

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.

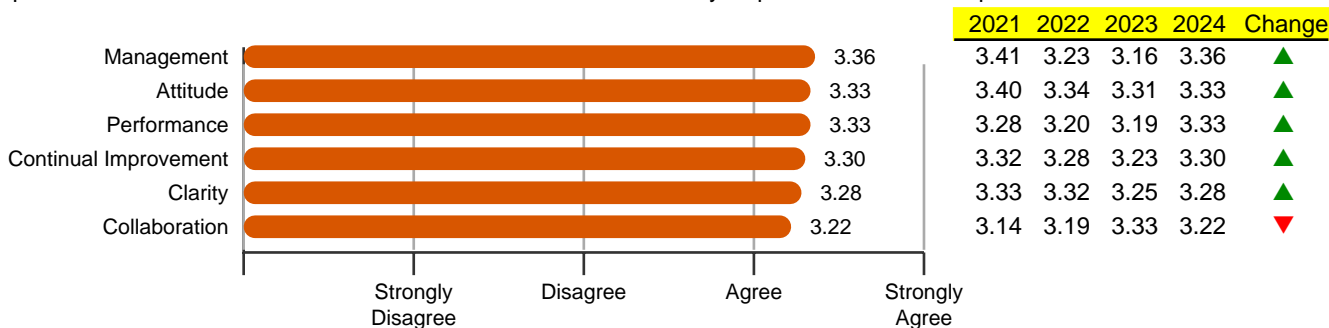
What to Do with Your Feedback

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 6 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.



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
1. Promotes training and development opportunities to enhance job performance.	15	3.20	86.7	13%	53%	33%	
2. Looks for ways to expand and learn new job skills.	15	3.33	100.0		67%	33%	
3. Looks for ways to expand current job responsibilities.	15	3.33	93.3	7%	53%	40%	
4. Looks for ways to improve work processes and procedures.	15	3.27	93.3	7%	60%	33%	
5. Open to the suggestions from others.	14	3.21	85.7	14%	50%	36%	
6. Analyzes processes to determine areas for improvement.	15	3.47	100.0		53%	47%	
7. Encourages an employee culture of continuous	15	3.40	93.3	7%	47%	47%	

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
8. Searches for new methods, techniques, and processes that increase efficiency and reduce costs.	15	3.20	86.7	13%	53%	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
1. Promotes training and development opportunities to enhance job performance.	3.20	3.20	3.00	3.20	+0.20 ▲
2. Looks for ways to expand and learn new job skills.	3.27	3.40	3.40	3.33	-0.07 ▼
3. Looks for ways to expand current job responsibilities.	3.40	3.40	3.27	3.33	+0.07 ▲
4. Looks for ways to improve work processes and procedures.	3.47	3.33	3.40	3.27	-0.13 ▼
5. Open to the suggestions from others.	3.00	3.20	3.13	3.21	+0.08 ▲
6. Analyzes processes to determine areas for improvement.	3.40	3.13	3.07	3.47	+0.40 ▲
7. Encourages an employee culture of continuous improvement to seek out better ways of doing things.	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	

Attitude

Exhibits and maintains a positive disposition.

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
9. Treats all people fairly and with respect.	15	3.27	86.7	13%	47%	40%	
10. Contributes to a positive work environment.	15	3.20	93.3	7%	67%	27%	
11. Works to eliminate unnecessary work or barriers that get in others' way.	15	3.67	100.0		33%	67%	
12. Visibly supports and encourages diversity in style and background.	15	3.40	93.3	7%	47%	47%	
13. Shows by their actions that they trust in the positive intentions of others.	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
9. Treats all people fairly and with respect.	3.53	3.40	3.60	3.27	-0.33 ▼
10. Contributes to a positive work environment.	3.33	3.47	3.27	3.20	-0.07 ▼
11. Works to eliminate unnecessary work or barriers that get in others' way.	3.40	3.40	3.27	3.67	+0.40 ▲
12. Visibly supports and encourages diversity in style and background.	3.53	3.20	3.00	3.40	+0.40 ▲
13. Shows by their actions that they trust in the positive intentions of others.	3.20	3.21	3.40	3.13	-0.27 ▼

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
14. Makes you feel enthusiastic about your work	15	3.47	100.0		53%	47%	
15. Sets an example for others to follow	15	3.53	100.0		47%	53%	
16. Is ready to offer help	15	3.47	93.3	7%	40%	53%	
17. Takes responsibility for things that go wrong	15	2.93	73.3	27%	53%	20%	
18. Delegate tasks effectively	15	3.40	93.3	7%	47%	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
14. Makes you feel enthusiastic about your work	3.20	3.13	3.00	3.47	+0.47 ▲
15. Sets an example for others to follow	3.67	3.27	3.20	3.53	+0.33 ▲
16. Is ready to offer help	3.33	3.00	3.07	3.47	+0.40 ▲
17. Takes responsibility for things that go wrong	3.40	3.20	3.33	2.93	-0.40 ▼
18. Delegate tasks effectively	3.47	3.53	3.20	3.40	+0.20 ▲

Performance

Maintains high level of 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 (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
19. Has great overall performance	15	3.53	100.0	47%	53%		
20. Shown significant improvement in job performance.	15	3.47	100.0	53%	47%		
21. Works effectively in the department.	15	3.00	80.0	20%	60%	20%	
22. ...Overall Performance	15	3.53	100.0	47%	53%		
23. ...Produce Quality	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
19. Has great overall performance	3.13	2.87	3.53	3.53	
20. Shown significant improvement in job performance.	3.40	3.20	2.87	3.47	+0.60 ▲
21. Works effectively in the department.	3.47	3.13	3.20	3.00	-0.20 ▼
22. ...Overall Performance	3.20	3.33	3.07	3.53	+0.47 ▲
23. ...Produce Quality	3.20	3.47	3.27	3.13	-0.13 ▼

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 (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
24. Writes clear job descriptions for positions in the organization.	15	3.13	80.0	7%	13%	40%	40%
25. Uses appropriate grammar and tense in communications.	15	3.07	86.7	13%	67%	20%	
26. Clearly explains responsibilities to individuals.	15	3.20	93.3	7%	60%	33%	
27. Makes sure goals and objectives are clearly and thoroughly explained and understood.	15	3.40	93.3	7%	47%	47%	
28. Provides a clear vision for the future.	15	3.60	93.3	7%	27%	67%	

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
24. Writes clear job descriptions for positions in the organization.	3.33	3.47	3.33	3.13	-0.20 ▼
25. Uses appropriate grammar and tense in communications.	3.27	3.33	3.27	3.07	-0.20 ▼
26. Clearly explains responsibilities to individuals.	3.53	3.33	3.33	3.20	-0.13 ▼
27. Makes sure goals and objectives are clearly and thoroughly explained and understood.	3.20	3.33	2.93	3.40	+0.47 ▲
28. Provides a clear vision for the future.	3.33	3.13	3.40	3.60	+0.20 ▲

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
29. Readily shares information with other group members.	15	3.20	86.7	13%	53%	33%	
30. Works with others to achieve common objectives.	14	3.00	92.9	7%	79%	14%	
31. Creates an environment where others feel comfortable sharing knowledge and information.	15	3.33	93.3	7%	53%	40%	
32. Builds and strengthens relationships to improve collaboration and leadership.	14	3.29	100.0		71%	29%	
33. Fosters strong collaborative relationships with suppliers.	15	3.27	100.0		73%	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
29. Readily shares information with other group members.	3.21	3.20	3.20	3.20	
30. Works with others to achieve common objectives.	2.87	3.27	3.07	3.00	-0.07 ▼
31. Creates an environment where others feel comfortable sharing knowledge and information.	3.13	3.07	3.47	3.33	-0.13 ▼
32. Builds and strengthens relationships to improve collaboration and leadership.	3.40	3.07	3.60	3.29	-0.31 ▼
33. Fosters strong collaborative relationships with suppliers.	3.07	3.33	3.33	3.27	-0.07 ▼