

Feedback Results
Your CompanyName Here
2025

Sample Employee

Results Generated by HR-Survey

January 2025

Introduction

What you will find in this report

This report includes the feedback results gathered for you. It is designed to assist you in recognizing your strengths, identifying areas for improvement, and understanding where your self-assessment may differ from the feedback providers' perspectives.

We trust that you will recall from your experiences the challenge of offering such feedback, remain receptive to different viewpoints, and be prepared to incorporate this feedback into your personal development.

Goals of the 360 Degree Feedback

Multi-Source Feedback offers a comprehensive view of an individual's behavior and performance by incorporating diverse perspectives from the workplace. It provides recipients with valuable insights for their development and enriches reviewers with additional feedback.

Receiving feedback from various sources can enhance your self-awareness, illuminate how others perceive you across different roles, and contribute to your professional growth.

Receiving Feedback

Feedback is a valuable tool for self-reflection. It helps us understand how others perceive us, which can differ from our own self-image. By reflecting on feedback, we can set specific goals for professional growth. It's important to view feedback as a perspective on how we can improve our performance and relationships. Seeking and receiving feedback is the only way to uncover our "blind spots" and learn about the unintended negative consequences of our actions.

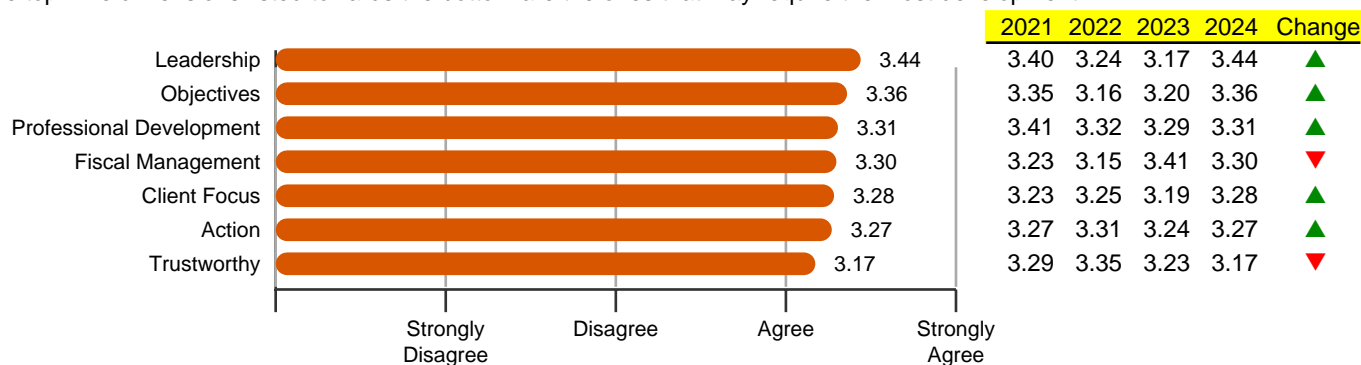
What to Do with Your Feedback

Use feedback to better understand yourself and set goals for improvement. Consider feedback as different perspectives on your strengths and weaknesses in specific areas where you want to be more effective.

Summary

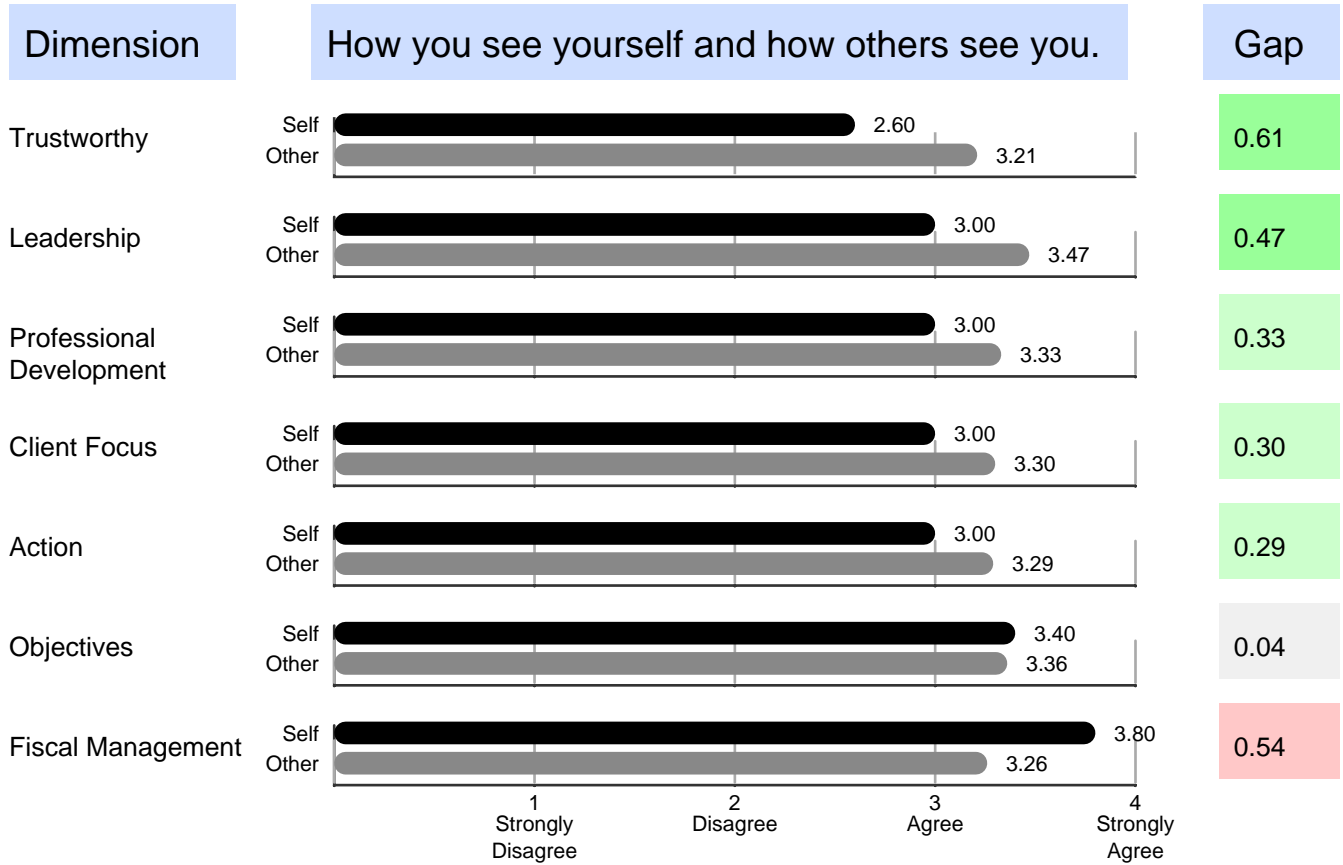
In this feedback process, the questionnaire items prompted respondents to evaluate specific behaviors and competencies recognized by COMPANY's present leaders. These behaviors and competencies are categorized into 7 principal dimensions of leadership.

The summary scores for each dimension, displayed below, were derived by averaging the scores for all questions within that dimension from all respondents. These summary scores are arranged in descending order, with the highest scores at the top. The dimensions listed towards the bottom are the ones that may require the most development.



Gap Analysis

These charts graphically represent the "Gap" indicating the difference between your average self-assessment on each competency and the average rating given by other respondents. This visualization aids in identifying blind spots—areas where others rated you more favorably than you did yourself, indicated by varying shades of green. In contrast, it also highlights areas for improvement—where you rated yourself higher than others, shown in shades of red. The intensity of the color correlates with the size of the Gap. If a competency's Gap is not colored, it signifies consensus between your self-assessment and others' feedback.



Action

An action oriented individual is someone who quickly and decisively executes assignments/tasks without delay by being proactive, ambitious, tenacious, resourceful and focused on achieving results. This individual prefers action rather than passivity, preempts potential issues, takes the initiative and goes above and beyond what is expected of them.

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
1. Overcomes obstacles that may impede progress on a task.	15	3.20	86.7	13%	53%	33%	
2. Anticipates critical incidents in the department and takes steps to mitigate their effect.	15	3.33	100.0		67%	33%	
3. Effectively handles multiple complex issues simultaneously.	15	3.33	93.3	7%	53%	40%	
4. Creates opportunities and then takes advantage of them.	15	3.27	93.3	7%	60%	33%	
5. Is the first to volunteer for assignments.	14	3.21	85.7	14%	50%	36%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2021	2022	2023	2024	Change
1. Overcomes obstacles that may impede progress on a task.	3.20	3.20	3.00	3.20	+0.20 ▲
2. Anticipates critical incidents in the department and takes steps to mitigate their effect.	3.27	3.40	3.40	3.33	-0.07 ▼
3. Effectively handles multiple complex issues simultaneously.	3.40	3.40	3.27	3.33	+0.07 ▲
4. Creates opportunities and then takes advantage of them.	3.47	3.33	3.40	3.27	-0.13 ▼
5. Is the first to volunteer for assignments.	3.00	3.20	3.13	3.21	+0.08 ▲

Professional Development

Improvement through specialized training and participating in advanced professional courses.

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
6. Encourages employees to take courses relevant to their job.	15	3.47	100.0		53%	47%	
7. Allows employees to fully participate in employee training and professional development.	15	3.40	93.3	7%	47%	47%	
8. Seeks opportunities for professional development.	15	3.20	86.7	13%	53%	33%	
9. Quickly acquire and apply new knowledge and skills when needed	15	3.27	86.7	13%	47%	40%	
10. Seeks opportunities for continuous learning.	15	3.20	93.3	7%	67%	27%	

Time Comparisons by Item

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The direction of change is indicated by a colored triangle.

Item	2021	2022	2023	2024	Change
6. Encourages employees to take courses relevant to their job.	3.40	3.13	3.07	3.47	+0.40 ▲
7. Allows employees to fully participate in employee training and professional development.	3.40	3.20	3.33	3.40	+0.07 ▲
8. Seeks opportunities for professional development.	3.40	3.40	3.20	3.20	
9. Quickly acquire and apply new knowledge and skills when needed	3.53	3.40	3.60	3.27	-0.33 ▼
10. Seeks opportunities for continuous learning.	3.33	3.47	3.27	3.20	-0.07 ▼

Leadership

Effectively leads the department/division/organization. Leads and/or directs others in the completing of tasks.

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
11. Holds others accountable for their actions.	15	3.67	100.0	33%		67%	
12. Acts decisively in implementing decisions.	15	3.40	93.3	7%	47%		47%
13. Is a highly effective supervisor.	15	3.13	86.7	13%	60%		27%
14. Provides resources to enable individuals to develop professionally.	15	3.47	100.0		53%		47%
15. Effectively leads others.	15	3.53	100.0		47%		53%

Time Comparisons by Item

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The direction of change is indicated by a colored triangle.

Item	2021	2022	2023	2024	Change
11. Holds others accountable for their actions.	3.40	3.40	3.27	3.67	+0.40 ▲
12. Acts decisively in implementing decisions.	3.53	3.20	3.00	3.40	+0.40 ▲
13. Is a highly effective supervisor.	3.20	3.21	3.40	3.13	-0.27 ▼
14. Provides resources to enable individuals to develop professionally.	3.20	3.13	3.00	3.47	+0.47 ▲
15. Effectively leads others.	3.67	3.27	3.20	3.53	+0.33 ▲

Objectives

Establishes and completes objectives.

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
16. Assures [Company] principles are understood, employed & pursued.	15	3.47	93.3	7%	40%	53%	
17. Consistently provides me with timely feedback for improving my performance.	15	2.93	73.3	27%	53%		20%
18. Effectively organizes resources and plans	15	3.40	93.3	7%	47%	47%	
19. Organizes and schedules events, activities, and resources.	15	3.53	100.0		47%	53%	
20. Encourages me to take on greater responsibility.	15	3.47	100.0		53%	47%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2021	2022	2023	2024	Change
16. Assures [Company] principles are understood, employed & pursued.	3.33	3.00	3.07	3.47	+0.40 ▲
17. Consistently provides me with timely feedback for improving my performance.	3.40	3.20	3.33	2.93	-0.40 ▼
18. Effectively organizes resources and plans	3.47	3.53	3.20	3.40	+0.20 ▲
19. Organizes and schedules events, activities, and resources.	3.13	2.87	3.53	3.53	
20. Encourages me to take on greater responsibility.	3.40	3.20	2.87	3.47	+0.60 ▲

Trustworthy

Is trusted by others. Builds and maintains trust with others. Is open and honest.

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
21. Builds and maintains the trust of others.	15	3.00	80.0	20%	60%	20%	
22. Demonstrates congruence between statements and actions.	15	3.53	100.0	47%	53%		
23. Seeks to mitigate grievances by clarifying intentions and finding suitable remedies.	15	3.13	86.7	13%	60%	27%	
24. Communicates an understanding of the other person's interests, needs and concerns.	15	3.13	80.0	7%	13%	40%	40%
25. Consistently keeps commitments.	15	3.07	86.7	13%	67%	20%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2021	2022	2023	2024	Change
21. Builds and maintains the trust of others.	3.47	3.13	3.20	3.00	-0.20 ▼
22. Demonstrates congruence between statements and actions.	3.20	3.33	3.07	3.53	+0.47 ▲
23. Seeks to mitigate grievances by clarifying intentions and finding suitable remedies.	3.20	3.47	3.27	3.13	-0.13 ▼
24. Communicates an understanding of the other person's interests, needs and concerns.	3.33	3.47	3.33	3.13	-0.20 ▼
25. Consistently keeps commitments.	3.27	3.33	3.27	3.07	-0.20 ▼

Client Focus

Prioritizing the client's needs, expectations interactions above all else. Understanding and addressing client needs, providing excellent service. Consistently delivering value to clients. A client-focused approach involves fostering a company culture dedicated to enhancing client satisfaction and building strong client relationships.

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
26. Responds to the needs of the client.	15	3.20	93.3	7%	60%	33%	
27. Demonstrates a commitment to client focus.	15	3.40	93.3	7%	47%	47%	
28. Ensures clients are comfortable with the services provided.	15	3.60	93.3	7%	27%	67%	
29. Ensures commitments made to clients are completed to the client's satisfaction.	15	3.20	86.7	13%	53%	33%	
30. Looks for opportunities that have a positive impact on Clients.	14	3.00	92.9	7%	79%	14%	

Time Comparisons by Item

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Item	2021	2022	2023	2024	Change
26. Responds to the needs of the client.	3.53	3.33	3.33	3.20	-0.13 ▼
27. Demonstrates a commitment to client focus.	3.20	3.33	2.93	3.40	+0.47 ▲
28. Ensures clients are comfortable with the services provided.	3.33	3.13	3.40	3.60	+0.20 ▲
29. Ensures commitments made to clients are completed to the client's satisfaction.	3.21	3.20	3.20	3.20	
30. Looks for opportunities that have a positive impact on Clients.	2.87	3.27	3.07	3.00	-0.07 ▼

Fiscal Management

Maintains appropriate financial controls and budgets.

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
31. Provides budgeting and accounting support to the Company.	15	3.33	93.3	7%	53%	40%	
32. Monitors spending.	14	3.29	100.0		71%	29%	
33. Keeps excellent records for financial transparency.	15	3.27	100.0		73%	27%	
34. Develops of the department's annual budget.	15	3.47	93.3	7%	40%	53%	
35. Effective in using Company's resources.	15	3.13	86.7	13%	60%	27%	

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The direction of change is indicated by a colored triangle.

Item	2021	2022	2023	2024	Change
31. Provides budgeting and accounting support to the Company.	3.13	3.07	3.47	3.33	-0.13 ▼
32. Monitors spending.	3.40	3.07	3.60	3.29	-0.31 ▼
33. Keeps excellent records for financial transparency.	3.07	3.33	3.33	3.27	-0.07 ▼
34. Develops of the department's annual budget.	3.33	3.00	3.53	3.47	-0.07 ▼
35. Effective in using Company's resources.	3.20	3.27	3.13	3.13	