

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.

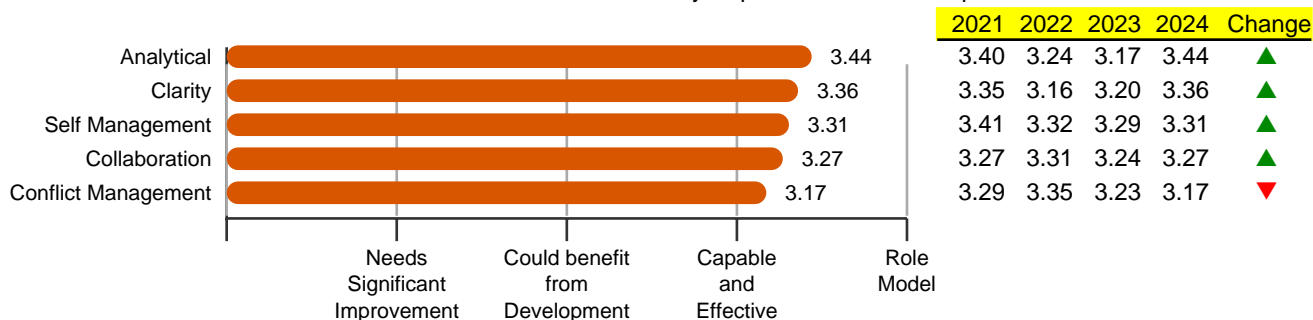
What to Do with Your Feedback

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

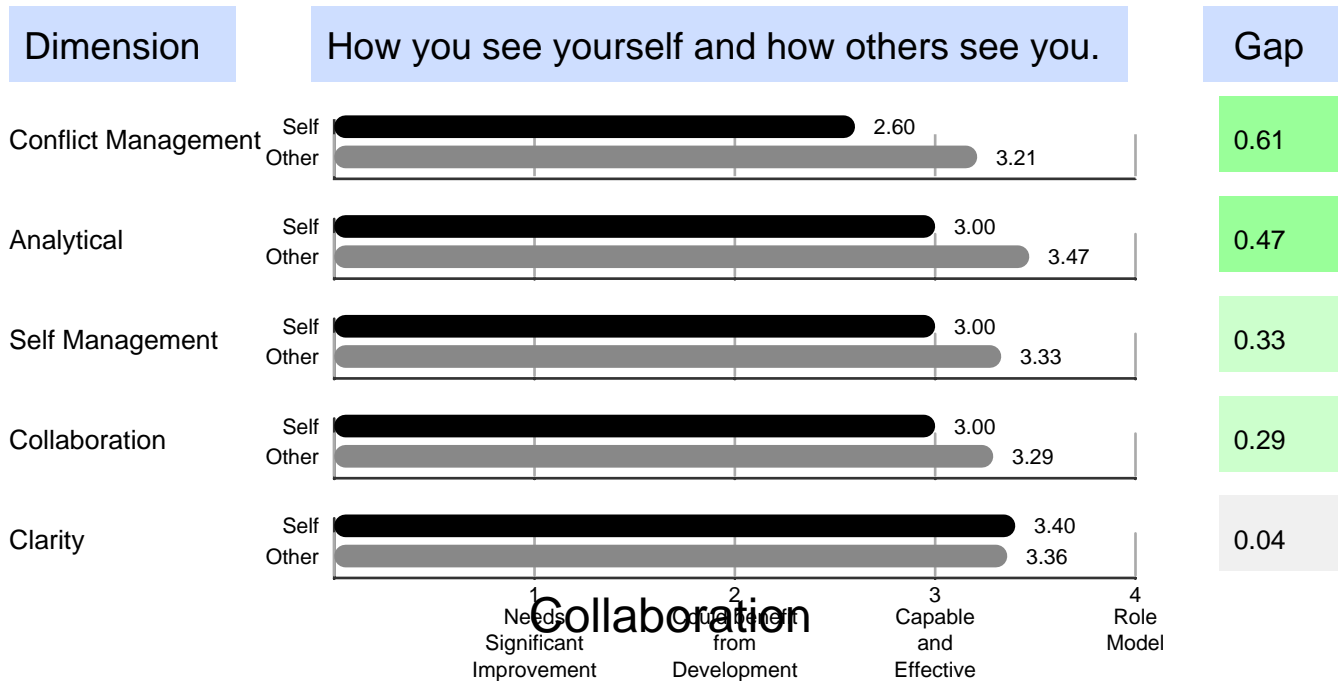
In this feedback process, the questionnaire items prompted respondents to evaluate specific behaviors and competencies recognized by COMPANY's present leaders. These behaviors and competencies are categorized into 5 principal dimensions of leadership.

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.



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 (Needs Significant Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Significant Improvement	Could benefit from Development	Capable and Effective	Role Model
1. Encourages teammates to settle their differences and work together.	15	3.20	86.7	13%	53%	33%	
2. Effectively uses digital tools do you use to improve collaboration in the department.	15	3.33	100.0		67%	33%	
3. Identifies and organizes partnerships and alliances.	15	3.33	93.3	7%	53%	40%	
4. Considers the views of other colleagues and associates.	15	3.27	93.3	7%	60%	33%	
5. Respects other committee 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. Encourages teammates to settle their differences and work together.	3.20	3.20	3.00	3.20	+0.20 ▲
2. Effectively uses digital tools do you use to improve collaboration in the department.	3.27	3.40	3.40	3.33	-0.07 ▼
3. Identifies and organizes partnerships and alliances.	3.40	3.40	3.27	3.33	+0.07 ▲
4. Considers the views of other colleagues and associates.	3.47	3.33	3.40	3.27	-0.13 ▼
5. Respects other committee members.	3.00	3.20	3.13	3.21	+0.08 ▲

Self Management

Manages own responses to feelings and actions. Uses introspection and self-evaluation to improve their own performance.

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 (Needs Significant Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Significant Improvement	Could benefit from Development	Capable and Effective	Role Model
6. Deals with conflict by controlling own emotions by listening, being flexible, and sincere in responding.	15	3.47	100.0		53%	47%	
7. Sets an example for associates during stressful periods by maintaining a positive, can-do attitude.	15	3.40	93.3	7%	47%	47%	
8. Does not allow own emotions to interfere with the performance of others.	15	3.20	86.7	13%	53%	33%	
9. Is aware of personal impact on others and adjusts behavior to create a positive leadership presence.	15	3.27	86.7	13%	47%	40%	
10. Analyzes own reactions on the spot to ensure that communication does not appear to be driven by anger.	15	3.20	93.3	7%	67%	27%	

Time Comparisons by Item

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Item	2021	2022	2023	2024	Change
6. Deals with conflict by controlling own emotions by listening, being flexible, and sincere in responding.	3.40	3.13	3.07	3.47	+0.40 ▲
7. Sets an example for associates during stressful periods by maintaining a positive, can-do attitude.	3.40	3.20	3.33	3.40	+0.07 ▲
8. Does not allow own emotions to interfere with the performance of others.	3.40	3.40	3.20	3.20	
9. Is aware of personal impact on others and adjusts behavior to create a positive leadership presence.	3.53	3.40	3.60	3.27	-0.33 ▼
10. Analyzes own reactions on the spot to ensure that communication does not appear to be driven by anger.	3.33	3.47	3.27	3.20	-0.07 ▼

Analytical

Analytical skills are the ability to think critically, be open-minded, and reduce complex issues into more manageable parts. The ability to collect, validate, and analyze data is important for making decisions, forecasting, and developing models. Attention to detail and a willingness to work with quantitative data are needed. Having a good understanding of systems, how to present data, and how to conduct research is useful. Analytical skills also require a certain degree of curiosity.

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 (Needs Significant Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Significant Improvement	Could benefit from Development	Capable and Effective	Role Model
11. Reduces issues to their fundamental elements.	15	3.67	100.0	33%	67%		
12. Able to interpret and analyze data.	15	3.40	93.3	7%	47%	47%	
13. Uses statistics to find hidden patterns, connections, and trends in data.	15	3.13	86.7	13%	60%	27%	
14. Is willing to revise own views when presented with new, credible information.	15	3.47	100.0	53%	47%		
15. Is willing to seek out and consider alternative viewpoints.	15	3.53	100.0	47%	53%		

Time Comparisons by Item

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Item	2021	2022	2023	2024	Change
11. Reduces issues to their fundamental elements.	3.40	3.40	3.27	3.67	+0.40 ▲
12. Able to interpret and analyze data.	3.53	3.20	3.00	3.40	+0.40 ▲
13. Uses statistics to find hidden patterns, connections, and trends in data.	3.20	3.21	3.40	3.13	-0.27 ▼
14. Is willing to revise own views when presented with new, credible information.	3.20	3.13	3.00	3.47	+0.47 ▲
15. Is willing to seek out and consider alternative viewpoints.	3.67	3.27	3.20	3.53	+0.33 ▲

Clarity

Is clear in written documents, public speaking, instructions, and performance evaluations.
Able to express ideas effectively.

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 (Needs Significant Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Significant Improvement	Could benefit from Development	Capable and Effective	Role Model
16. Adjusts communication methods to the needs of the audience.	15	3.47	93.3	7%	40%	53%	
17. Clearly defines work objectives for employees.	15	2.93	73.3	27%	53%	20%	
18. Clarifies problems and their causes to help employees correct them.	15	3.40	93.3	7%	47%	47%	
19. Communicates ideas and facts clearly and effectively in writing.	15	3.53	100.0		47%	53%	
20. Makes sure goals and objectives are clearly and thoroughly explained and understood.	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. Adjusts communication methods to the needs of the audience.	3.33	3.00	3.07	3.47	+0.40 ▲
17. Clearly defines work objectives for employees.	3.40	3.20	3.33	2.93	-0.40 ▼
18. Clarifies problems and their causes to help employees correct them.	3.47	3.53	3.20	3.40	+0.20 ▲
19. Communicates ideas and facts clearly and effectively in writing.	3.13	2.87	3.53	3.53	
20. Makes sure goals and objectives are clearly and thoroughly explained and understood.	3.40	3.20	2.87	3.47	+0.60 ▲

Conflict Management

Conflict management is the process of effectively resolving disputes by addressing underlying issues, preventing escalation, and ensuring clear communication. It involves finding common ground, fostering compromise, and actively listening to all parties. Successful conflict managers facilitate collaboration, recognize diverse perspectives, and remain open to change. They are responsive, persuasive, analytical, strategic, and inquisitive, ensuring a balanced and constructive approach to conflict resolution.

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 (Needs Significant Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Significant Improvement	Could benefit from Development	Capable and Effective	Role Model
21. Avoids being judgmental and micromanaging of employees.	15	3.00	80.0	20%	60%		20%
22. Facilitates both parties in collaboratively seeking a compromise.	15	3.53	100.0		47%	53%	
23. Identifies areas of agreement and common ground to form basis of resolution.	15	3.13	86.7	13%	60%		27%
24. Settles disputes with agreement from both parties.	15	3.13	80.0	7%	13%	40%	40%
25. Prevents minor issues from escalating into major problems.	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. Avoids being judgmental and micromanaging of employees.	3.47	3.13	3.20	3.00	-0.20 ▼
22. Facilitates both parties in collaboratively seeking a compromise.	3.20	3.33	3.07	3.53	+0.47 ▲
23. Identifies areas of agreement and common ground to form basis of resolution.	3.20	3.47	3.27	3.13	-0.13 ▼
24. Settles disputes with agreement from both parties.	3.33	3.47	3.33	3.13	-0.20 ▼
25. Prevents minor issues from escalating into major problems.	3.27	3.33	3.27	3.07	-0.20 ▼