

Name:

Sample Group Report

Date:

19/Mar/2018

Introduction

This report summarises the results of the 360° feedback survey for Sample Group Report. The data is gathered from the ratings given by the individual's nominated respondents. The individual included in this report are below (individuals with a * haven't completed their self survey):

Person

Sample Person

The individuals completed the following survey:

Manager 360° feedback

The individual's respondents rated the frequency with which the individual uses behaviours at work using the following rating scale:

- **n/a.** Not applicable for this individual in their current role
- **1.** Rarely/never exhibits behaviour - significant development required
- **2.** Sometimes exhibits behaviour - development would improve consistency of the behaviour
- **3.** Usually exhibits behaviour with an effective outcome
- **4.** Always exhibits behaviour and is at times exceptional
- **5.** Consistently exhibits exceptional behaviour and is an inspiration to colleagues

The maximum score is 5 and the minimum score is 1. Therefore higher scores indicate areas of strength for the group and individuals within it, whereas lower scores indicate areas which could be improved through development interventions.

Overview of the report

This report has been designed to provide a clear indication of the strengths and development areas for the group. Armed with this information you will be able to make accurate decisions relating to development.

The report is broken down into the following sections:

Group details

This section provides an overview of the group reported on in the report including a full respondent breakdown.

Overall Summary

This provides an overview by competency/behaviour for the whole group compared to an external comparison group. The 10 highest and lowest scoring questions for the group are also displayed to help identify the key strengths and development areas.

Breakdown by competency

Provides a breakdown of the group performance by question for each competency.

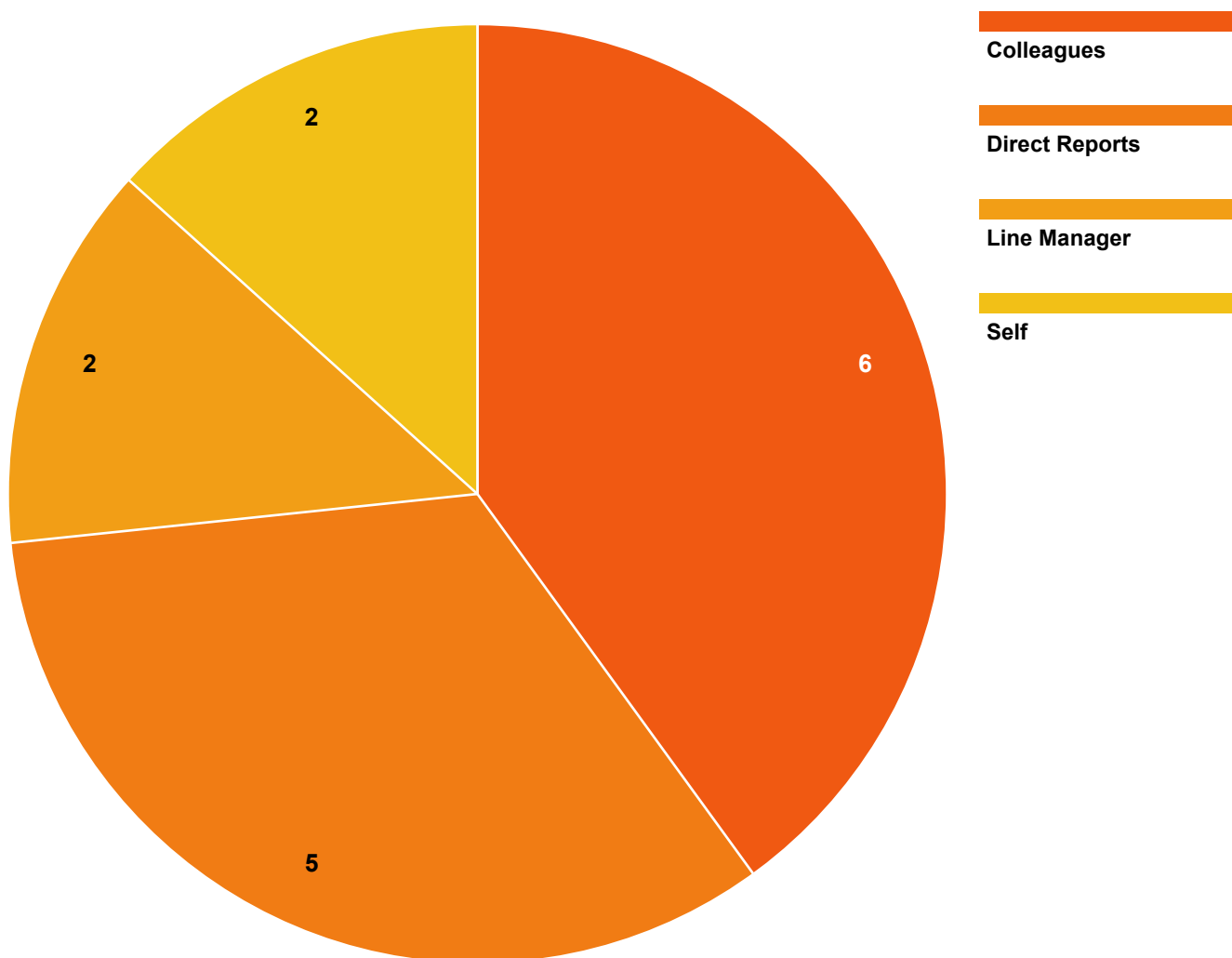
Group Details

Please find below details of the group reported on in this report:

- 2 members invited to participate
- Total nominees invited 13
- Total nominees completed 13
- Percentage completion rate 100%

Respondent breakdown

The below pie chart shows the breakdown of responses by nomination category for the group

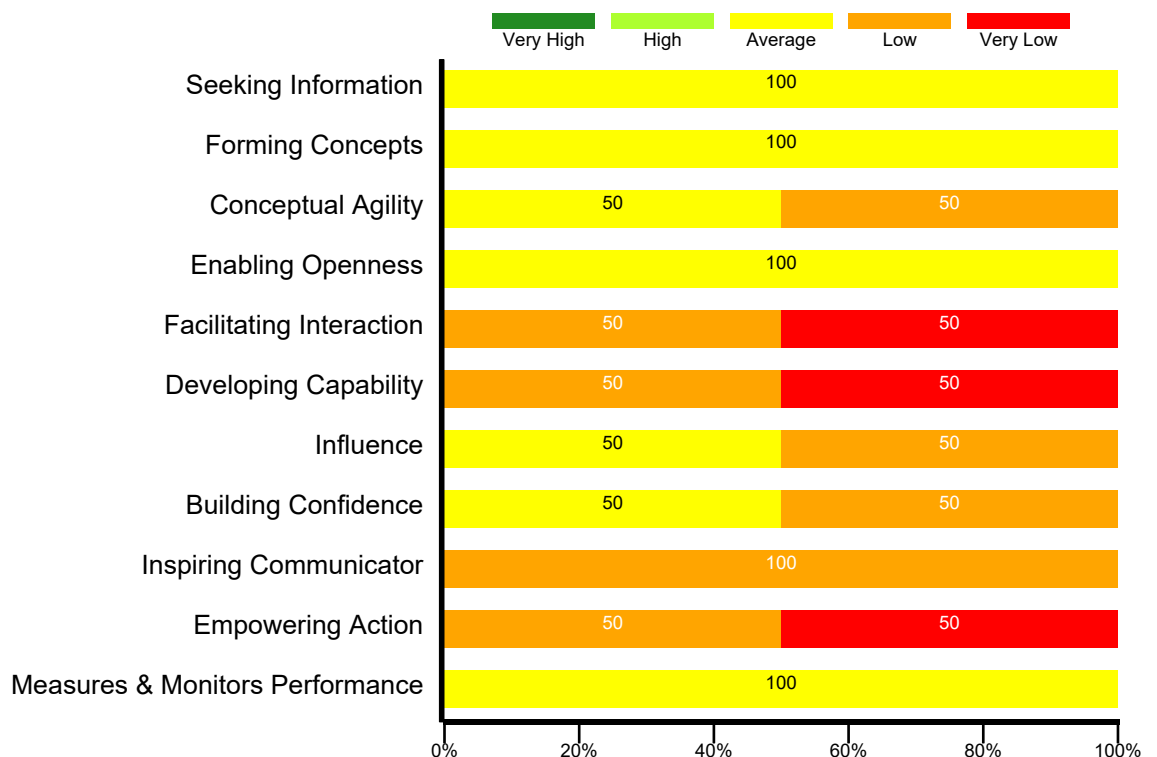


Overall Summary

This report looks at the overall scores of the **2** individuals in this group as rated by everyone else. The bars show the percentage number of people in each range. The ranges are calculated when compared with the external comparison group **UK Managers, cross-industry (N=2102)**. The following approximate percentages would be expected in each range

- **Very High:** Approximately 10% would be expected to be in this range
- **High:** Approximately 20% would be expected to be in this range
- **Average:** Approximately 40% would be expected to be in this range
- **Low:** Approximately 20% would be expected to be in this range
- **Very Low:** Approximately 10% would be expected to be in this range

Sample Group



10 Highest Scoring Statements

Score	Managerial Competency	Qu. No	Statement
3.93	Seeking Information	35	They bring information to the table that demonstrates they have carried out a broad search for relevant facts and figures in relation to the task or situation at hand.
3.69	Seeking Information	5	They seek information beyond the scope of the particular issue being addressed in order to understand its wider implications.
3.64	Inspiring Communicator	36	They convey complex, detailed ideas and information in a way that enthuses and engages the listener.
3.61	Measures & Monitors Performance	3	The objectives they set for the business are specifically designed to improve individual, team or business performance.
3.61	Forming Concepts	13	When faced with an issue they seek to understand the underlying cause, not just the symptoms.
3.60	Measures & Monitors Performance	10	They review and modify stretching objectives aimed at adding value to our customers.
3.57	Influence	29	They actively manage their network, calling upon it when the need arises.
3.55	Enabling Openness	8	They respond in a non-judgemental way when listening to thoughts and views that differ to their own.
3.55	Conceptual Agility	34	They critically assess factors that may affect the success of projects or the business.
3.42	Measures & Monitors Performance	42	They provide regular feedback on progress towards target to stakeholders and those people doing the work.

The maximum score is 5 and the minimum score is 1.

10 Lowest Scoring Statements

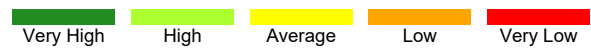
Score	Managerial Competency	Qu. No	Statement
2.37	Facilitating Interaction	4	They encourage others to lead discussions where their specialism allows them to provide clear direction.
2.40	Empowering Action	30	They develop plans detailing objectives, actions and responsibilities for the work they are involved with.
2.68	Developing Capability	2	They hold regular, structured development discussions with their direct reports in which they provide constructive feedback for the purposes of personal development.
2.75	Inspiring Communicator	31	Their communications are clear, concise and structured.
2.75	Facilitating Interaction	9	They actively participate in group discussions with the appropriate amount of contribution.
2.80	Conceptual Agility	40	When considering how to solve a business issue they explore the alternatives.
2.81	Empowering Action	43	They look ahead to remove barriers and constraints so that others can get things done.
2.86	Influence	33	They clearly describe the benefits and advantages of their proposed solutions when seeking support.
2.87	Inspiring Communicator	11	They use humour, analogies and visual aids appropriate for different audiences to create a compelling and vivid message.
2.87	Influence	1	They have developed a wide network of contacts with whom they have reciprocal relationships.

The maximum score is 5 and the minimum score is 1.

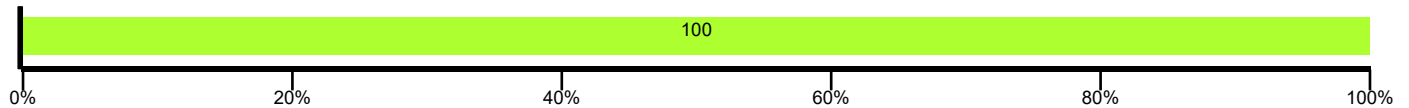
Breakdown by Competency

Seeking Information

Seeks and shares a broad and rich range of information.



Q5. They seek information beyond the scope of the particular issue being addressed in order to understand its wider implications.



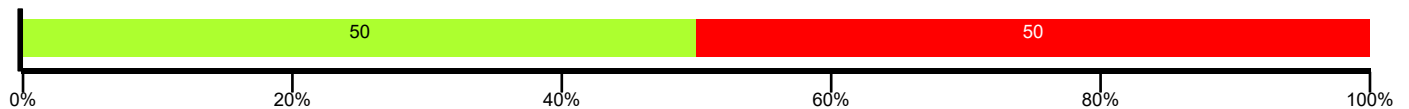
Q16. They exchange relevant information and knowledge with colleagues, customers and suppliers



Q35. They bring information to the table that demonstrates they have carried out a broad search for relevant facts and figures in relation to the task or situation at hand.

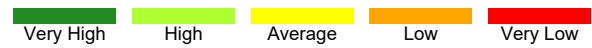


Q44. They ask penetrating questions to find out information from colleagues, clients, competitors and suppliers.



Forming Concepts

Links information together to identify and understand causes and to generate innovative ideas or solutions.



Q13. When faced with an issue they seek to understand the underlying cause, not just the symptoms.



Q17. They consider a wide range of information in order to get to the root cause.



Q26. They develop solutions that take into account the broader business environment

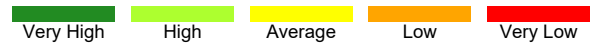


Q38. They are a great source of new ideas and ways of doing things.



Conceptual Agility

Compares the pros and cons of options and solutions to identify the best way forward. Responds comfortably to change or ambiguity.



Q25. They create an over-arching plan or strategy that maximises the benefits and minimises the downside of any original options



Q34. They critically assess factors that may affect the success of projects or the business.



Q39. When faced with a potential issue or barrier they respond with an open mind.

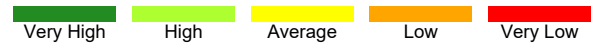


Q40. When considering how to solve a business issue they explore the alternatives.



Enabling Openness

Is non-judgemental; uses open questions, clarifies and shares own thoughts and feelings to understand others' perspective.



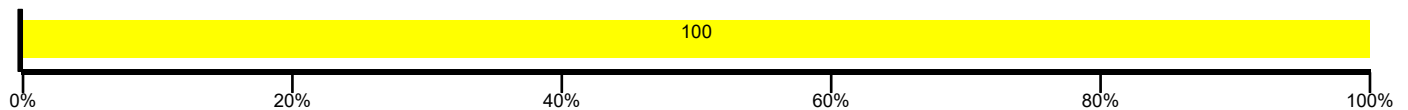
Q6. They use open questions in order to find out other people's points of view, thoughts and feelings.



Q8. They respond in a non-judgemental way when listening to thoughts and views that differ to their own.



Q18. They have built a climate in which others listen and reserve judgement in order to fully understand the ideas and feelings of others.

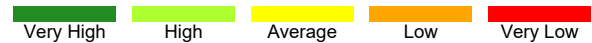


Q22. When it is appropriate they openly share their own thoughts and feeling which makes others feel comfortable to do the same.

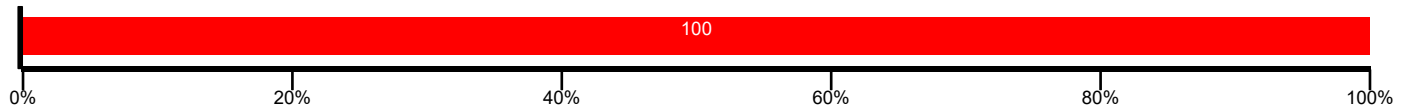


Facilitating Interaction

Brings people together; encourages discussion and contribution from others so that a common understanding is gained.



Q4. They encourage others to lead discussions where their specialism allows them to provide clear direction.



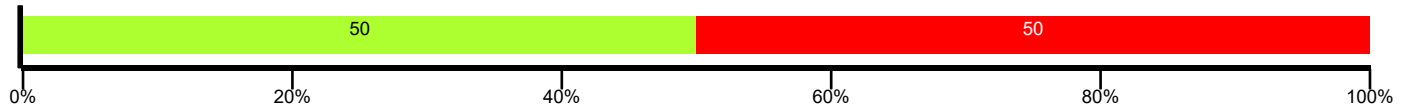
Q9. They actively participate in group discussions with the appropriate amount of contribution.



Q14. During group discussions they ensure focus is maintained on the goals and aims of the group so that the solution that is developed is more powerful than those first contributed.

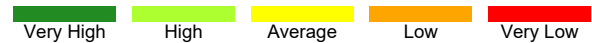


Q24. They encourage discussion and dialogue between team members so they come to a shared understanding of an issue.



Developing Capability

Takes responsibility for development of self and others. Uses feedback, role-modelling coaching and sets stretching challenges.



Q2. They hold regular, structured development discussions with their direct reports in which they provide constructive feedback for the purposes of personal development.



Q27. They recognise and support the development of others by providing access to skills training and personal development courses.



Q32. They take personal responsibility for developing their team in the skills and capabilities required for future success.

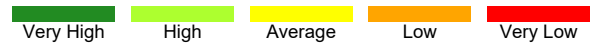


Q41. They are aware of their own personal strengths and areas for development, have shared these with others and seek out opportunities that will stretch and challenge them.



Influence

Sells ideas by highlighting the benefits. Creates a win-win; shows how realisation of own interests or goals will support those of others.



Q1. They have developed a wide network of contacts with whom they have reciprocal relationships.



Q7. When selling their ideas, or persuading others, they identify and articulate how both parties can benefit from the proposal.



Q29. They actively manage their network, calling upon it when the need arises.

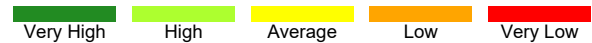


Q33. They clearly describe the benefits and advantages of their proposed solutions when seeking support.

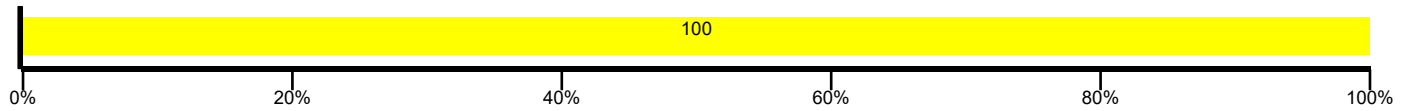


Building Confidence

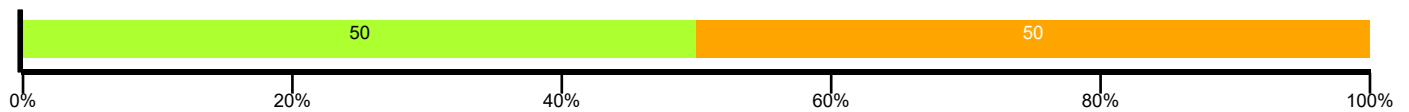
Makes and justifies decisions. Resolves issues with confidence. Motivates, engages, and instils confidence and optimism.



Q12. They appear self-assured by confidently making decisions even when their ideas are challenged.



Q21. When launching a new product, service, or project their enthusiasm, optimism and belief in its future success is felt by others.



Q23. They inspire others to believe in their own ability to succeed.

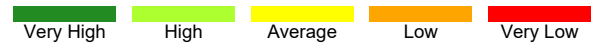


Q28. They openly confront behaviour that has the potential to impact others or the business negatively.



Inspiring Communicator

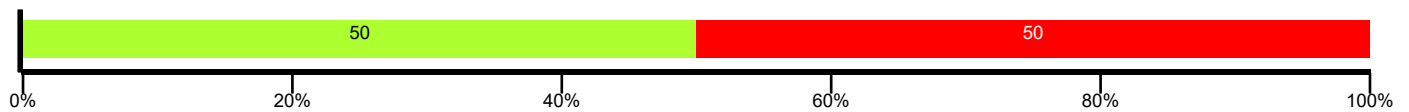
Communicates in a compelling way to ensure that listeners are engaged, and messages are targeted, understood and believed.



Q11. They use humour, analogies and visual aids appropriate for different audiences to create a compelling and vivid message.



Q20. People are left in no doubt as to the key messages they are delivering.



Q31. Their communications are clear, concise and structured.

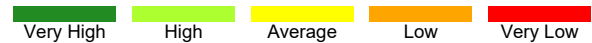


Q36. They convey complex, detailed ideas and information in a way that enthuses and engages the listener.



Empowering Action

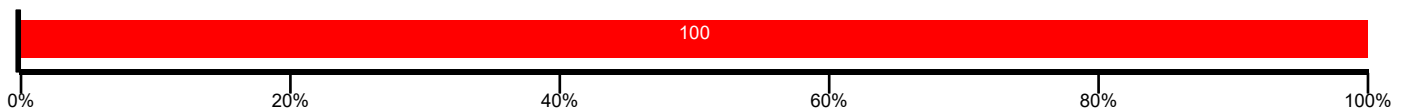
Is proactive and removes barriers so that others can do the same. Goes beyond formal responsibilities in order to achieve this.



Q19. They take personal responsibility for ensuring things get done.



Q30. They develop plans detailing objectives, actions and responsibilities for the work they are involved with.



Q37. They provide a structure that empowers people to take actions when they need to.

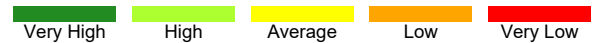


Q43. They look ahead to remove barriers and constraints so that others can get things done.



Measures & Monitors Performance

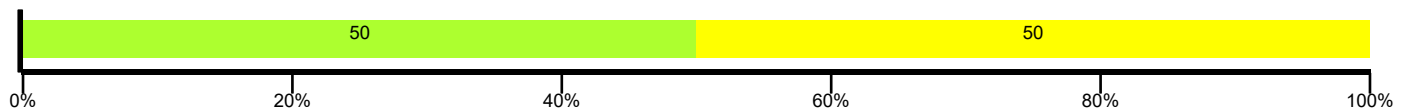
Sets and monitors metrics designed to improve productivity, efficiency, customer satisfaction, and internal capability.



Q3. The objectives they set for the business are specifically designed to improve individual, team or business performance.



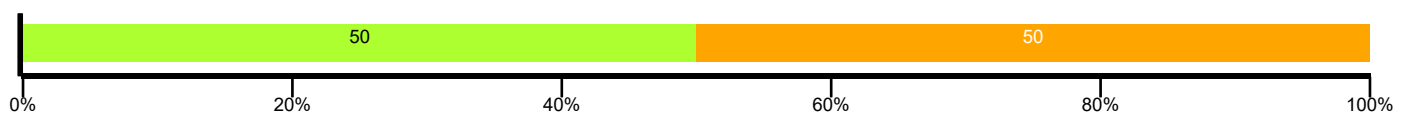
Q10. They review and modify stretching objectives aimed at adding value to our customers.



Q15. They track targets they set for individuals, teams and the business.

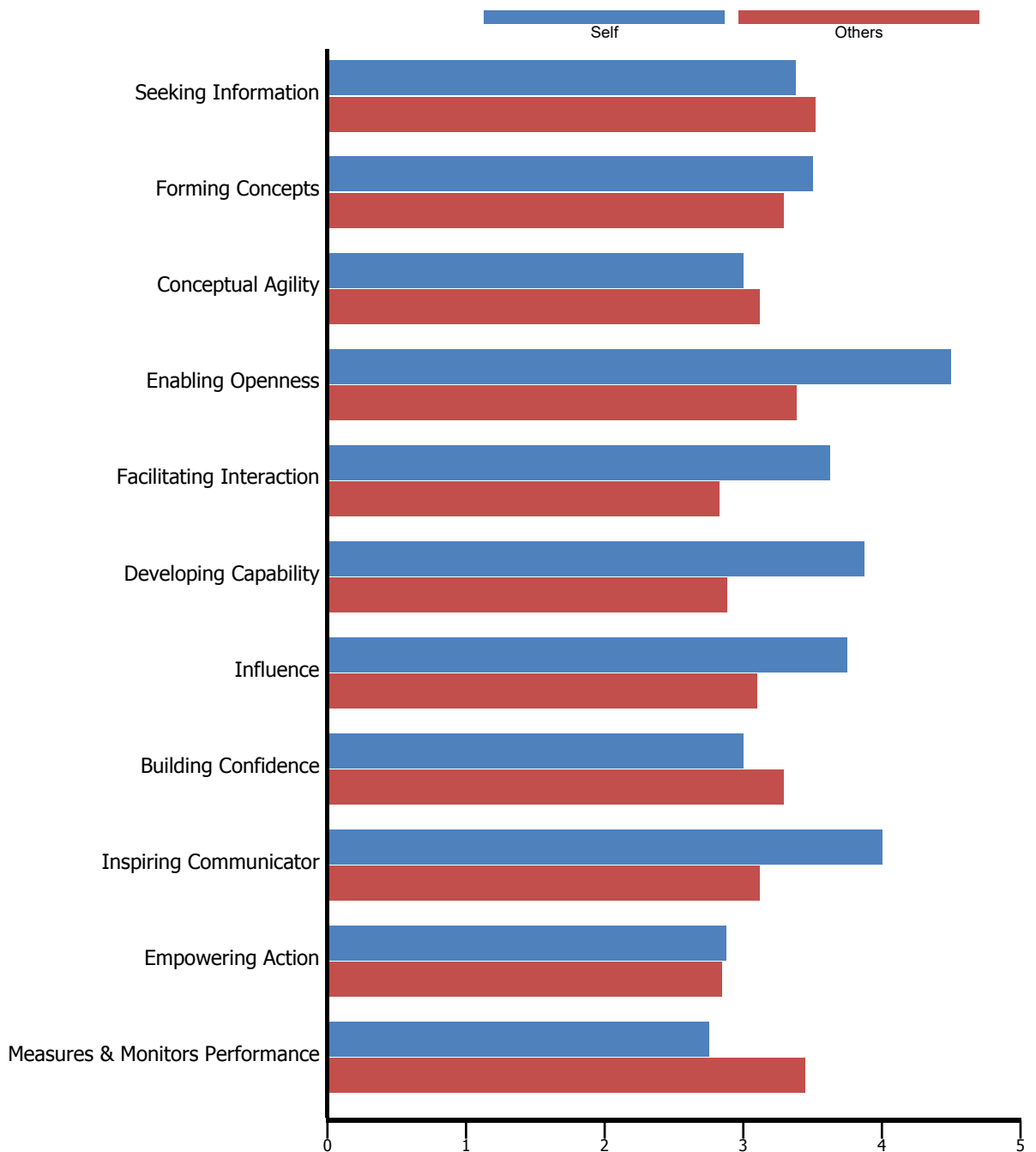


Q42. They provide regular feedback on progress towards target to stakeholders and those people doing the work.



Overall - Average scoring per category

Sample Group

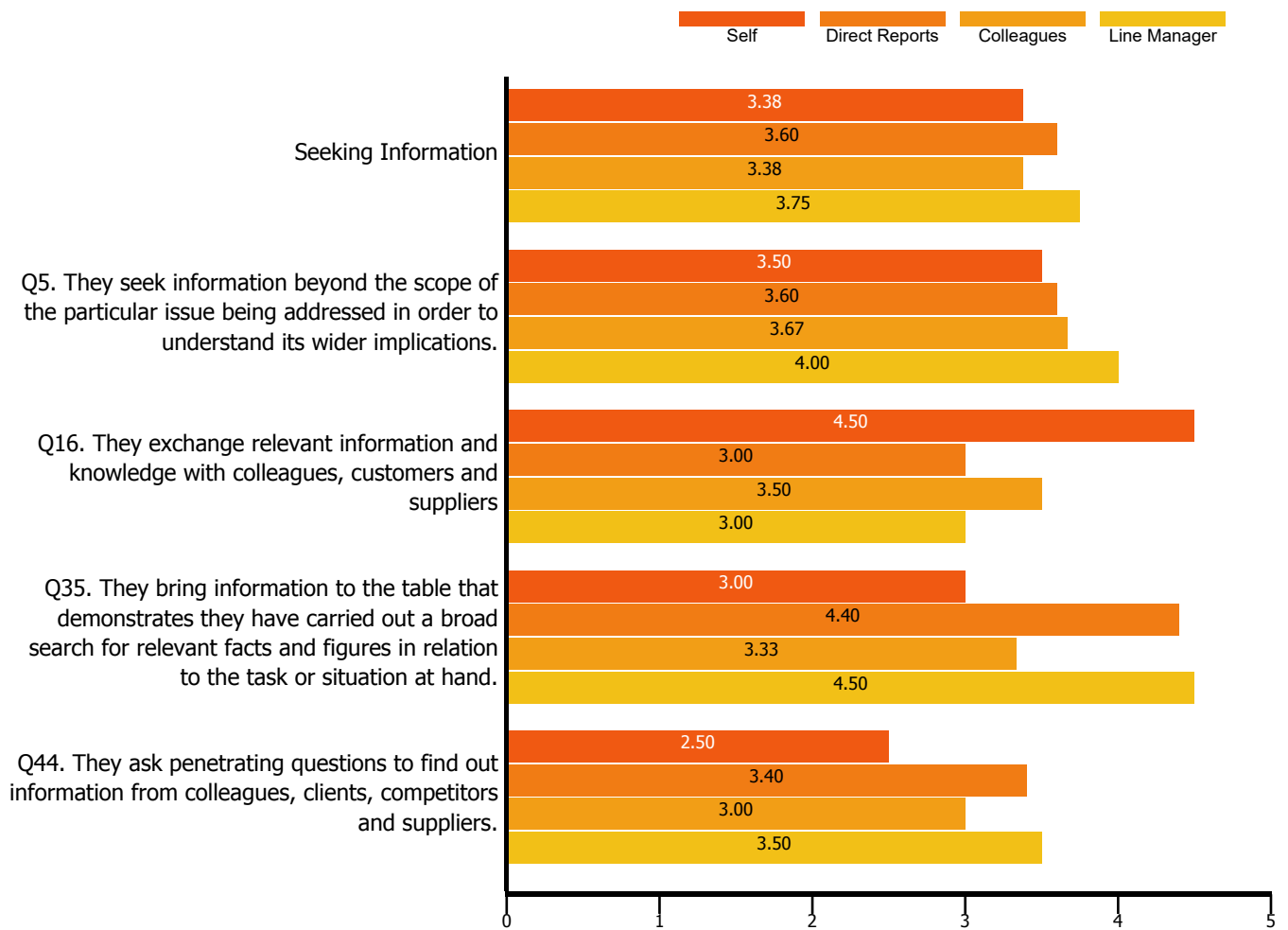


Rating Scale:

- **n/a.** Not applicable for this individual in their current role
- **1.** Rarely/never exhibits behaviour - significant development required
- **2.** Sometimes exhibits behaviour - development would improve consistency of the behaviour
- **3.** Usually exhibits behaviour with an effective outcome
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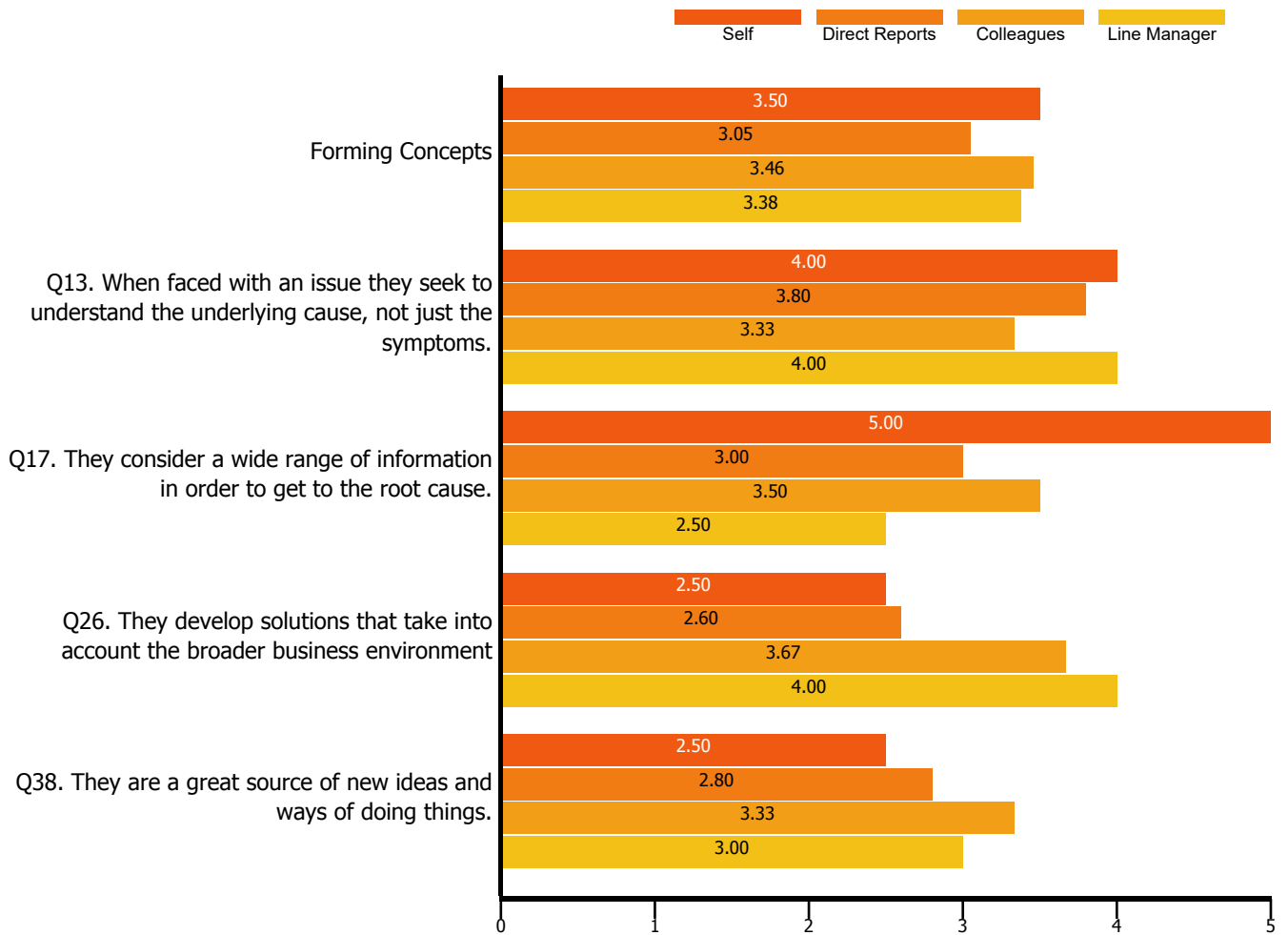
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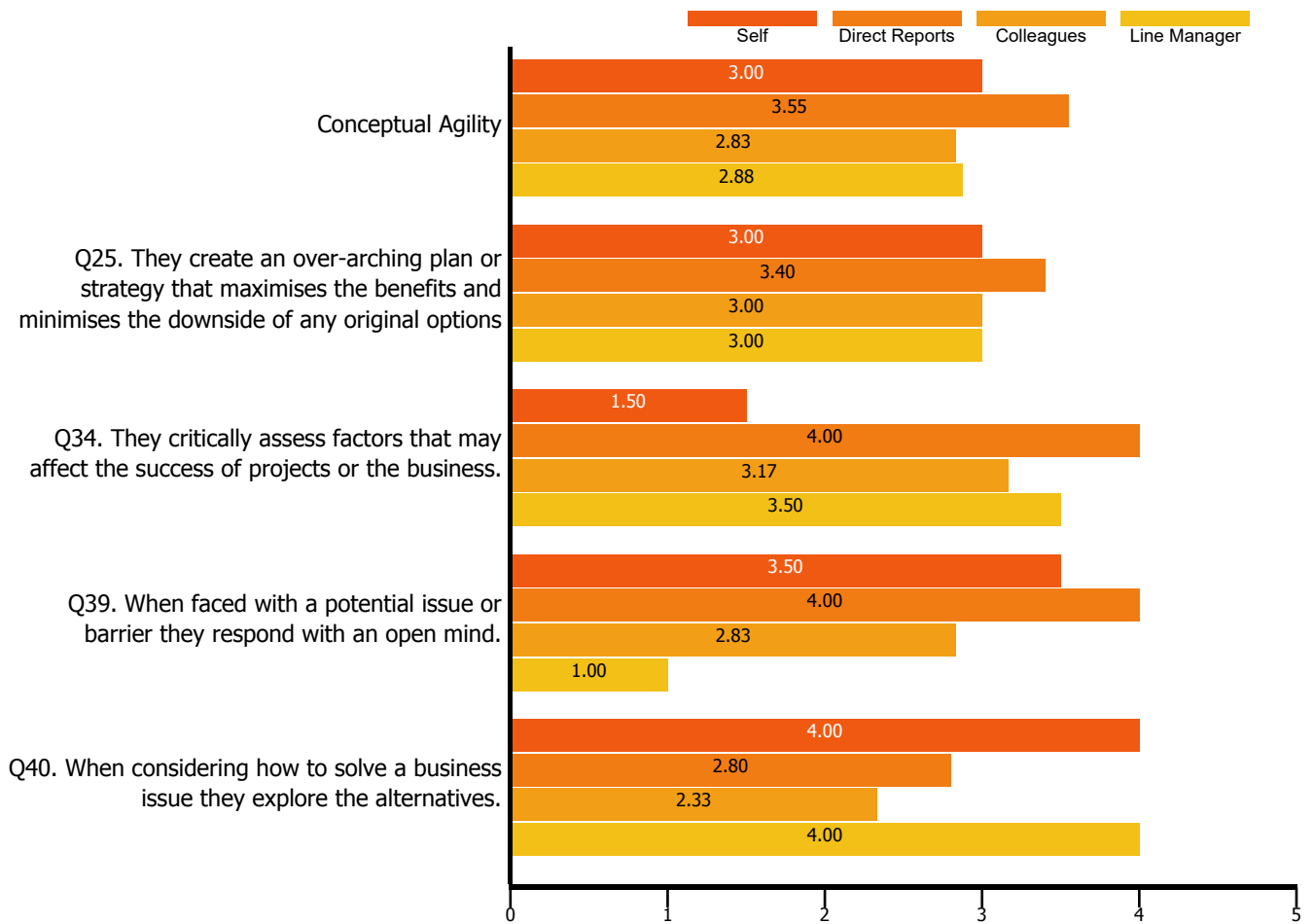
Forming Concepts

Links information together to identify and understand causes and to generate innovative ideas or solutions.



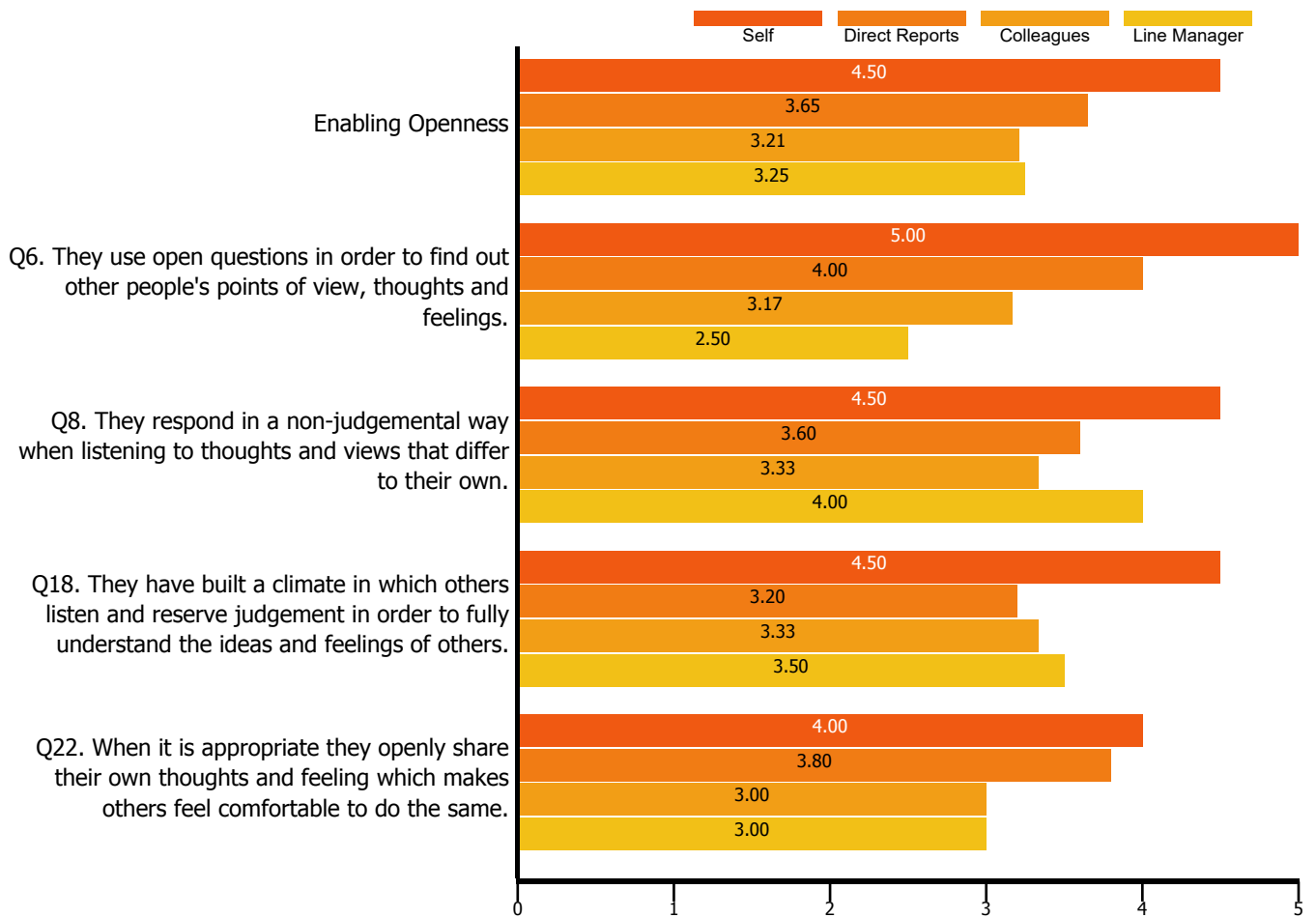
Conceptual Agility

Compares the pros and cons of options and solutions to identify the best way forward. Responds comfortably to change or ambiguity.



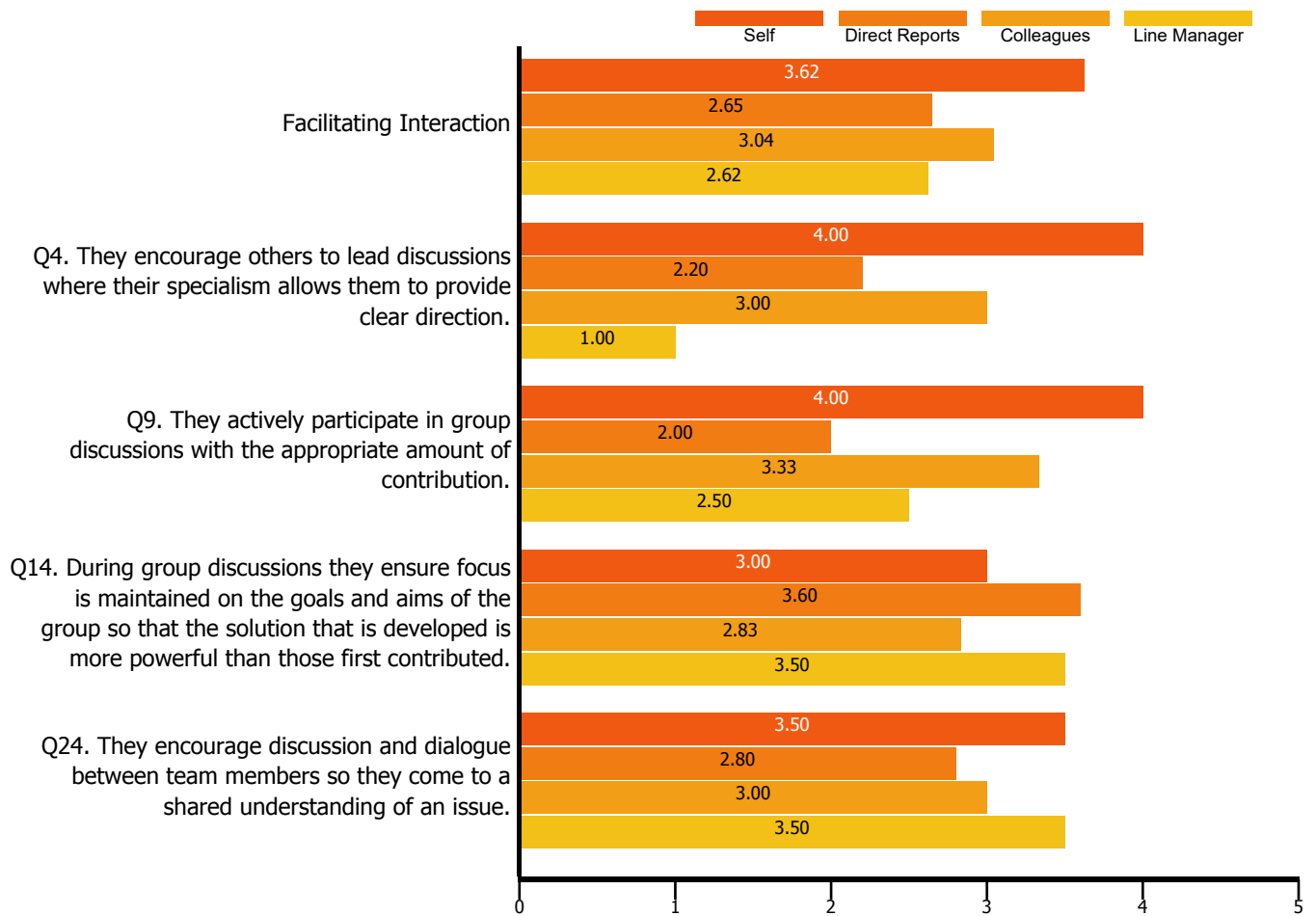
Enabling Openness

Is non-judgemental; uses open questions, clarifies and shares own thoughts and feelings to understand others' perspective.



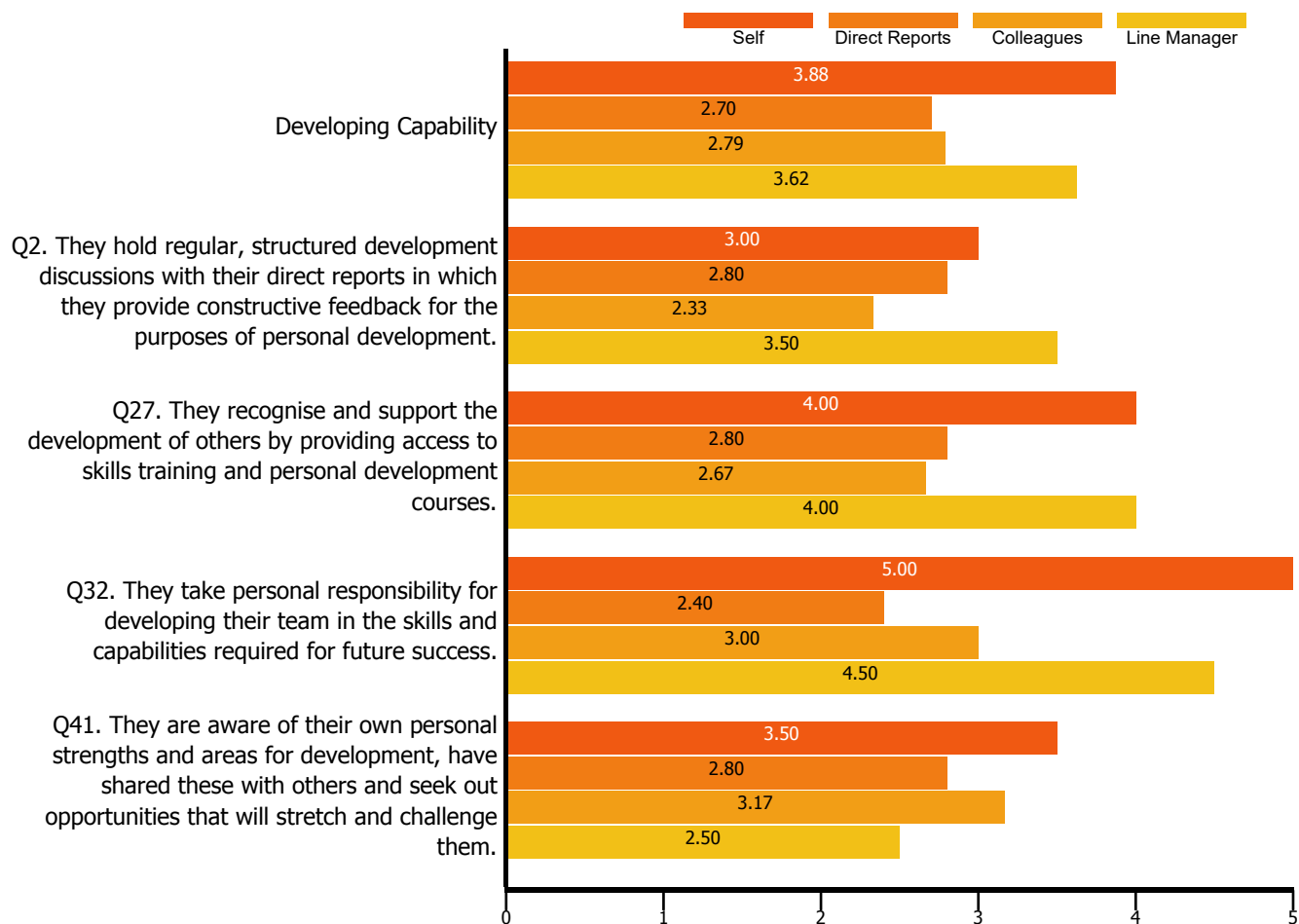
Facilitating Interaction

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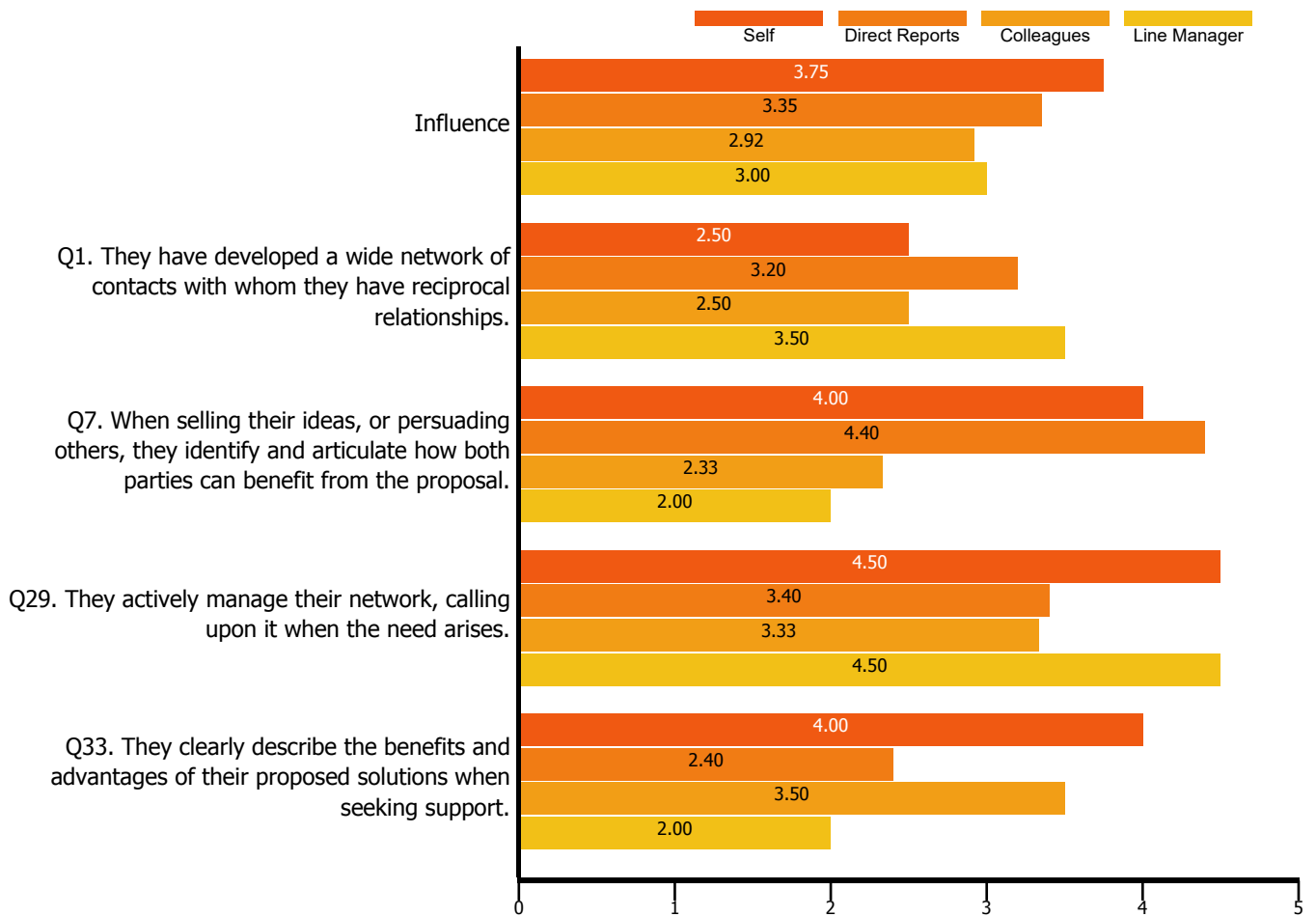
Developing Capability

Takes responsibility for development of self and others. Uses feedback, role-modelling coaching and sets stretching challenges.



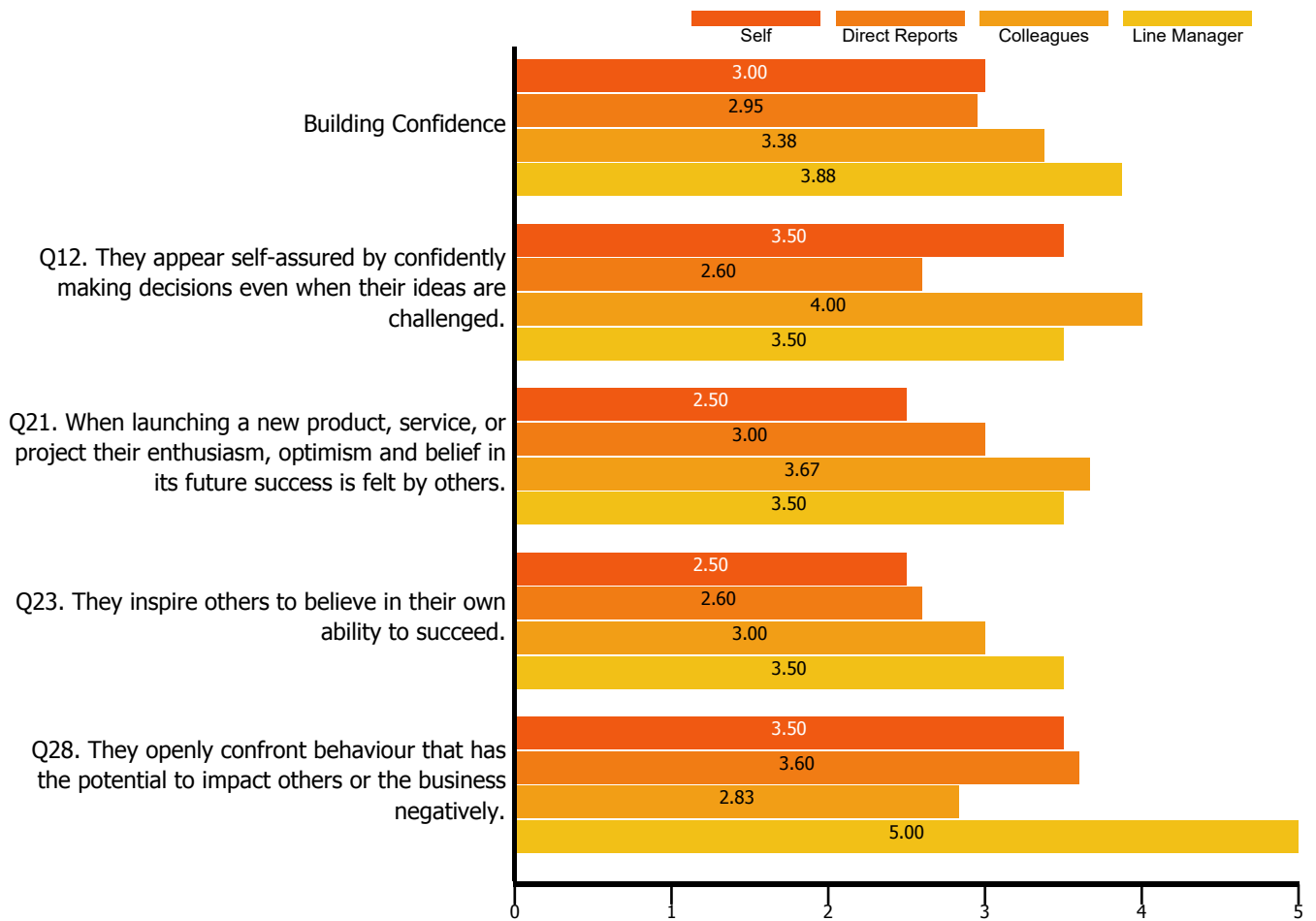
Influence

Sells ideas by highlighting the benefits. Creates a win-win; shows how realisation of own interests or goals will support those of others.



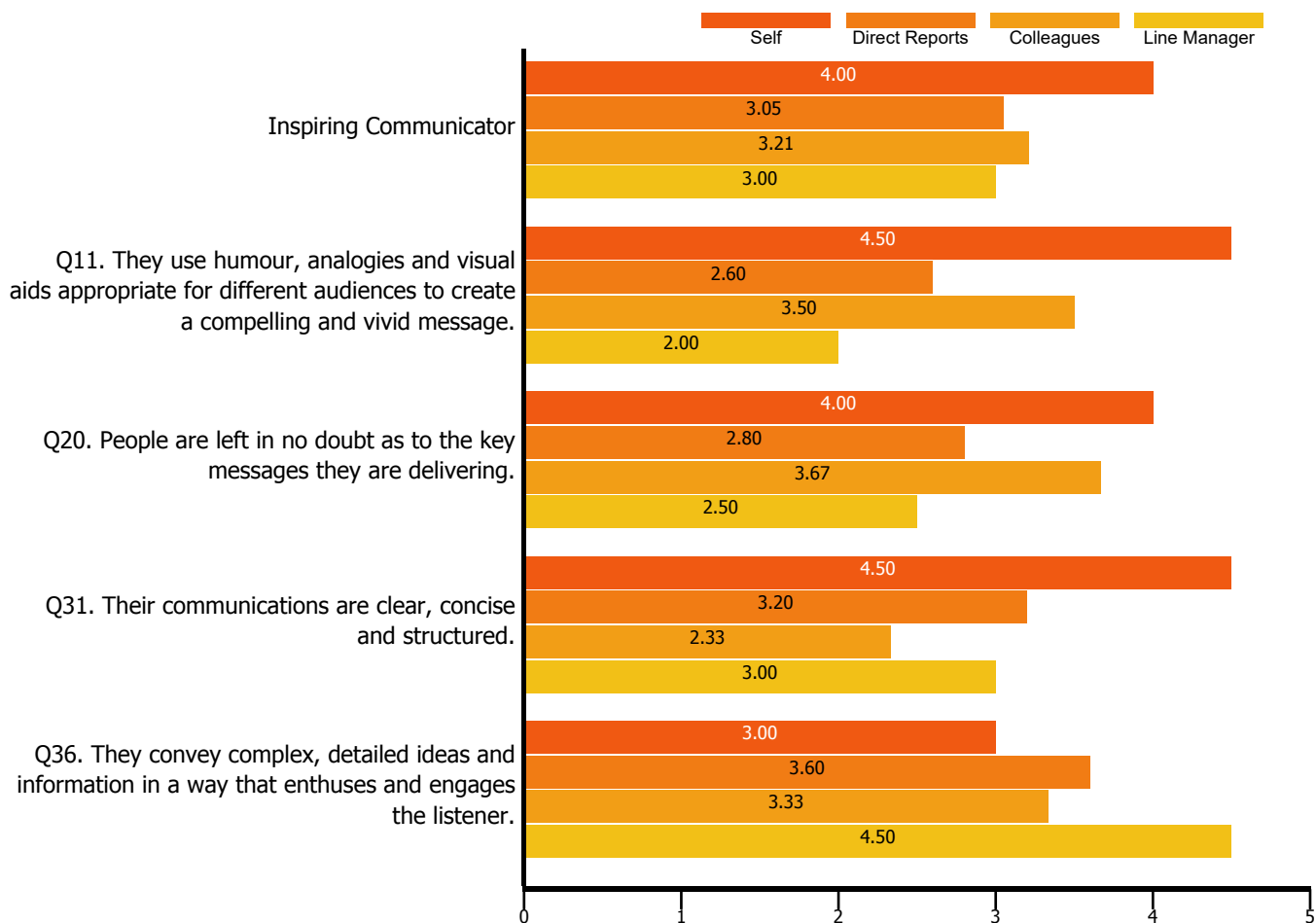
Building Confidence

Makes and justifies decisions. Resolves issues with confidence. Motivates, engages, and instils confidence and optimism.



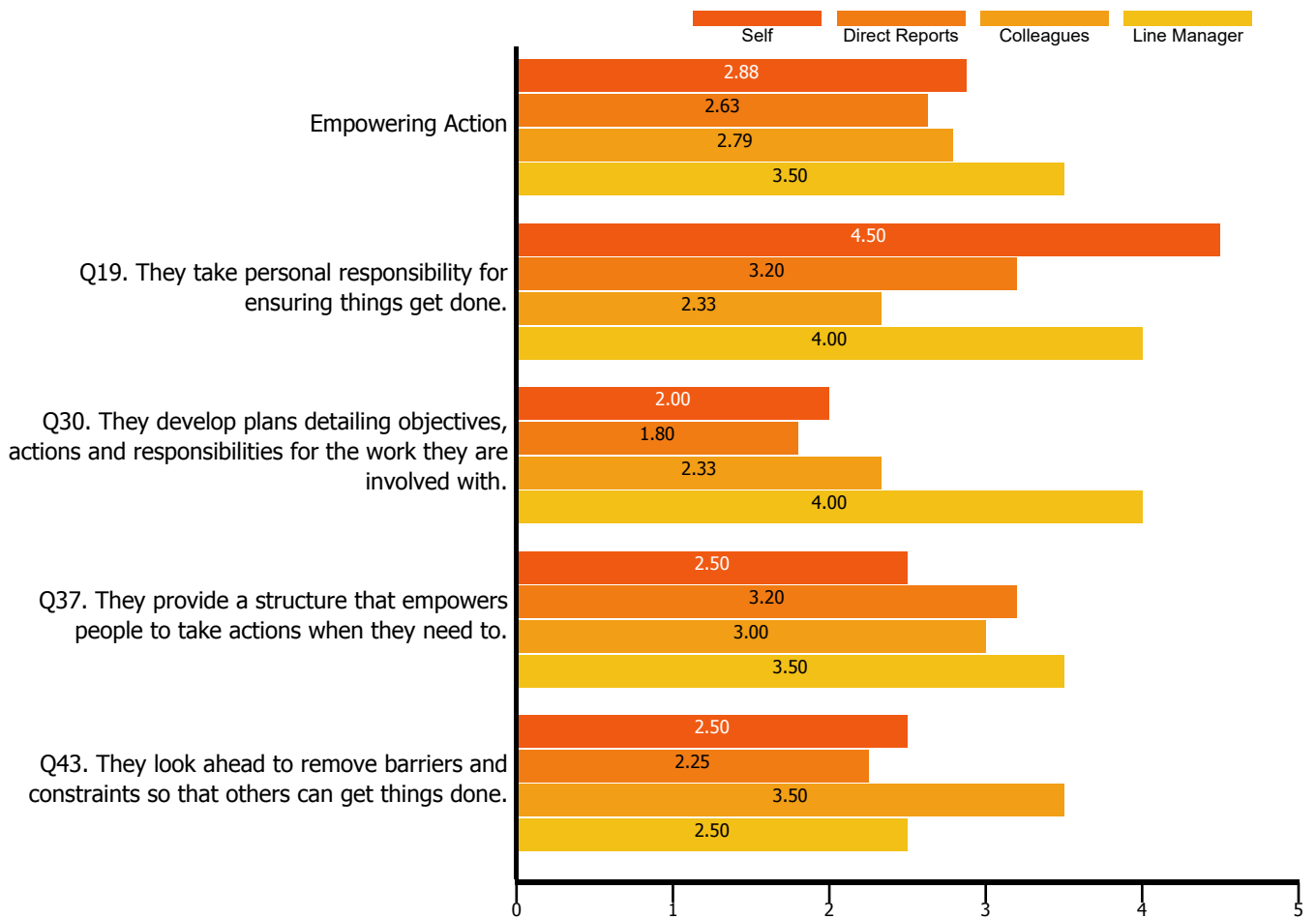
Inspiring Communicator

Communicates in a compelling way to ensure that listeners are engaged, and messages are targeted, understood and believed.



Empowering Action

Is proactive and removes barriers so that others can do the same. Goes beyond formal responsibilities in order to achieve this.



Measures & Monitors Performance

Sets and monitors metrics designed to improve productivity, efficiency, customer satisfaction, and internal capability.

