

Feedback Results
Your CompanyName Here
2025

Sample Employee

Results Generated by HR-Survey

February 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.

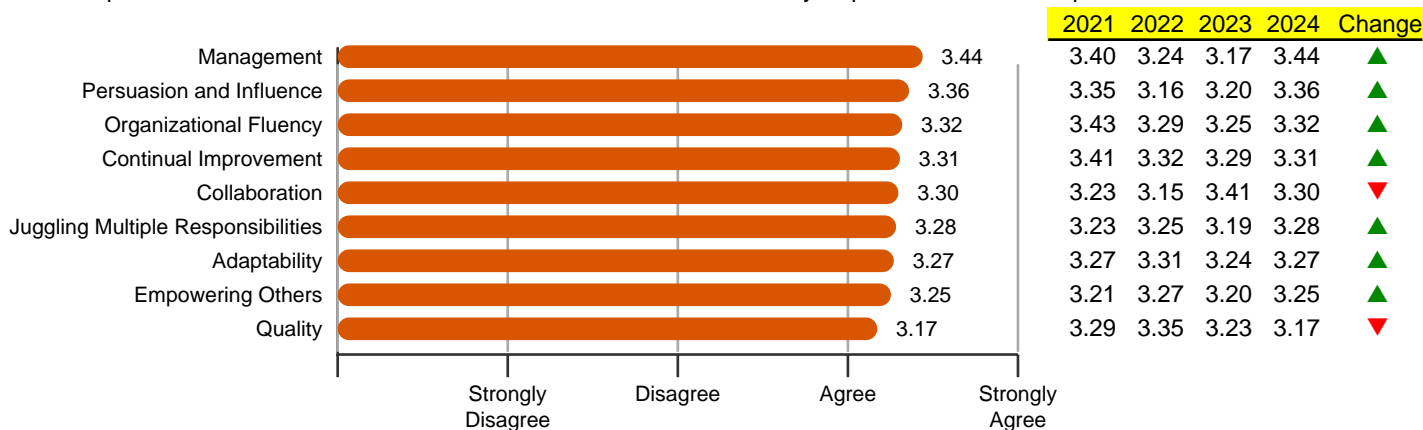
What to Do with Your Feedback

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

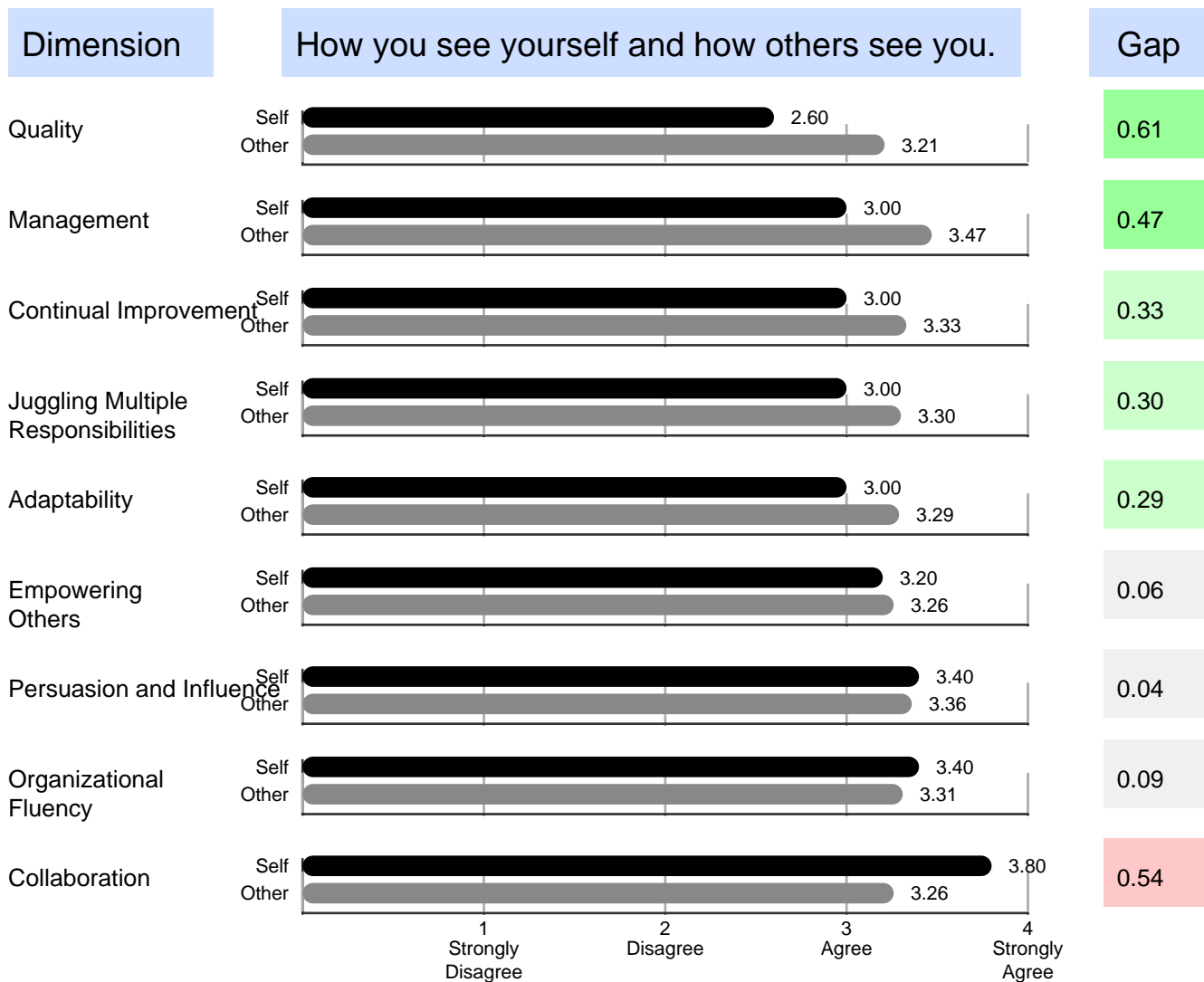
In this feedback process, the questionnaire items prompted respondents to evaluate specific behaviors and competencies recognized by COMPANY's present leaders. These behaviors and competencies are categorized into 9 principal dimensions of leadership.

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.



Adaptability

Adaptability is the ability to work in a dynamic environment, accommodating changes in procedures/priorities/staffing, flexible to change, and is responsive to the needs or others or needs of the situation. To be able to adapt to changes, you need to analyze the situation, be willing to adapt as needed.

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. Handles unexpected events without a loss of productivity.	15	3.20	86.7	13%	53%	33%	
2. Responsive to the needs of others.	15	3.33	100.0		67%	33%	
3. Adapts quickly to new situations.	15	3.33	93.3	7%	53%	40%	
4. Learns from personal experiences and/or mistakes.	15	3.27	93.3	7%	60%	33%	
5. Works effectively with various personalities of team members.	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. Handles unexpected events without a loss of productivity.	3.20	3.20	3.00	3.20	+0.20 ▲
2. Responsive to the needs of others.	3.27	3.40	3.40	3.33	-0.07 ▼
3. Adapts quickly to new situations.	3.40	3.40	3.27	3.33	+0.07 ▲
4. Learns from personal experiences and/or mistakes.	3.47	3.33	3.40	3.27	-0.13 ▼
5. Works effectively with various personalities of team members.	3.00	3.20	3.13	3.21	+0.08 ▲

Continual Improvement

A continual effort to improve ongoing workplace practices and products. Continuously seeking opportunities to improve efficiency of workplace processes.

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. Promotes training and development opportunities to enhance job performance.	15	3.47	100.0		53%	47%	
7. Analyzes processes to determine areas for improvement.	15	3.40	93.3	7%	47%	47%	
8. Searches for new methods, techniques, and processes that increase efficiency and reduce costs.	15	3.20	86.7	13%	53%	33%	
9. Looks for ways to expand current job responsibilities.	15	3.27	86.7	13%	47%	40%	
10. Encourages an employee culture of continuous improvement to seek out better ways of doing things.	15	3.20	93.3	7%	67%	27%	

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
6. Promotes training and development opportunities to enhance job performance.	3.40	3.13	3.07	3.47	+0.40 ▲
7. Analyzes processes to determine areas for improvement.	3.40	3.20	3.33	3.40	+0.07 ▲
8. Searches for new methods, techniques, and processes that increase efficiency and reduce costs.	3.40	3.40	3.20	3.20	
9. Looks for ways to expand current job responsibilities.	3.53	3.40	3.60	3.27	-0.33 ▼
10. Encourages an employee culture of continuous improvement to seek out better ways of doing things.	3.33	3.47	3.27	3.20	-0.07 ▼

Management

Effectively manages other employees. Offers guidance/goals and performance measures.

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. Keep staff informed about what is happening in the company	15	3.67	100.0	33%	67%		
12. Is ready to offer help	15	3.40	93.3	7%	47%	47%	
13. Takes responsibility for things that go wrong	15	3.13	86.7	13%	60%	27%	
14. Sets an example for others to follow	15	3.47	100.0	53%	47%		
15. Makes you feel enthusiastic about your work	15	3.53	100.0	47%	53%		

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
11. Keep staff informed about what is happening in the company	3.40	3.40	3.27	3.67	+0.40 ▲
12. Is ready to offer help	3.53	3.20	3.00	3.40	+0.40 ▲
13. Takes responsibility for things that go wrong	3.20	3.21	3.40	3.13	-0.27 ▼
14. Sets an example for others to follow	3.20	3.13	3.00	3.47	+0.47 ▲
15. Makes you feel enthusiastic about your work	3.67	3.27	3.20	3.53	+0.33 ▲

Persuasion and Influence

Able to persuade and influence others to obtain certain objectives and goals.

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. Persuades others to consider alternative points of view.	15	3.47	93.3	7%	40%	53%	
17. Has excellent influencing/negotiating skills.	15	2.93	73.3	27%	53%		20%
18. Develops a good rapport with others.	15	3.40	93.3	7%	47%	47%	
19. Ensures stakeholders are involved in the decision making process.	15	3.53	100.0		47%	53%	
20. Understanding what others need.	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. Persuades others to consider alternative points of view.	3.33	3.00	3.07	3.47	+0.40 ▲
17. Has excellent influencing/negotiating skills.	3.40	3.20	3.33	2.93	-0.40 ▼
18. Develops a good rapport with others.	3.47	3.53	3.20	3.40	+0.20 ▲
19. Ensures stakeholders are involved in the decision making process.	3.13	2.87	3.53	3.53	
20. Understanding what others need.	3.40	3.20	2.87	3.47	+0.60 ▲

Quality

Quality is a fundamental aspect of businesses providing services or making products. It is achieved through employees' dedication to high standards, guided by exemplary leaders. It stems from creative initiatives and meticulous implementation of procedures and protocols. Prompt issue resolution is crucial to maintaining quality.

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. Creates a culture of quality standards in the workplace.	15	3.00	80.0	20%	60%		20%
22. Provides advice and guidance to team members on improving quality controls.	15	3.53	100.0		47%	53%	
23. Committed to the improvement of the quality of services and products.	15	3.13	86.7	13%	60%		27%
24. Proposes a variety of solutions to address quality needs.	15	3.13	80.0	7%	13%	40%	40%
25. Communicates quality standards clearly.	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. Creates a culture of quality standards in the workplace.	3.47	3.13	3.20	3.00	-0.20 ▼
22. Provides advice and guidance to team members on improving quality controls.	3.20	3.33	3.07	3.53	+0.47 ▲
23. Committed to the improvement of the quality of services and products.	3.20	3.47	3.27	3.13	-0.13 ▼
24. Proposes a variety of solutions to address quality needs.	3.33	3.47	3.33	3.13	-0.20 ▼
25. Communicates quality standards clearly.	3.27	3.33	3.27	3.07	-0.20 ▼

Juggling Multiple Responsibilities

Manages time and decision making to accomplish multiple tasks simultaneously.
Multitasking saves time and increases productivity.

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. Organizes tasks for the most efficient order of completion.	15	3.20	93.3	7%	60%	33%	
27. Ensures that assignments are prioritized according to the needs of the department/company.	15	3.40	93.3	7%	47%	47%	
28. Coordinates the work of a team by assigning tasks to other team members.	15	3.60	93.3	7%	27%	67%	
29. Assesses current capabilities before committing to new requests from customers.	15	3.20	86.7	13%	53%	33%	
30. Recognizes and responds to product placement and signing needs while staying alert to customers' needs, store activities and training associates.	14	3.00	92.9	7%	79%	14%	

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
26. Organizes tasks for the most efficient order of completion.	3.53	3.33	3.33	3.20	-0.13 ▼
27. Ensures that assignments are prioritized according to the needs of the department/company.	3.20	3.33	2.93	3.40	+0.47 ▲
28. Coordinates the work of a team by assigning tasks to other team members.	3.33	3.13	3.40	3.60	+0.20 ▲
29. Assesses current capabilities before committing to new requests from customers.	3.21	3.20	3.20	3.20	
30. Recognizes and responds to product placement and signing needs while staying alert to customers' needs, store activities and training associates.	2.87	3.27	3.07	3.00	-0.07 ▼

Collaboration

Collaboration involves working together with others to achieve a shared goal or address a mutual challenge. It includes joint decision-making to reach consensus, exchanging information, and valuing feedback. Effective collaboration thrives on minimizing conflicts, cooperating towards a shared effort, and being committed to participating, mutual respect, and building trust.

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. Consults with other partners on issues.	15	3.33	93.3	7%	53%	40%	
32. Collaborates in group decision making.	14	3.29	100.0		71%	29%	
33. Allows various stakeholders to contribute their expertise to the solution of a problem.	15	3.27	100.0		73%	27%	
34. Builds a culture of trust and mutual respect where team members are encouraged to value each other's contributions.	15	3.47	93.3	7%	40%	53%	
35. Contributes expertise, insights, and resources to accelerate solutions to problems.	15	3.13	86.7	13%	60%	27%	

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
31. Consults with other partners on issues.	3.13	3.07	3.47	3.33	-0.13 ▼
32. Collaborates in group decision making.	3.40	3.07	3.60	3.29	-0.31 ▼
33. Allows various stakeholders to contribute their expertise to the solution of a problem.	3.07	3.33	3.33	3.27	-0.07 ▼
34. Builds a culture of trust and mutual respect where team members are encouraged to value each other's contributions.	3.33	3.00	3.53	3.47	-0.07 ▼
35. Contributes expertise, insights, and resources to accelerate solutions to problems.	3.20	3.27	3.13	3.13	

Empowering Others

Empowering individuals means granting them the freedom to make decisions and take ownership of their work. Allowing for flexibility in work hours or remote work arrangements empowers employees to manage their time effectively. Empowerment includes providing growth opportunities and encouraging employees to share their ideas, perspectives, and solutions.

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
36. Recognizes the contributions that others make to the department.	15	3.20	93.3	7%	67%	27%	
37. Gives employees autonomy to complete tasks on their own.	15	3.33	93.3	7%	53%	40%	
38. Encourages employees to solve problems on their own.	15	3.07	86.7	13%	67%	20%	
39. Allows employees to take training to increase their skill levels so that they can be more independent.	15	3.33	100.0		67%	33%	
40. Ensures employees understand what is being assigned to them.	15	3.33	100.0		67%	33%	

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
36. Recognizes the contributions that others make to the department.	3.53	3.20	3.33	3.20	-0.13 ▼
37. Gives employees autonomy to complete tasks on their own.	3.20	3.27	3.07	3.33	+0.26 ▲
38. Encourages employees to solve problems on their own.	3.13	3.40	3.33	3.07	-0.27 ▼
39. Allows employees to take training to increase their skill levels so that they can be more independent.	3.20	3.27	3.00	3.33	+0.33 ▲
40. Ensures employees understand what is being assigned to them.	3.00	3.20	3.27	3.33	+0.07 ▲

Organizational Fluency

Able to work within the department/division/organization. Understand how different parts of the business interact.

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
41. Able to explain departmental policies and procedures to others.	15	3.33	93.3	7%	53%	40%	
42. Effective in communicating with others within the organization.	15	3.40	93.3	7%	47%	47%	
43. Anticipates problems that may affect the department.	15	3.13	86.7	13%	60%	27%	
44. Able to deal with sensitive issues with tact and professionalism.	15	3.27	100.0		73%	27%	
45. Adept at navigating within the culture of the department.	15	3.47	100.0		53%	47%	

Time Comparisons by Item

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The direction of change is indicated by a colored triangle.

Item	2021	2022	2023	2024	Change
41. Able to explain departmental policies and procedures to others.	3.47	3.20	2.93	3.33	+0.40 ▲
42. Effective in communicating with others within the organization.	3.27	3.53	3.13	3.40	+0.27 ▲
43. Anticipates problems that may affect the department.	3.87	3.13	3.20	3.13	-0.07 ▼
44. Able to deal with sensitive issues with tact and professionalism.	3.33	3.27	3.87	3.27	-0.60 ▼
45. Adept at navigating within the culture of the department.	3.20	3.33	3.13	3.47	+0.33 ▲