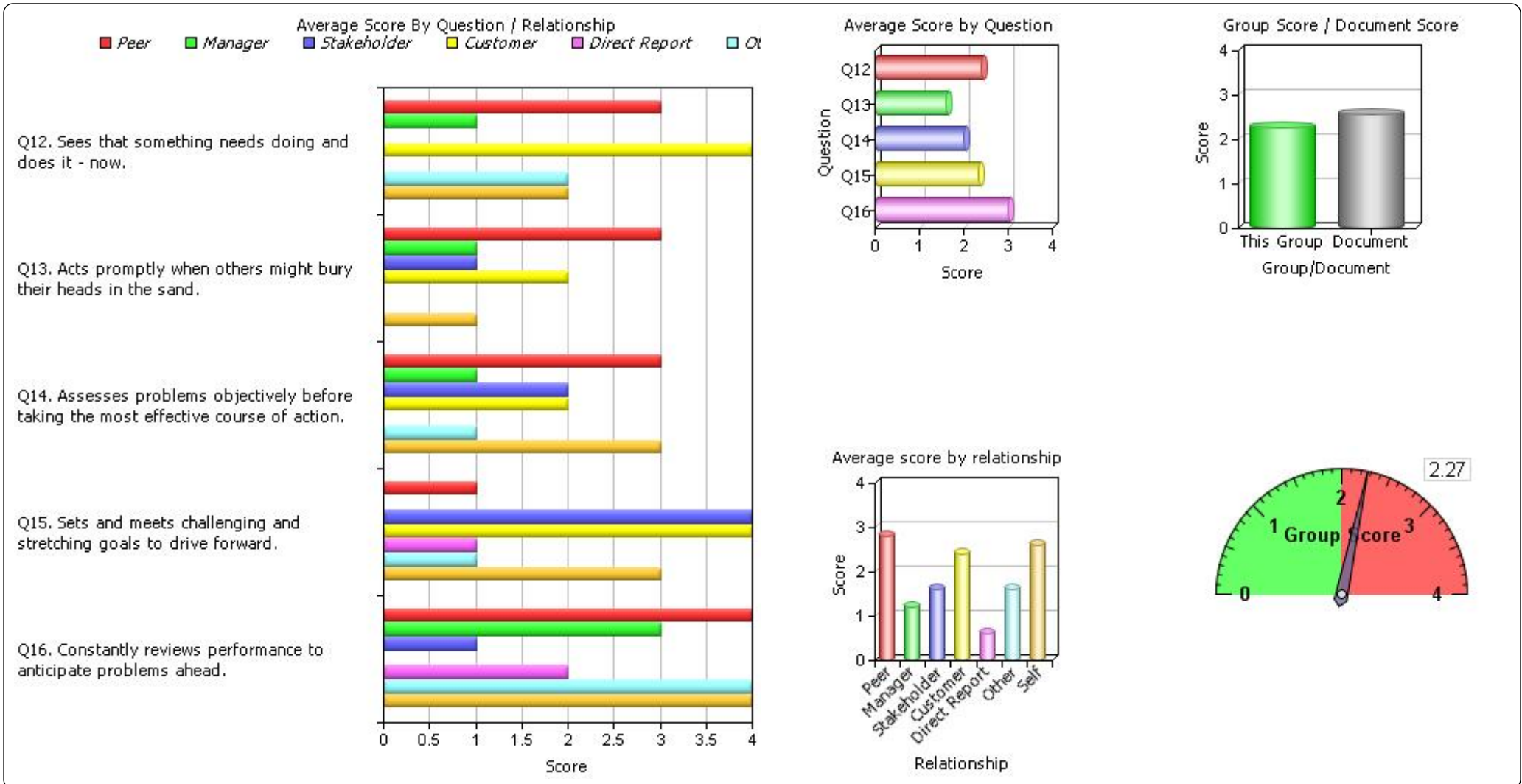
This person shows willing and aptitude

Self

Average performer, needs inspiring

Being Proactive

Group Analysis



Being Proactive

C5. Within the area of Being Proactive what is this persons most apparent strength.

Peer

Excellent, a really good employee

Manager

Informed, Diligent and always on hand

Stakeholder

I cannot comment on this

Customer

A credit to the company a really hard worker

Direct Report

This person should be put forward for promotion

Other

This person should be put forward for promotion

Self

Informed, Diligent and always on hand

C6. Within the area of Being Proactive what is this persons most apparent development need.

Peer

Does not show any loyalty to their workplace

Manager

A credit to the company a really hard worker

Stakeholder

Average performer, needs inspiring

Customer

A credit to the company a really hard worker

Direct Report

Does not show any loyalty to their workplace

Other

This person needs to perform better at time keeping

Self

Does not show any loyalty to their workplace

Overall**C7. Using three words how would you describe this persons leadership style.****Peer**

Average performer, needs inspiring

Manager

This person shows willing and aptitude

Stakeholder

This person should be put forward for promotion

Customer

This person shows willing and aptitude

Direct Report

Does not show any loyalty to their workplace

Other

This person shows willing and aptitude

Self

Could do better at managing their time

C8. Any other comments.**Peer**

This person shows willing and aptitude

Manager

A credit to the company a really hard worker

Stakeholder

Excellent, a really good employee

Customer

Does not show any loyalty to their workplace

Direct Report

Excellent, a really good employee

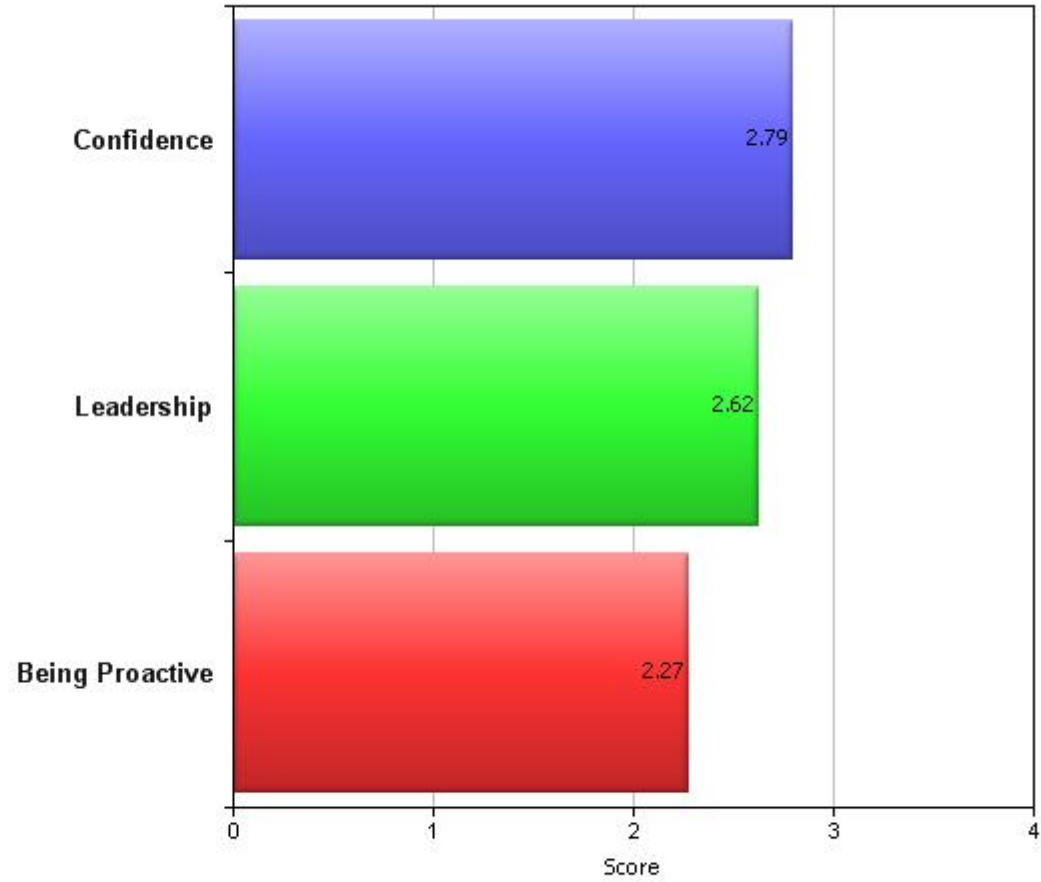
Other

Average performer, needs inspiring

Self

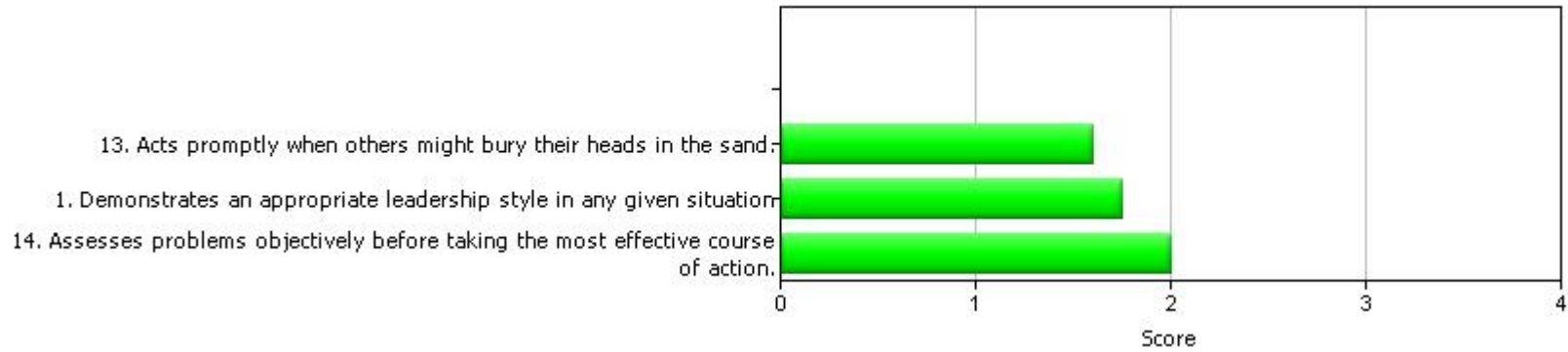
Informed, Diligent and always on hand

Average scores for each group of questions.



Strengths and Development Areas

Your Areas of Strength



Your Areas of Development

