



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.

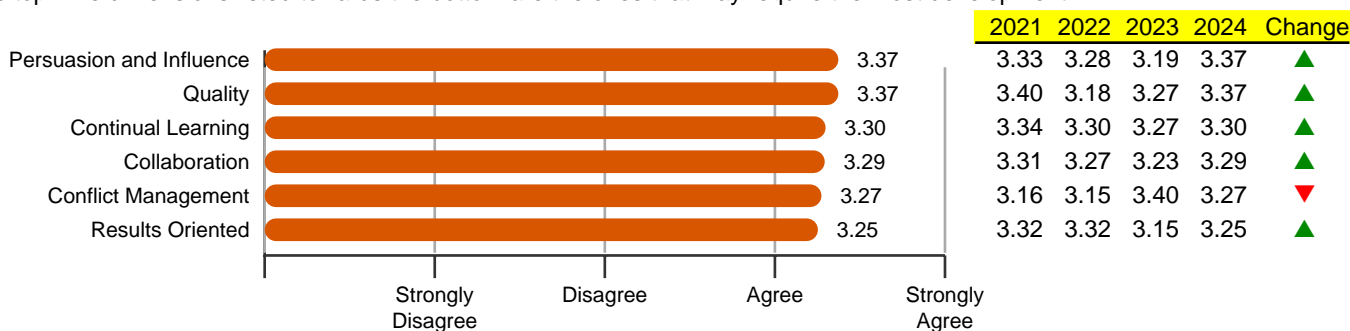
What to Do with Your Feedback

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

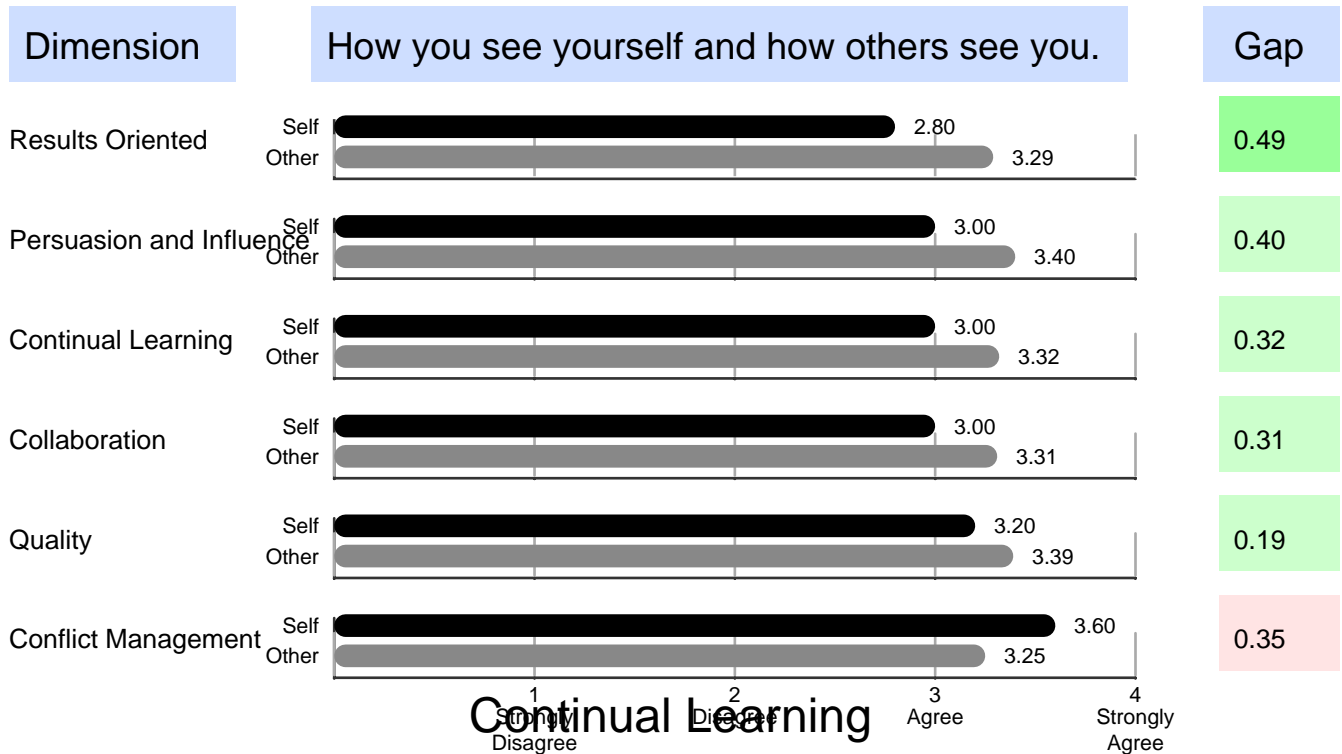
In this feedback process, the questionnaire items prompted respondents to evaluate specific behaviors and competencies recognized by COMPANY's present leaders. These behaviors and competencies are categorized into 6 principal dimensions of leadership.

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.



Always open to new ideas and seeking opportunities to learn. Takes the initiative to advance their knowledge and skills.

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. Views setbacks as opportunities to learn from.	15	3.20	86.7	13%	53%	33%	
2. Sets relevant learning objectives and goals.	15	3.33	100.0		67%	33%	
3. Pursues learning that will enhance job performance.	15	3.33	93.3	7%	53%	40%	
4. Improves on their skill sets.	15	3.27	93.3	7%	60%	33%	
5. Pursues professional development opportunities when they arise.	14	3.21	85.7	14%	50%	36%	
6. Is open to new ideas and concepts.	15	3.47	100.0		53%	47%	
7. Takes charge of their training and skills enhancement.	15	3.40	93.3	7%	47%	47%	

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
8. Seeks opportunities to grow in skills and knowledge.	15	3.20	86.7	13%	53%	33%	
9. Grasps new ideas, concepts, technical, or business knowledge.	15	3.27	86.7	13%	47%	40%	

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. Views setbacks as opportunities to learn from.	3.20	3.20	3.00	3.20	+0.20 ▲
2. Sets relevant learning objectives and goals.	3.27	3.40	3.40	3.33	-0.07 ▼
3. Pursues learning that will enhance job performance.	3.40	3.40	3.27	3.33	+0.07 ▲
4. Improves on their skill sets.	3.47	3.33	3.40	3.27	-0.13 ▼
5. Pursues professional development opportunities when they arise.	3.00	3.20	3.13	3.21	+0.08 ▲
6. Is open to new ideas and concepts.	3.40	3.13	3.07	3.47	+0.40 ▲
7. Takes charge of their training and skills enhancement.	3.40	3.20	3.33	3.40	+0.07 ▲
8. Seeks opportunities to grow in skills and knowledge.	3.40	3.40	3.20	3.20	
9. Grasps new ideas, concepts, technical, or business knowledge.	3.53	3.40	3.60	3.27	-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
10. Attempts to persuade others rather than simply control them.	15	3.20	93.3	7%	67%	27%	
11. Persuades others to consider alternative points of view.	15	3.67	100.0	33%	67%		
12. Seeks to obtain consensus or compromise.	15	3.40	93.3	7%	47%	47%	
13. Develops a good rapport with others.	15	3.13	86.7	13%	60%	27%	
14. Communicates effectively with others.	15	3.47	100.0	53%	47%		

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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
10. Attempts to persuade others rather than simply control them.	3.33	3.47	3.27	3.20	-0.07 ▼
11. Persuades others to consider alternative points of view.	3.40	3.40	3.27	3.67	+0.40 ▲
12. Seeks to obtain consensus or compromise.	3.53	3.20	3.00	3.40	+0.40 ▲
13. Develops a good rapport with others.	3.20	3.21	3.40	3.13	-0.27 ▼
14. Communicates effectively with others.	3.20	3.13	3.00	3.47	+0.47 ▲

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
15. Provides advice and guidance to team members on improving quality controls.	15	3.53	100.0			47%	53%
16. Effectively coordinates with other departments to improve quality.	15	3.47	93.3	7%	40%		53%
17. Identifies strategies and their associated risks to improve quality.	15	2.93	73.3	27%		53%	20%
18. Encourages others to achieve high quality standards.	15	3.40	93.3	7%	47%		47%
19. Effectively works with Quality Control (QC) engineers.	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
15. Provides advice and guidance to team members on improving quality controls.	3.67	3.27	3.20	3.53	+0.33 ▲
16. Effectively coordinates with other departments to improve quality.	3.33	3.00	3.07	3.47	+0.40 ▲
17. Identifies strategies and their associated risks to improve quality.	3.40	3.20	3.33	2.93	-0.40 ▼
18. Encourages others to achieve high quality standards.	3.47	3.53	3.20	3.40	+0.20 ▲
19. Effectively works with Quality Control (QC) engineers.	3.13	2.87	3.53	3.53	

Results Oriented

Results Orientation is an attitude of focusing on achieving results. Facilitated by a combination of job skills and personal attributes, individuals must set and prioritize goals, plan actions while remaining flexible to change as the situation changes. Stays focused on the task, avoid distractions and overcoming obstacles. These individuals are highly motivated and prefer to take action.

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
20. Is considered a high achiever.	15	3.47	100.0		53%	47%	
21. Creates measures of performance to track progress.	15	3.00	80.0	20%	60%		20%
22. Completes all required coursework.	15	3.53	100.0		47%	53%	
23. Sets benchmarks and milestones to measure progress toward the objectives.	15	3.13	86.7	13%	60%		27%
24. Completes urgent tasks first.	15	3.13	80.0	7%	13%	40%	40%

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
20. Is considered a high achiever.	3.40	3.20	2.87	3.47	+0.60 ▲
21. Creates measures of performance to track progress.	3.47	3.13	3.20	3.00	-0.20 ▼
22. Completes all required coursework.	3.20	3.33	3.07	3.53	+0.47 ▲
23. Sets benchmarks and milestones to measure progress toward the objectives.	3.20	3.47	3.27	3.13	-0.13 ▼
24. Completes urgent tasks first.	3.33	3.47	3.33	3.13	-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
25. Keeps everyone aligned and motivated to maintain a cohesive and productive team.	15	3.07	86.7	13%	67%	20%	
26. Shares skills and time to help the team thrive.	15	3.20	93.3	7%	60%	33%	
27. Cultivates a collaborative culture that drives innovation, productivity, and employee satisfaction.	15	3.40	93.3	7%	47%	47%	
28. Gains the cooperation of others to accomplish common goals and objectives.	15	3.60	93.3	7%	27%	67%	
29. Fosters strong collaborative relationships with suppliers.	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
25. Keeps everyone aligned and motivated to maintain a cohesive and productive team.	3.27	3.33	3.27	3.07	-0.20 ▼
26. Shares skills and time to help the team thrive.	3.53	3.33	3.33	3.20	-0.13 ▼
27. Cultivates a collaborative culture that drives innovation, productivity, and employee satisfaction.	3.20	3.33	2.93	3.40	+0.47 ▲
28. Gains the cooperation of others to accomplish common goals and objectives.	3.33	3.13	3.40	3.60	+0.20 ▲
29. Fosters strong collaborative relationships with suppliers.	3.21	3.20	3.20	3.20	

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 (Strongly Disagree) to green (Strongly Agree).

Item	n	Avg	LOA	Strongly Disagree	Disagree	Agree	Strongly Agree
30. Promotes employee engagement to reduce tensions and negativity, creating an environment where conflicts are easily managed.	14	3.00	92.9	7%	79%	14%	
31. Seeks to remove misperceptions that may contribute toward conflict.	15	3.33	93.3	7%	53%	40%	
32. Facilitates both parties in collaboratively seeking a compromise.	14	3.29	100.0		71%	29%	
33. Addresses contentious issues earlier rather than later.	15	3.27	100.0		73%	27%	
34. Avoids being judgmental and micromanaging of employees.	15	3.47	93.3	7%	40%	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
30. Promotes employee engagement to reduce tensions and negativity, creating an environment where conflicts are easily managed.	2.87	3.27	3.07	3.00	-0.07 ▼
31. Seeks to remove misperceptions that may contribute toward conflict.	3.13	3.07	3.47	3.33	-0.13 ▼
32. Facilitates both parties in collaboratively seeking a compromise.	3.40	3.07	3.60	3.29	-0.31 ▼
33. Addresses contentious issues earlier rather than later.	3.07	3.33	3.33	3.27	-0.07 ▼
34. Avoids being judgmental and micromanaging of employees.	3.33	3.00	3.53	3.47	-0.07 ▼