

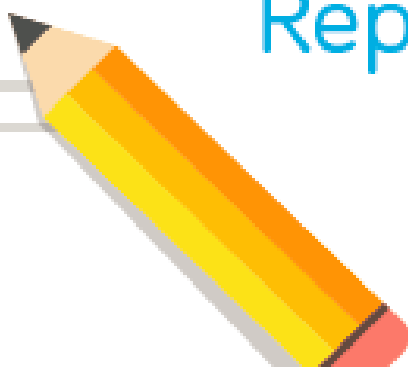


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21 Mar 2018



Feedback
Report



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Introduction

The process of 360 degree feedback refers to the compilation of feedback obtained from managers, fellow employees and all those working with an individual in order to provide their perspectives and observations about the individual's behavior.

The purpose of 360 degree feedback:-

- To enable one to communicate with staff, peers, managers, customers etc. in a transparent manner.
- To develop an awareness of one's perceived behavior at the workplace.
- To identify areas of strengths and weaknesses and plan on using them effectively.
- To improve one's interaction skills and overall performance.
- To incorporate the opinions and perspectives of others and obtain a holistic overview of behavior.
- To pave the way for personal development and growth.

This report is a comprehensive and confidential guide, which provides you with a detailed analysis of the information received from the individuals who completed the 360 degree questionnaire. The information obtained from the multi-rater feedback system has been prepared to aid you in your overall professional development.

Respondents

The following 5 groups of individuals were invited to participate in this feedback:

| Relationship | Nominated | Completed |
|---------------|-----------|-----------|
| Sub-ordinate | 2 | 2 |
| Function Head | 3 | 2 |
| Self | 1 | 1 |
| Peer | 1 | 1 |
| Line Manager | 1 | 1 |

If the number of responses that were completed is less than the minimum number, then the validity of the report is reduced and needs to be considered in the light of other parameters.

Competency Summary

Given below is a summarized report of the scores of the 360 degree feedback against each of the competencies. The graphs indicate the average ratings for each competency in the review segmented by rater group.

Self Development



Integrity



Attention to Detail



Corporate Reporting



Risk Management



Financial Management



Stakeholder Relationship Management



Identifying Trends



Implementing Change



Delegation and Coordination



Motivating Others



Resolving Problems



Monitoring



Top Statements



Statement

1

Tends to maintain an in-depth understanding of the organizations strengths, weaknesses, and accessible resources.

94

Has a solid understanding of what stakeholders need and values and applies it for the enhancement of the organizations image.

91

Statement

2

Statement

3

Has the tendency to double-check the accuracy of information and work product.

91

Bottom Statements



Statement

1

Is able to develop a change strategy that includes milestones and timelines.

57

Is able to review, select, and disseminate information regarding key technologies, best practices, and tools to others in the group.

63

Statement

2

Statement

3

Is able to set an example by modelling the desired behavior.

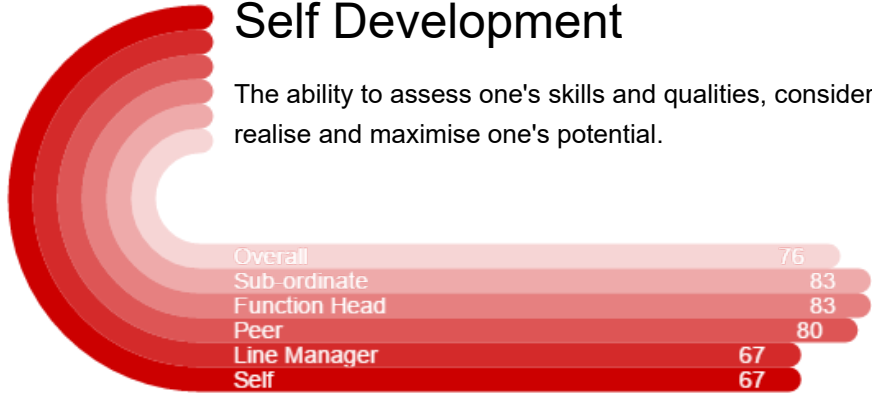
63

Averages for Professionalism and Ethics

Given below is a summarized report of the scores of the 360 degree feedback against each of the competencies. The graphs indicate the average ratings in percentage for each competency in the review segmented by rater group.

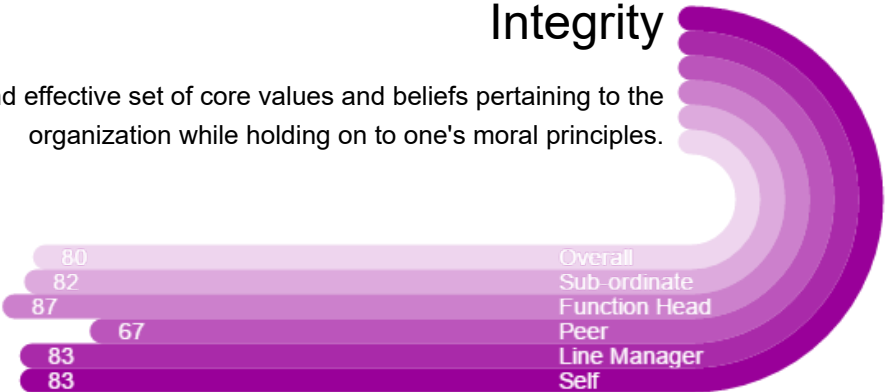
Self Development

The ability to assess one's skills and qualities, consider one's aims in life and set goals in order to realise and maximise one's potential.



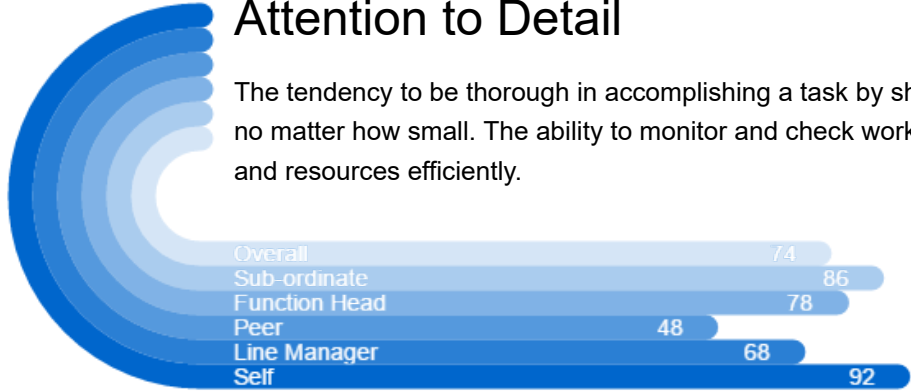
Integrity

The ability to adhere to an appropriate and effective set of core values and beliefs pertaining to the organization while holding on to one's moral principles.



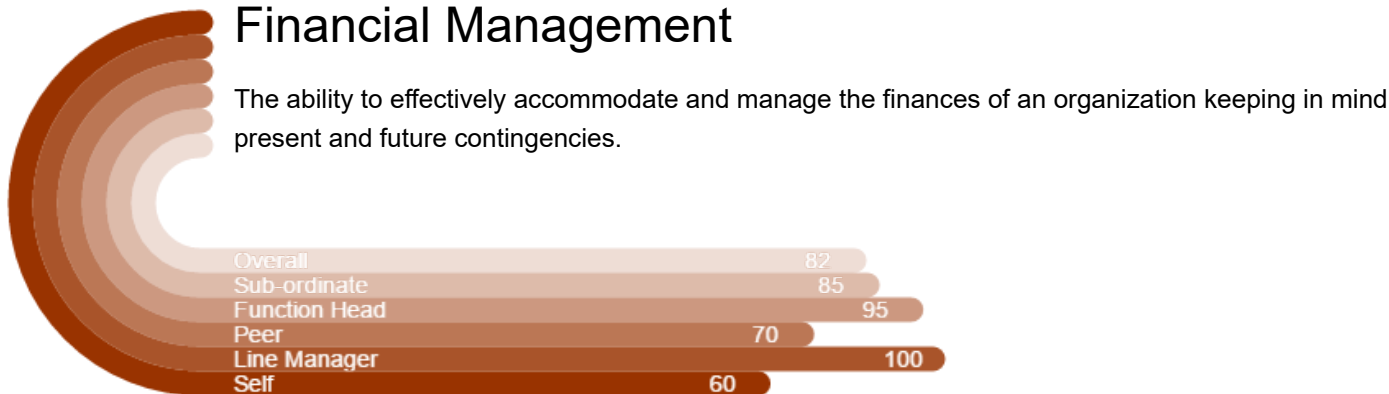
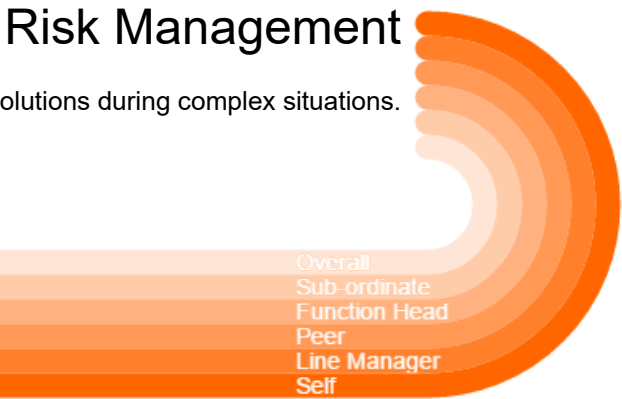
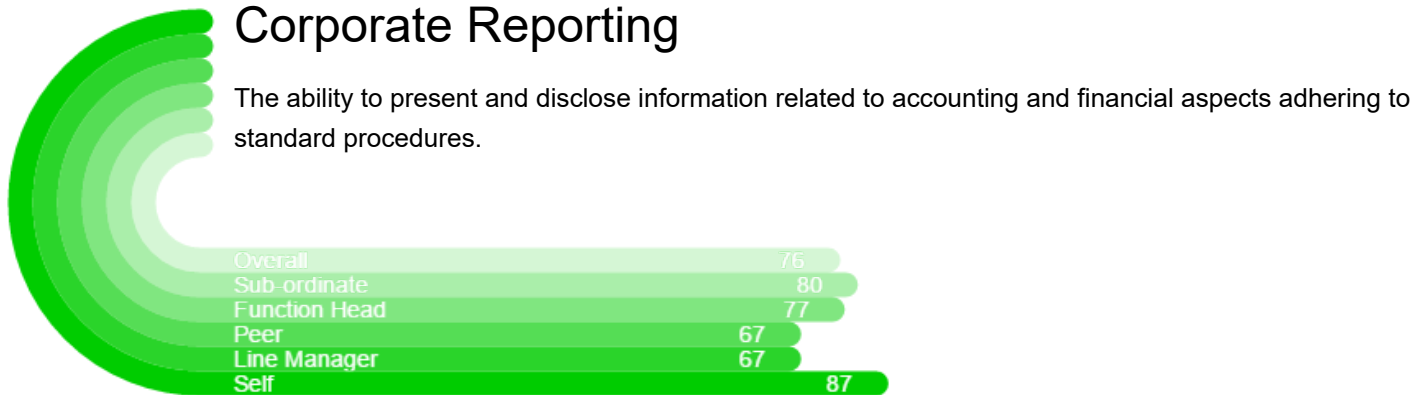
Attention to Detail

The tendency to be thorough in accomplishing a task by showing concern for all the areas involved, no matter how small. The ability to monitor and check work or information and plan and organize time and resources efficiently.



Averages for Governance, Risk and Control

Given below is a summarized report of the scores of the 360 degree feedback against each of the competencies. The graphs indicate the average ratings in percentage for each competency in the review segmented by rater group.



Stakeholder Relationship Management

The ability to focus on building strong relationships with stakeholders (internal & external) and encouraging the exchange of ideas and resources to achieve common goals more effectively

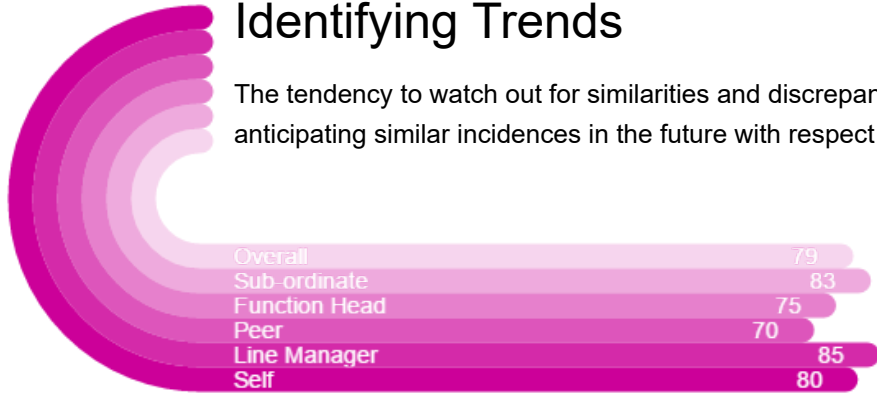


Averages for Strategy and Innovation

Given below is a summarized report of the scores of the 360 degree feedback against each of the competencies. The graphs indicate the average ratings in percentage for each competency in the review segmented by rater group.

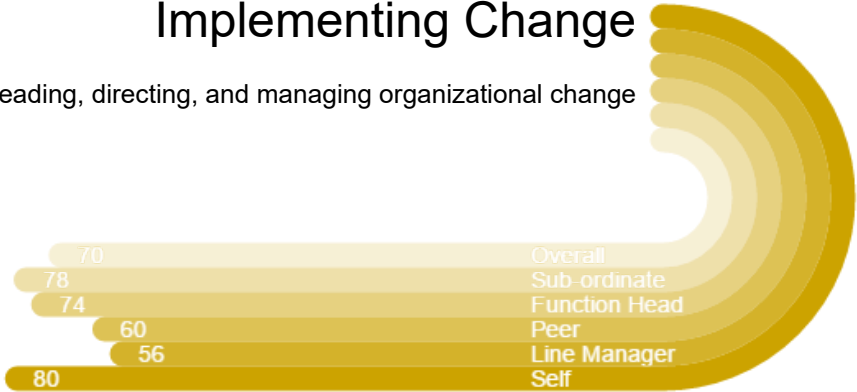
Identifying Trends

The tendency to watch out for similarities and discrepancies in past and present occurrences and anticipating similar incidences in the future with respect to the market and the business.



Implementing Change

The ability to take responsibility for leading, directing, and managing organizational change



Averages for Leadership and Management

Given below is a summarized report of the scores of the 360 degree feedback against each of the competencies. The graphs indicate the average ratings in percentage for each competency in the review segmented by rater group.

Delegation and Coordination

The ability to enable and empower employees with tasks which are congruent to their capabilities and helps improve employee morale.



Motivating Others

The tendency to lead a group of people by consistently inspiring them to work together, assisting them where necessary and timely resolving conflicts.



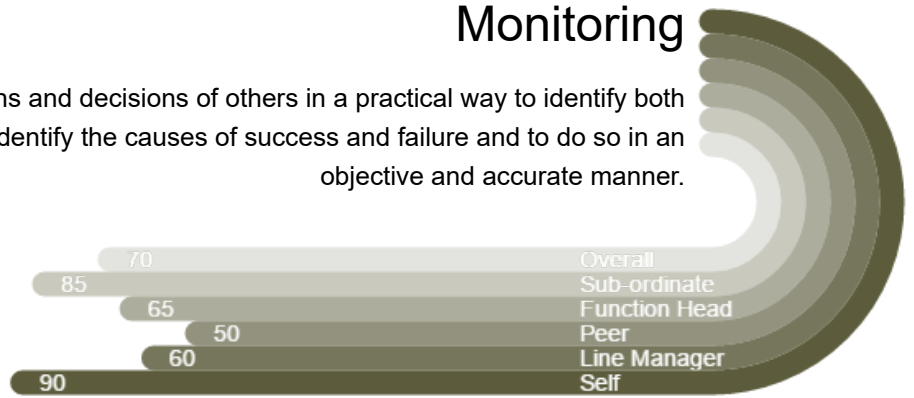
Resolving Problems

The ability to use various approaches to manage and resolve concerns, disagreement, and conflict within the team or the organization.



Monitoring

The ability to focus on the actions and decisions of others in a practical way to identify both successes and mistakes; the ability to identify the causes of success and failure and to do so in an objective and accurate manner.



Sub-ordinate

Needs to be stricter about deadlines.

Function Head

I really want him to delegate and move to the next level handle things on a higher scale

...



Self

Collaborate more with the team.



Peer

Needs to interact more with the team.



What would you want to/ this person to do differently or stop doing?

What would you want to/ this person to do differently or stop doing?



Sub-ordinate

Respondent 1

Needs to be stricter about deadlines.

Respondent 2

He should distribute his work with his team with time deadline on the starting of the day and same end of day taking report from every one for status of work. he should not do who the person working well and don't pressure to do work continuously.instead of disributing work with other candidate.



Function Head

Respondent 1

I really want him to delegate and move to the next level handle things on a higher scale rather than the existing

To shift focus from Entries and details to Reports and Final Comments with review

To prepare a budget and ensure things are in budget

Visit various locations and review their operational health

provide detail analysis on Financial health on weekly basis like a eye on EBITA and other important ratios which were discussed during my FMB.

Work on planning for growth with assest structring and other important financial decisions

Respondent 2

He should be more focused on developing the team and getting the work done from the team.

As an individual he is great, but when it comes to head the team and get the work done, he needs to improve a lot. He should intiiate changes in his department and overall change in the organisation which pertains to his portfolio....



Self

Respondent 1

Collaborate more with the team.



Peer

Respondent 1

Needs to interact more with the team.

Personal Development Plan

The table below can be used for recording your development needs and goals. You can specify the main development objectives which have been identified from your feedback report.

Competency: **Implementing Change**

Development Need

How to accomplish it?

Target Date

Personal Development Plan

The table below can be used for recording your development needs and goals. You can specify the main development objectives which have been identified from your feedback report.

Competency: **Delegation and Coordination**

Development Need

How to accomplish it?

Target Date

Personal Development Plan

The table below can be used for recording your development needs and goals. You can specify the main development objectives which have been identified from your feedback report.

Competency: **Monitoring**

Development Need

How to accomplish it?

Target Date