

# Leadership 360° Feedback Report

<b>Report Subject</b>	<Name> <Position>
<b>Report Date</b>	July 9, 2018
<b>Prepared For</b>	<Client>
<b>Prepared By</b>	Vincent Tuckwood – View Beyond LLC



## How to use this report

This report presents aggregated feedback gathered via a Leadership 360° Survey. Alongside self-assessment, feedback was gathered from the leadership, peers/internal partners, and subordinates. Note: Results presented as Overall do NOT include self-assessment.

Data is presented at 3 levels:

### Report Summary



This presents the overall competency ratings (mean) for each response grouping (including n=).

Use this section for a quick scan of mis-matches between response grouping, and for variance between competencies.

Self-rating and benchmark data is also included

### Competency Summary



This presents the individual competency rating by response grouping, including the spread of responses in each group.

Use this section to understand the variance in viewpoints between rater groupings (e.g. do *Leadership* may rate something as majority strength, while *Subordinates* rate it as a weakness).

Change since most recent baseline is indicated when appropriate with significant changes indicated in **green** (improved) and **red** (declined)

### Competency Item



This presents each competency item by mean and spread of responses - NOTE: this data is not broken out by response grouping. Individual self-rating is indicated by shaded box.

Use this section to identify strengths and weaknesses at the behavioral level - this can inform specific development planning.

# Report Summary

**Respondent Groups (n=):**

Self-assessment: 1

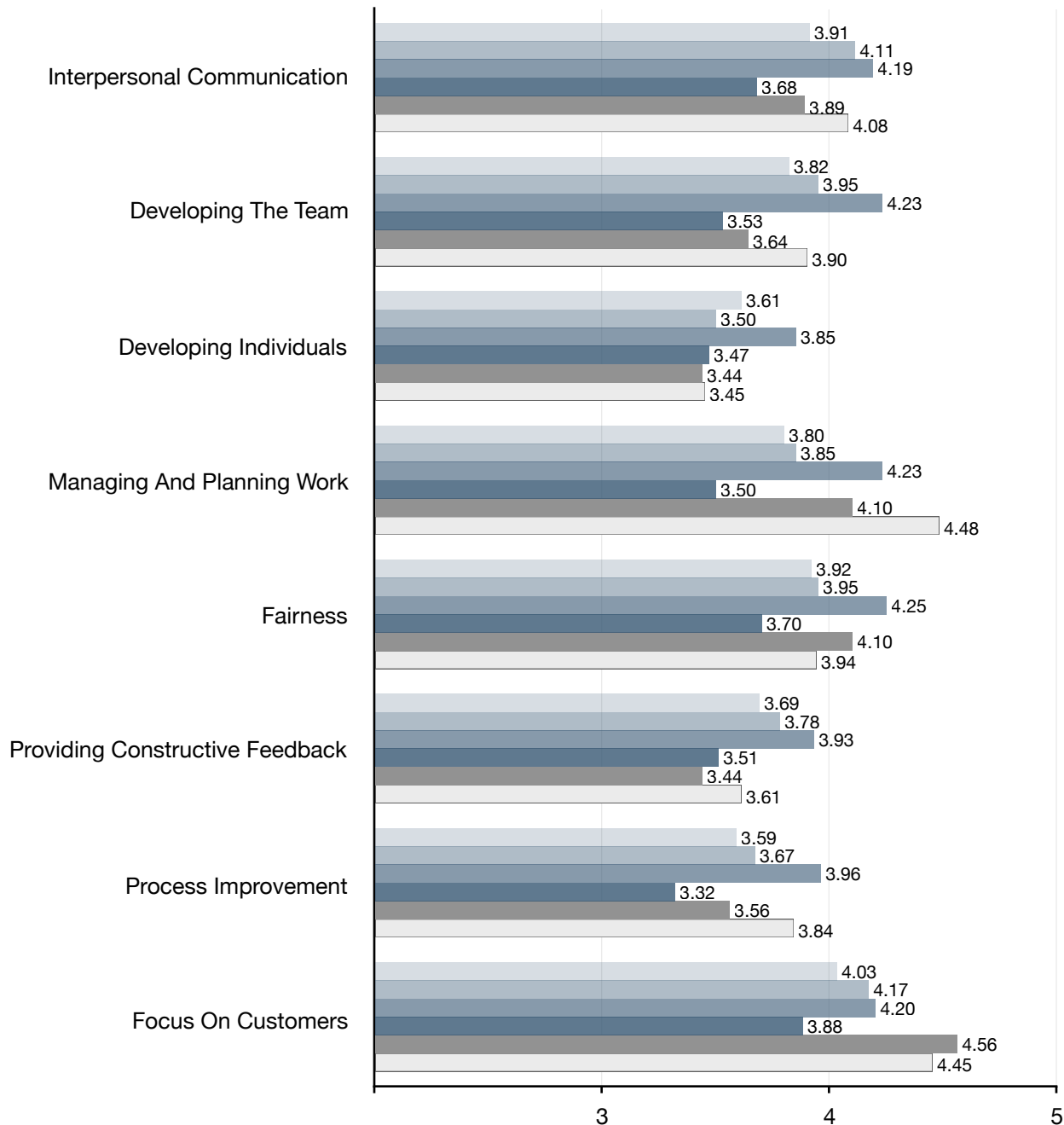
Leadership: 2

Peers/Internal Partner: 6

Subordinate: 9

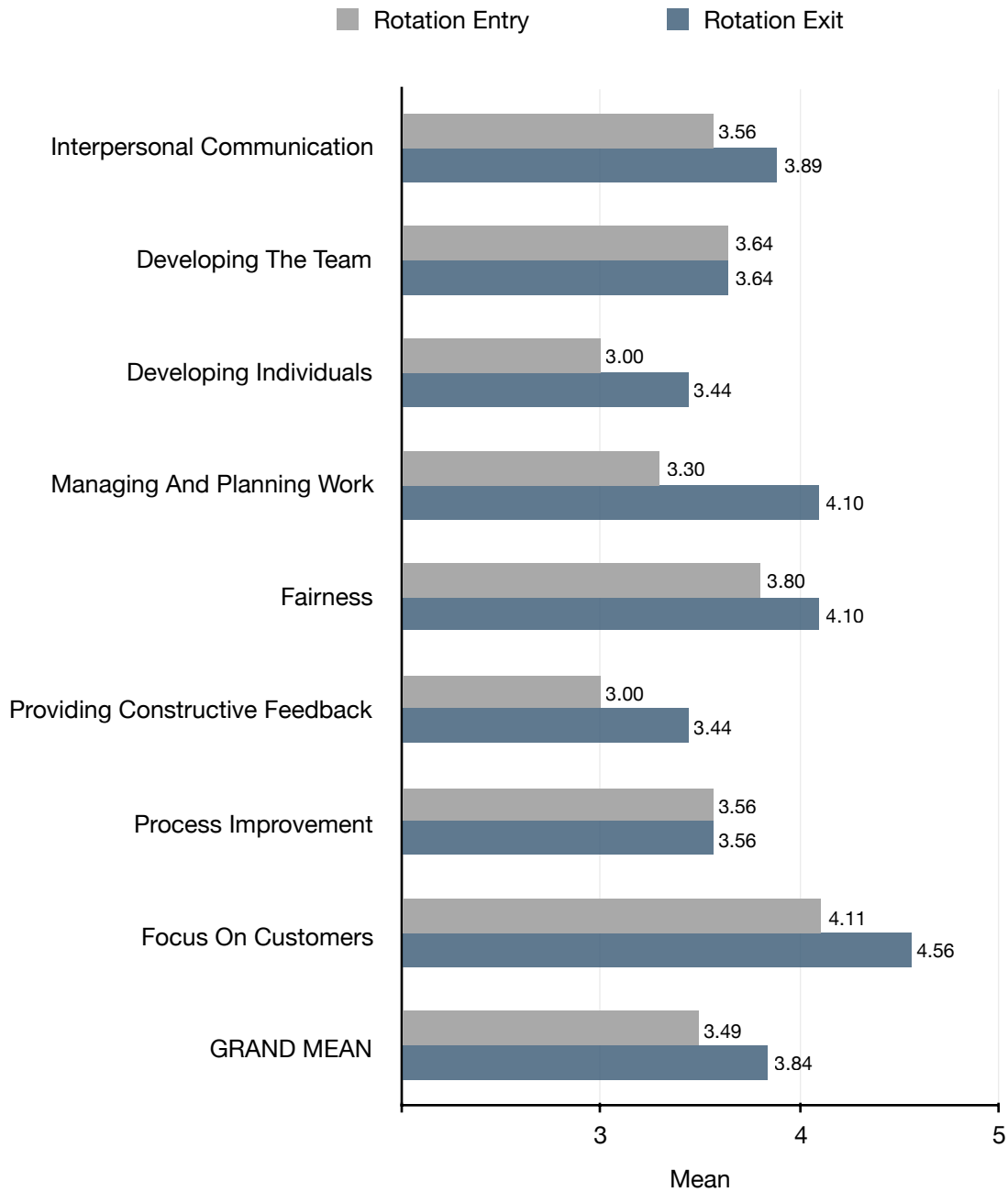
## Competency Summary

Overall
  Leadership
  Peers
  Subordinates
  Self
   
 Benchmark

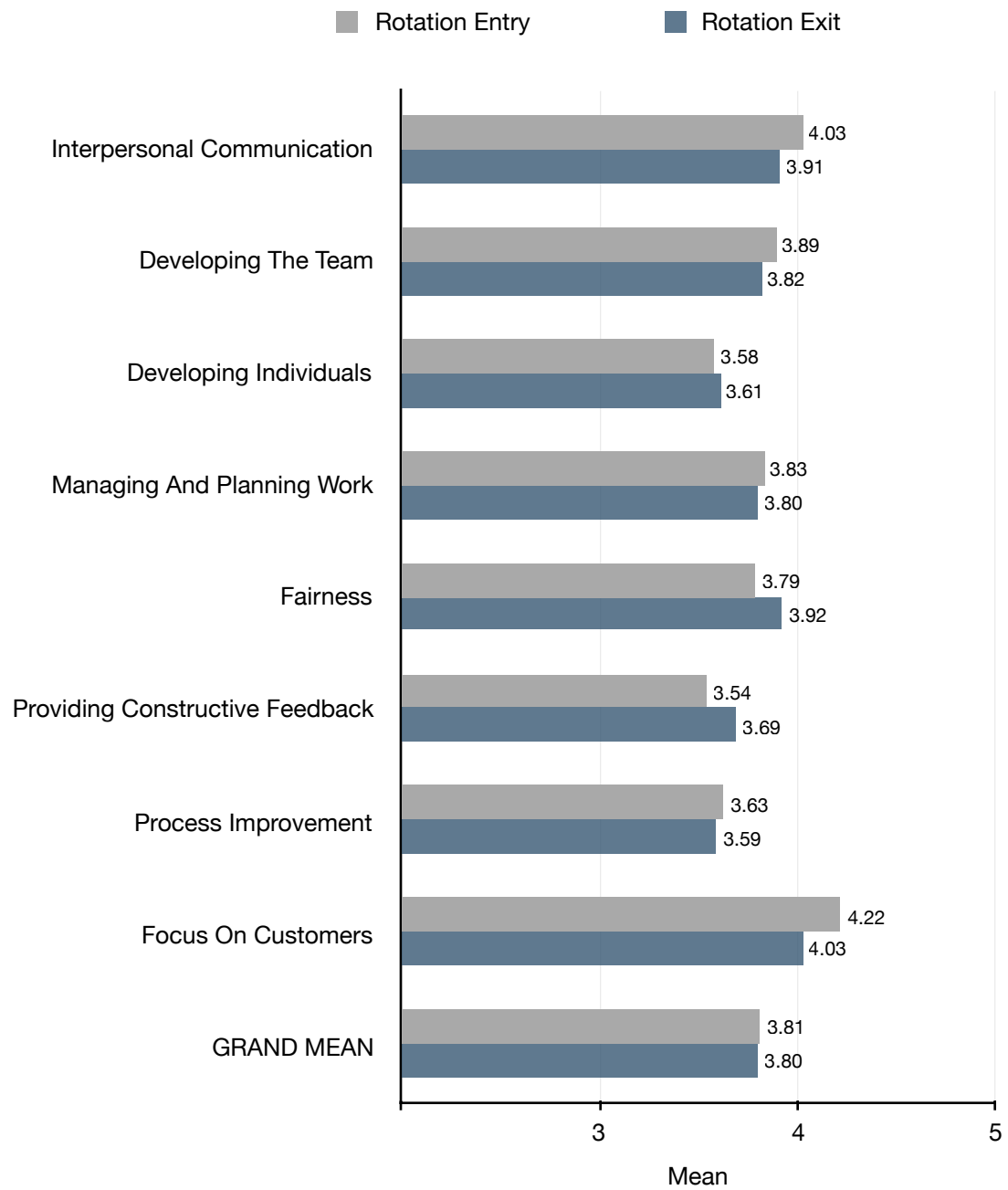


# Rotation Beginning-End Comparison

## Self Assessment



## Overall Assessment



# Competency: Interpersonal Communication

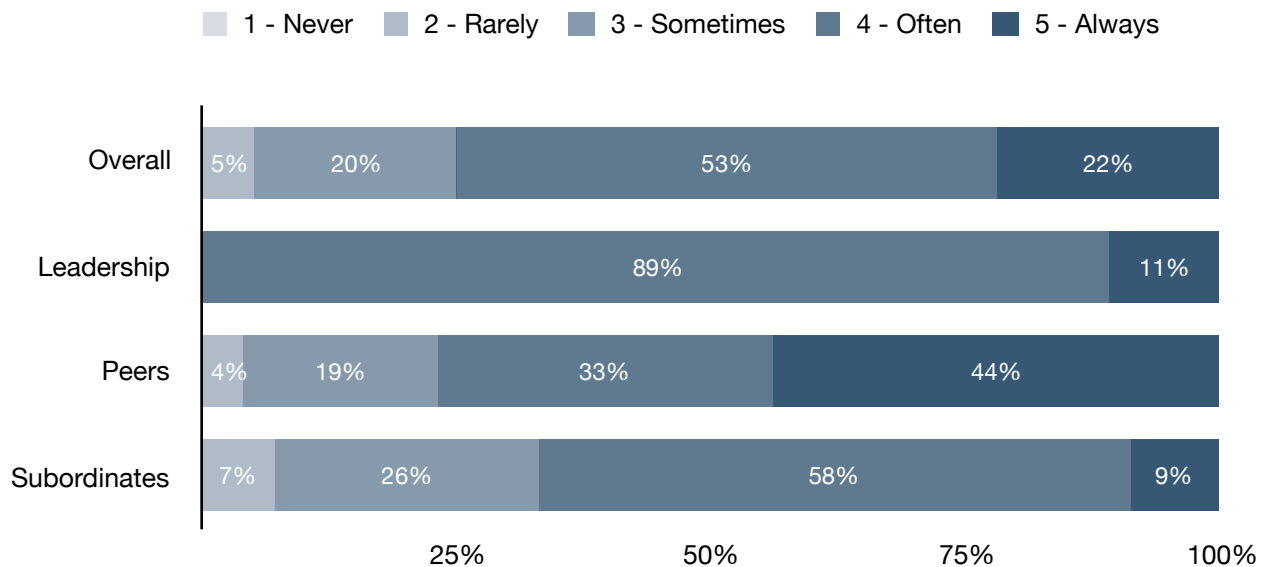
## What is this competency about?

The ability to listen to others, and express oneself effectively, and a concern for ensuring that people have the information needed to perform their jobs effectively.

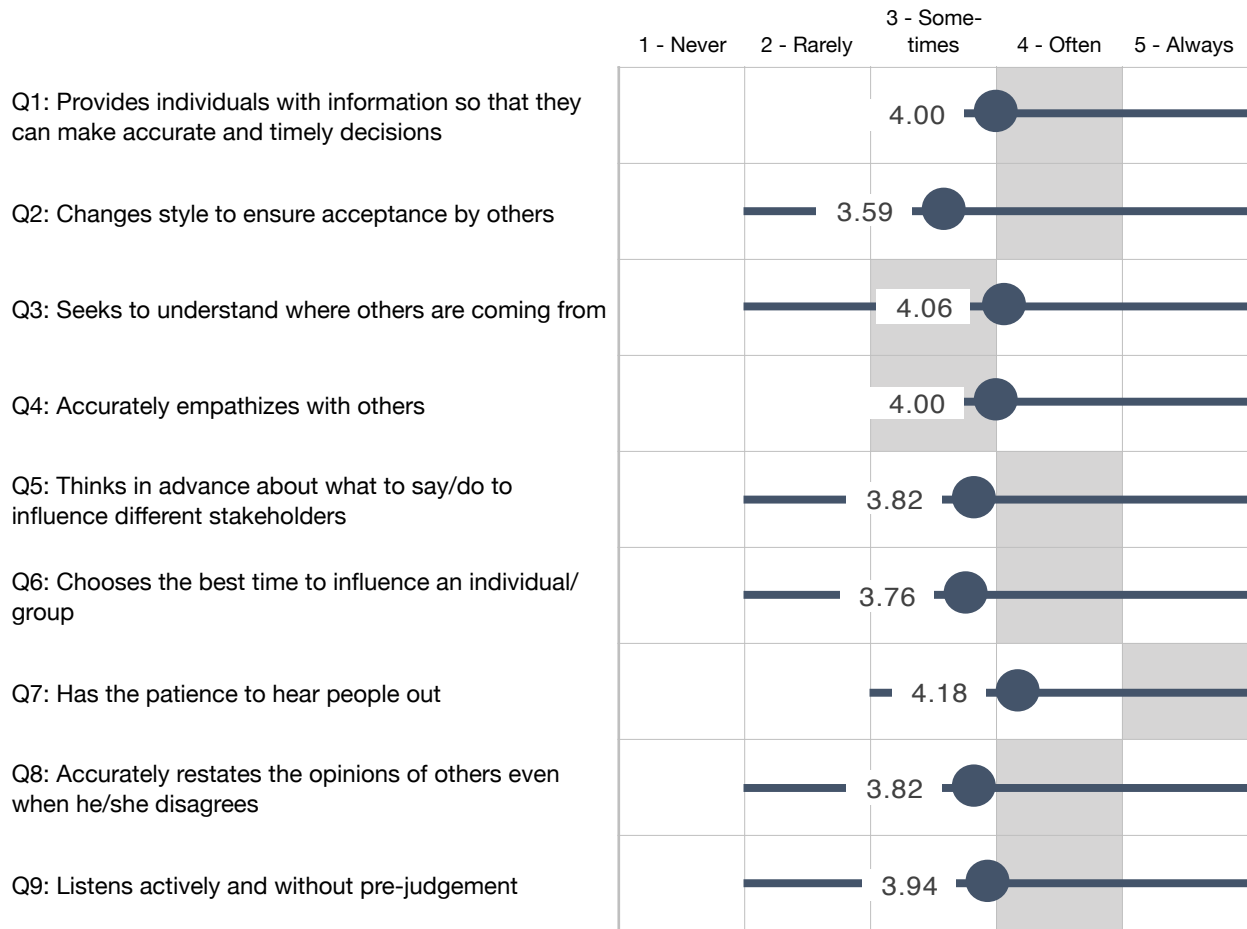
## Summary Results

### Mean Results

Respondent Group	Mean	Change
<b>Overall</b>	<b>3.91</b>	<b>-0.12</b>
Leadership	4.11	0.05
Peers	4.19	-0.16
Subordinates	3.68	-0.12
<i>Self</i>	<i>3.89</i>	<i>0.33</i>



## Individual Items: Interpersonal Communication



## Competency: Developing The Team

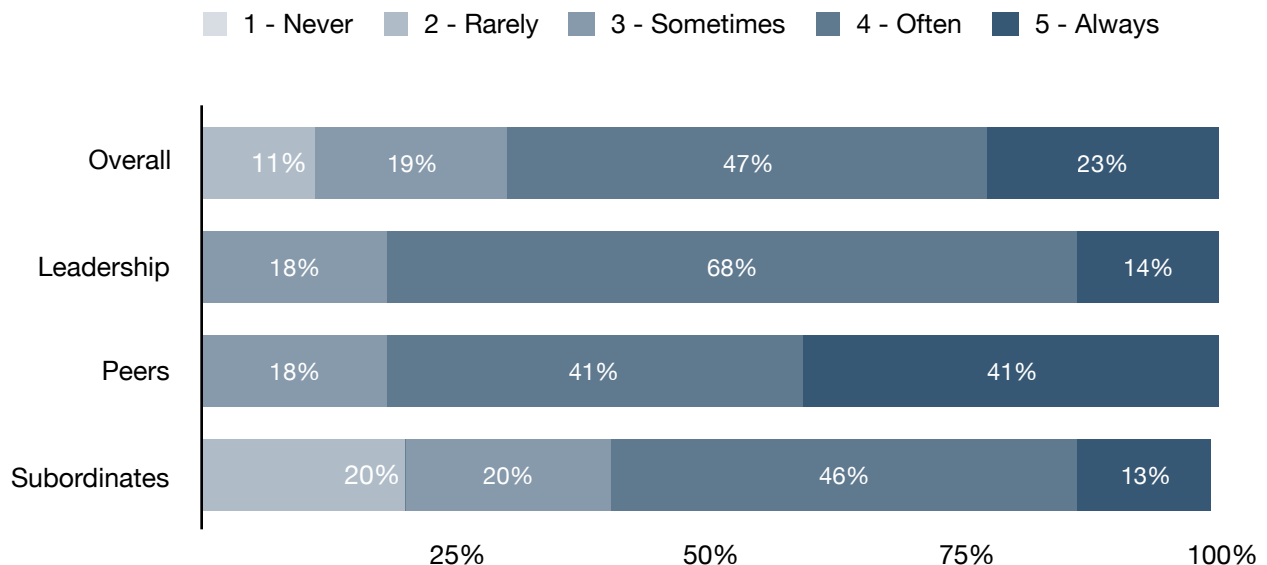
### What is this competency about?

Building the capability of individuals to work together and maximize their collective contribution for the benefit of the organization.

### Summary Results

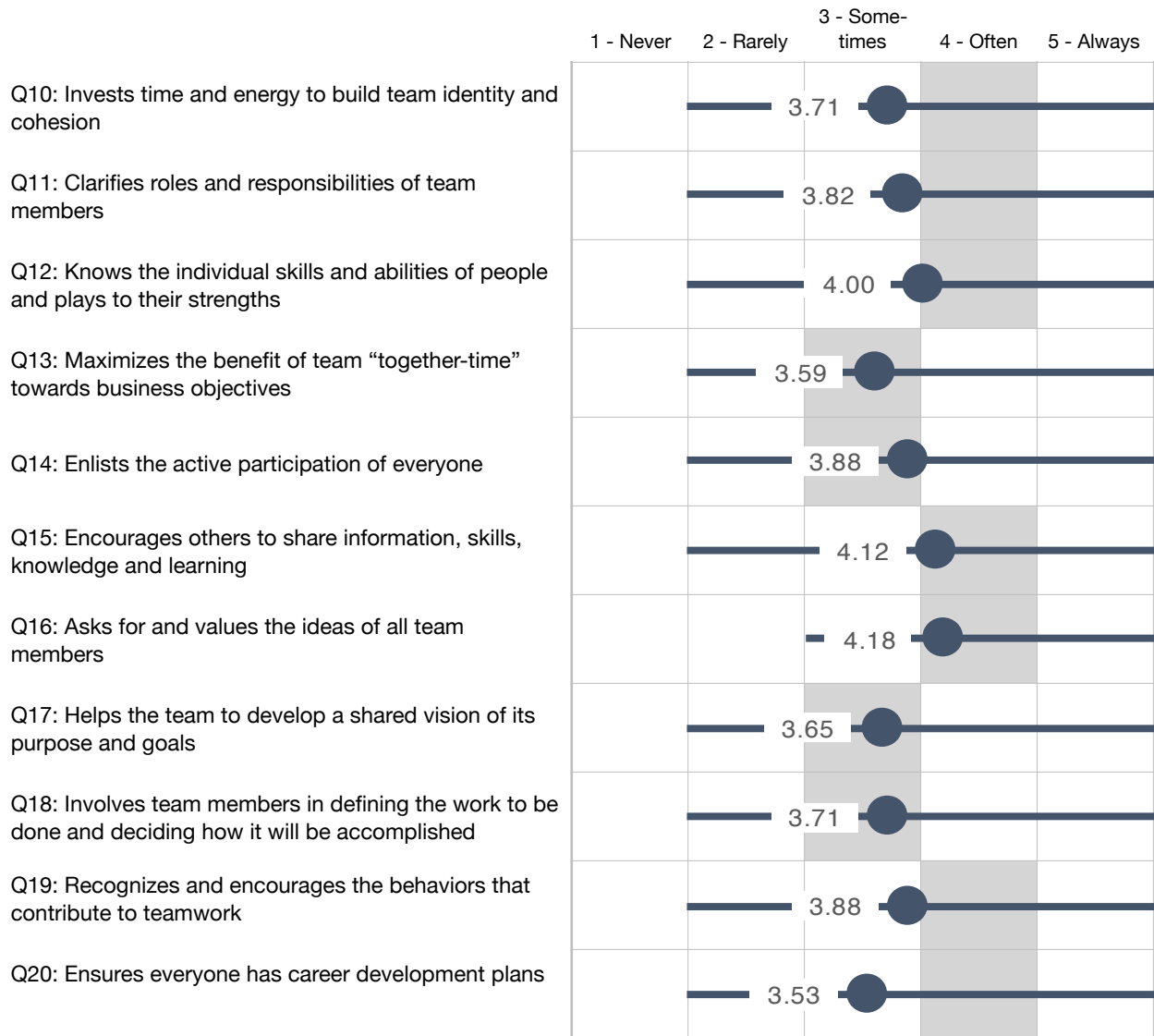
#### Mean Results

Respondent Group	Mean	Change
<b>Overall</b>	<b>3.82</b>	<b>-0.07</b>
Leadership	3.95	0.00
Peers	4.23	-0.07
Subordinates	3.53	-0.08
<i>Self</i>	<i>3.64</i>	<i>0.00</i>





## Individual Items: Developing The Team



## Competency: Developing Individuals

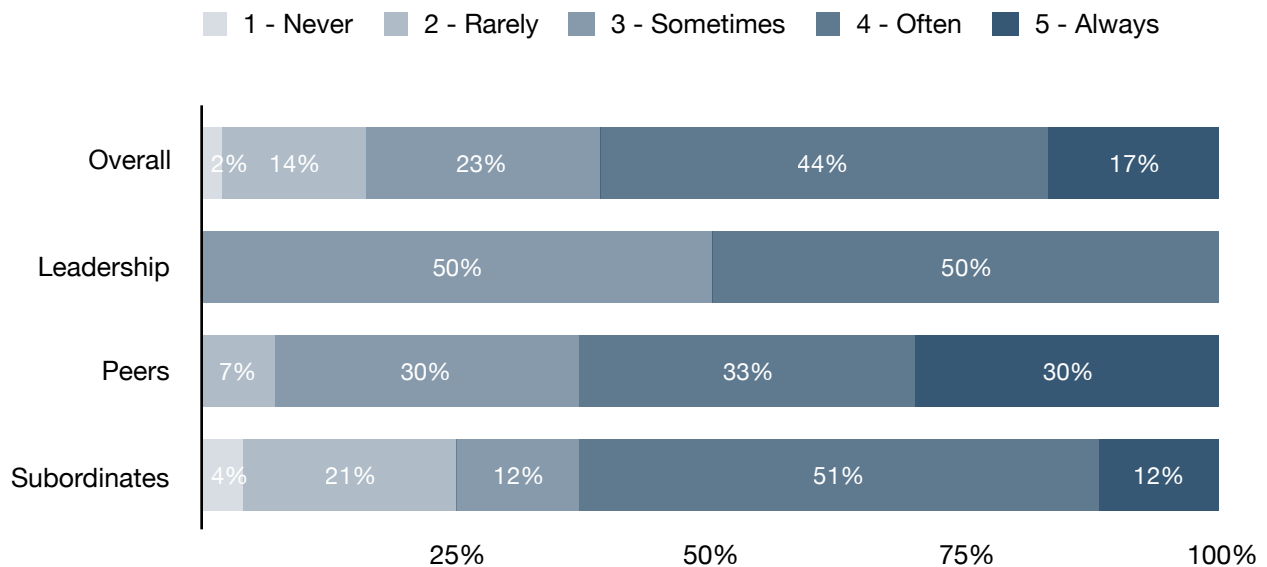
### What is this competency about?

Works with others to develop their capabilities, including a willingness to delegate responsibility to stretch others beyond their comfort zones.

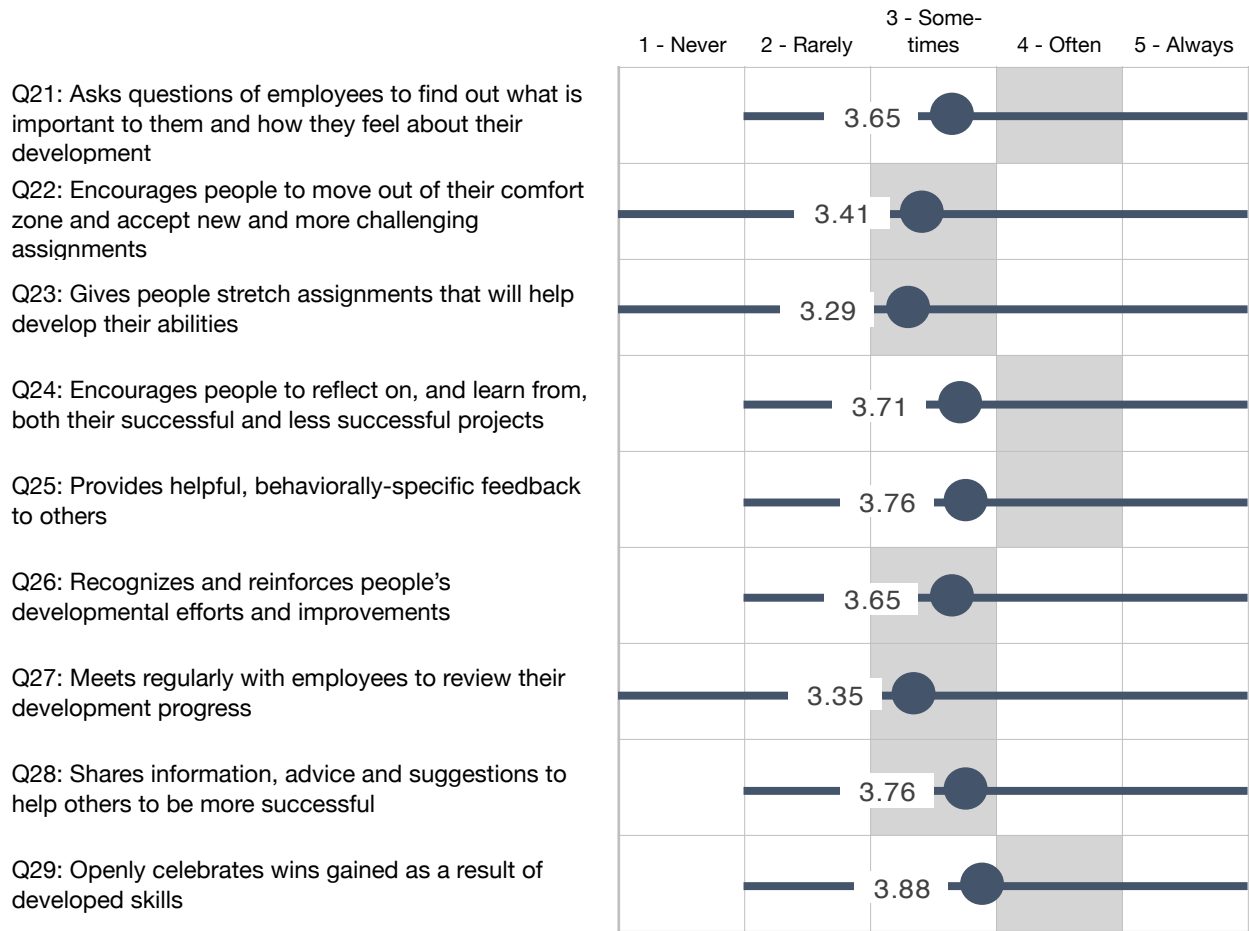
### Summary Results

#### Mean Results

Respondent Group	Mean	Change
<b>Overall</b>	<b>3.61</b>	<b>0.03</b>
Leadership	3.50	-0.33
Peers	3.85	0.04
Subordinates	3.47	0.11
<i>Self</i>	<i>3.44</i>	<i>0.44</i>



## Individual Items: Developing Individuals



## Competency: Managing And Planning Work

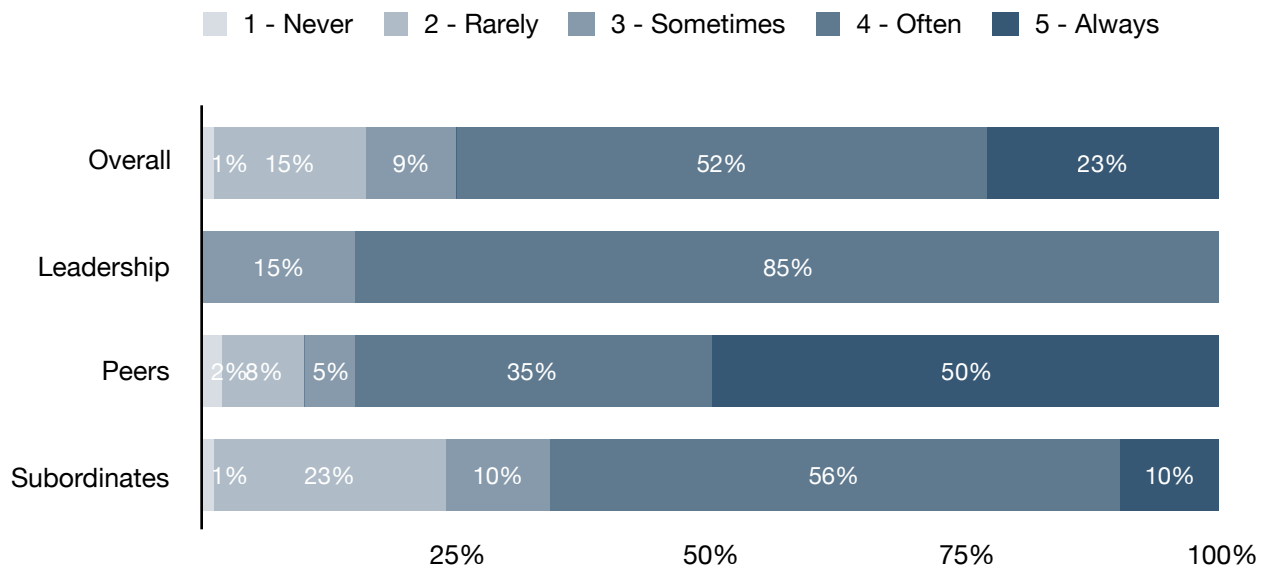
### What is this competency about?

The ability to manage implementation of work to ensure its timely and effective completion, including the ability to plan and organize complex work projects.

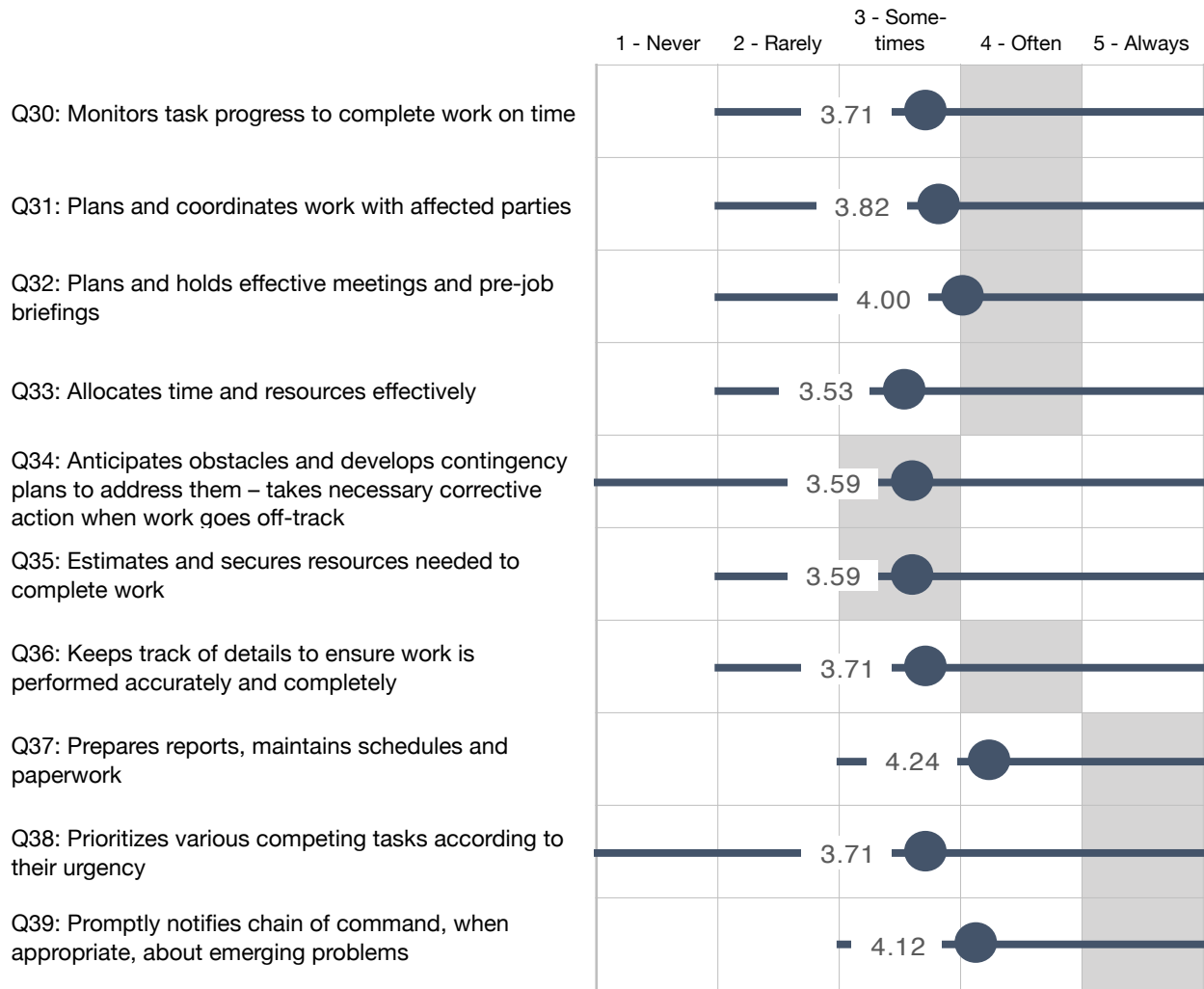
### Summary Results

#### Mean Results

Respondent Group	Mean	Change
<b>Overall</b>	<b>3.80</b>	<b>-0.03</b>
Leadership	3.85	-0.10
Peers	4.23	-0.04
Subordinates	3.50	-0.01
<i>Self</i>	<i>4.10</i>	<i>0.80</i>



## Individual Items: Managing And Planning Work



# Competency: Fairness

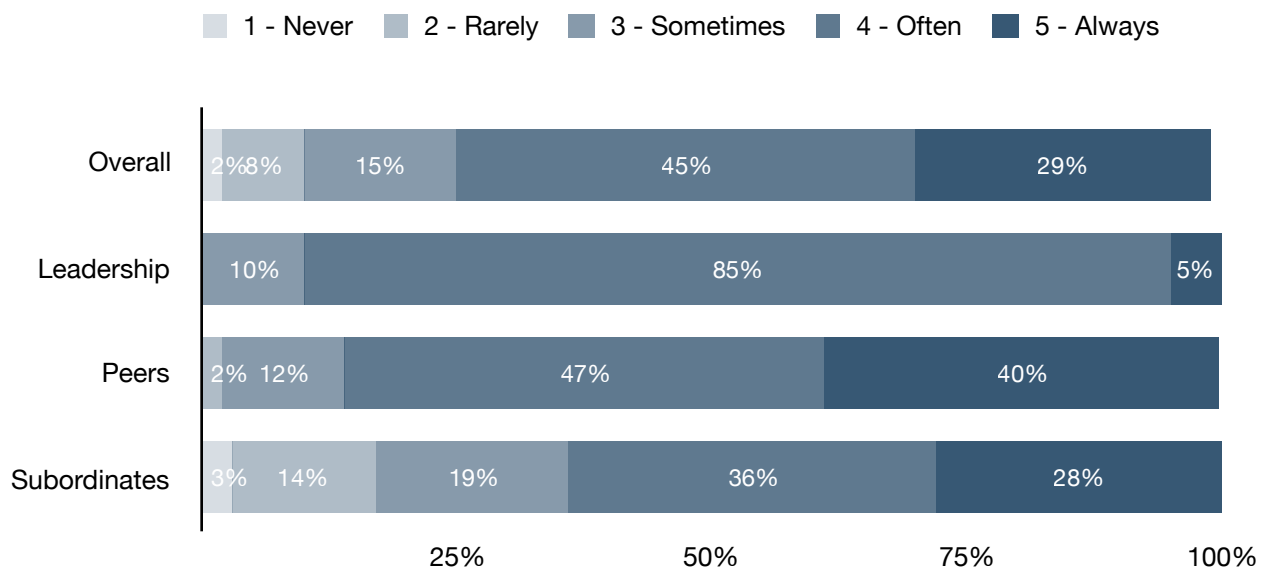
## What is this competency about?

Equity towards others and not signaling assessment of them in day-to-day interactions, decisions and behaviors.

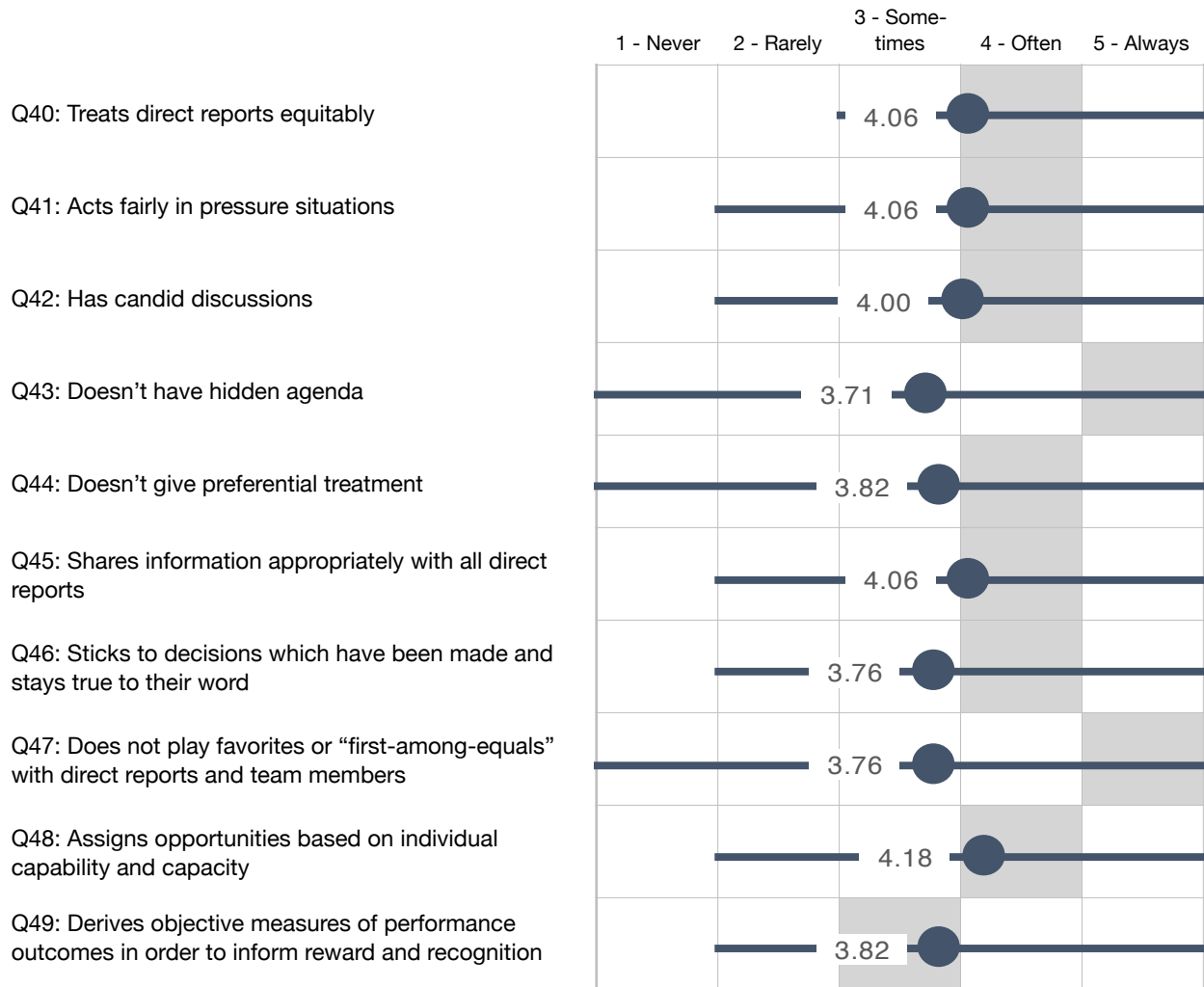
## Summary Results

### Mean Results

Respondent Group	Mean	Change
<b>Overall</b>	<b>3.92</b>	<b>0.13</b>
Leadership	3.95	0.00
Peers	4.25	0.05
Subordinates	3.70	0.21
<i>Self</i>	<i>4.10</i>	<i>0.30</i>



## Individual Items: Fairness



# Competency: Providing Constructive Feedback

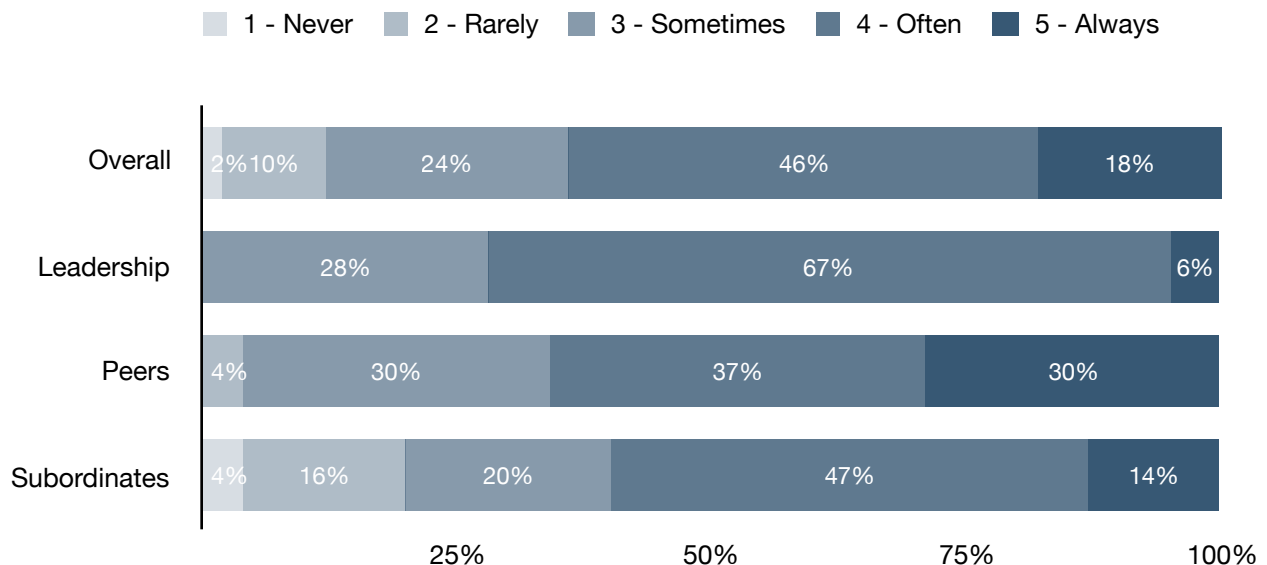
## What is this competency about?

Enabling people to reflect on experiences in a way that helps them adjust their decision-making, action and behaviors for greater success.

## Summary Results

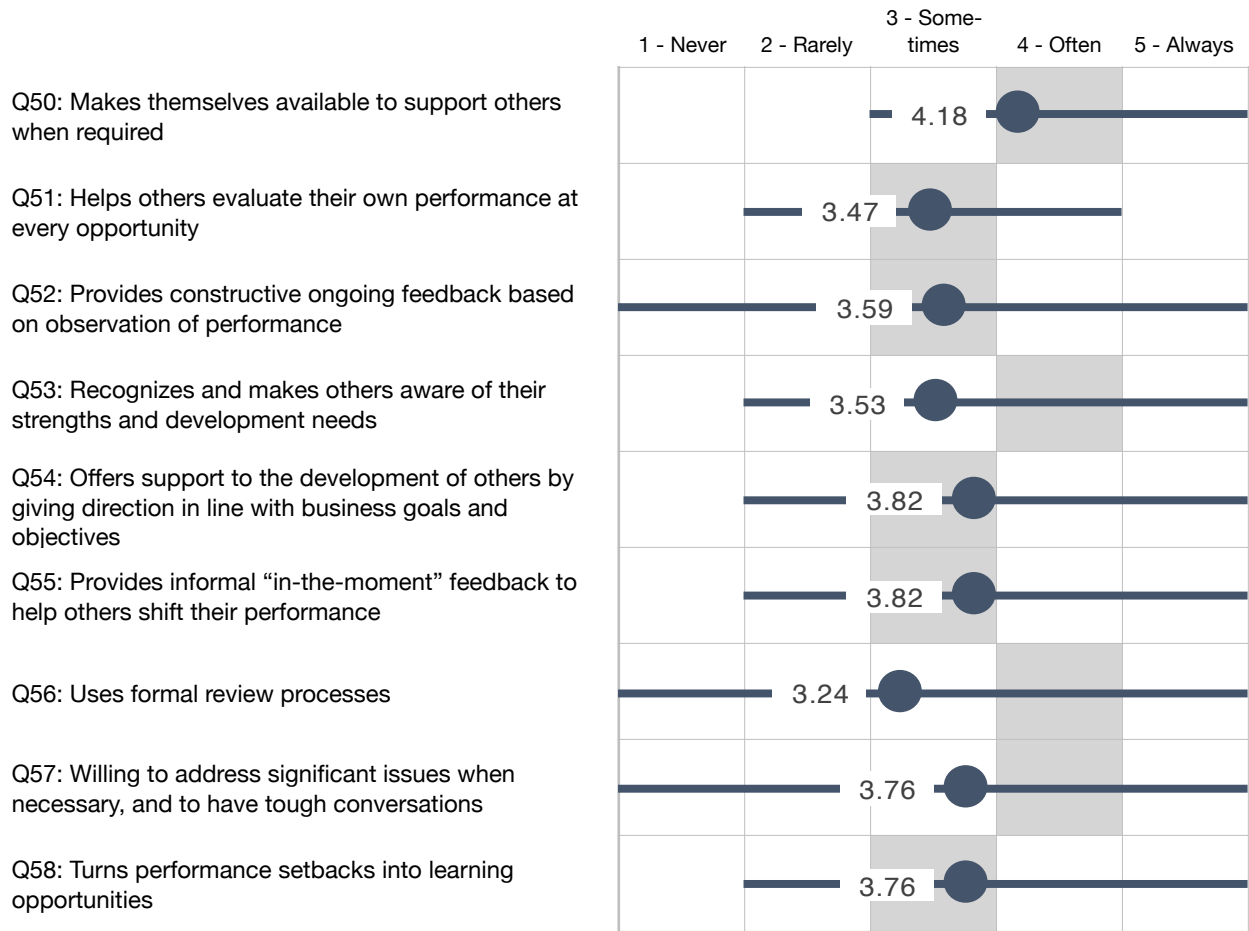
### Mean Results

Respondent Group	Mean	Change
<b>Overall</b>	<b>3.69</b>	<b>0.15</b>
Leadership	3.78	0.00
Peers	3.93	-0.03
Subordinates	3.51	0.30
<i>Self</i>	<i>3.44</i>	<i>0.44</i>





## Individual Items: Providing Constructive Feedback



# Competency: Process Improvement

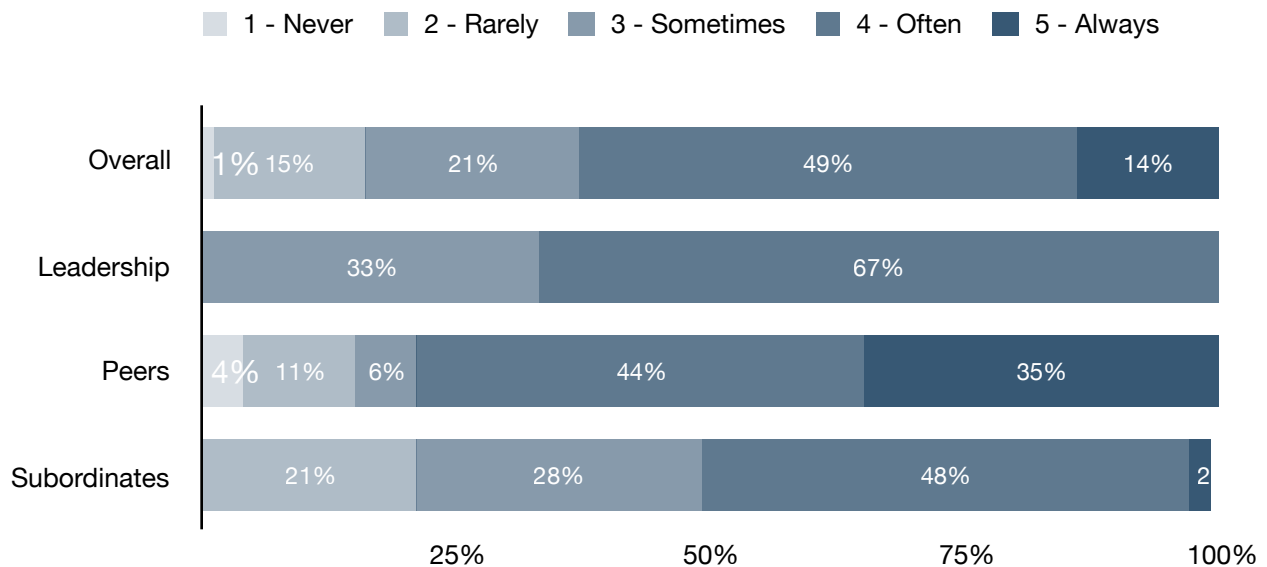
## What is this competency about?

Ensuring that work operates in a structured pattern designed to deliver outcomes within cost, time and quality parameters.

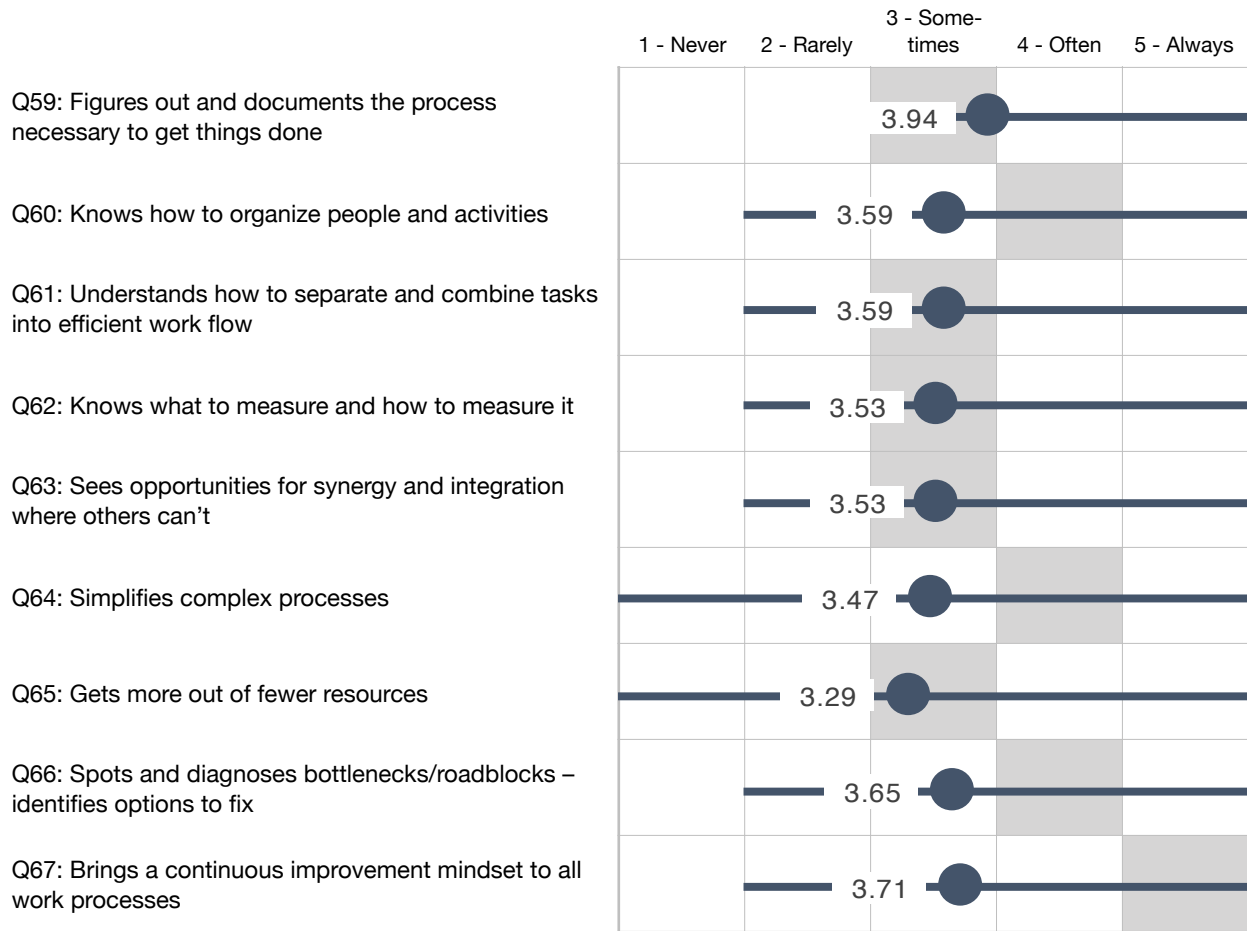
## Summary Results

### Mean Results

Respondent Group	Mean	Change
<b>Overall</b>	<b>3.59</b>	<b>-0.04</b>
Leadership	3.67	-0.16
Peers	3.96	-0.24
Subordinates	3.32	0.12
<i>Self</i>	<i>3.56</i>	<i>0.00</i>



## Individual Items: Process Improvement



## Competency: Focus On Customers

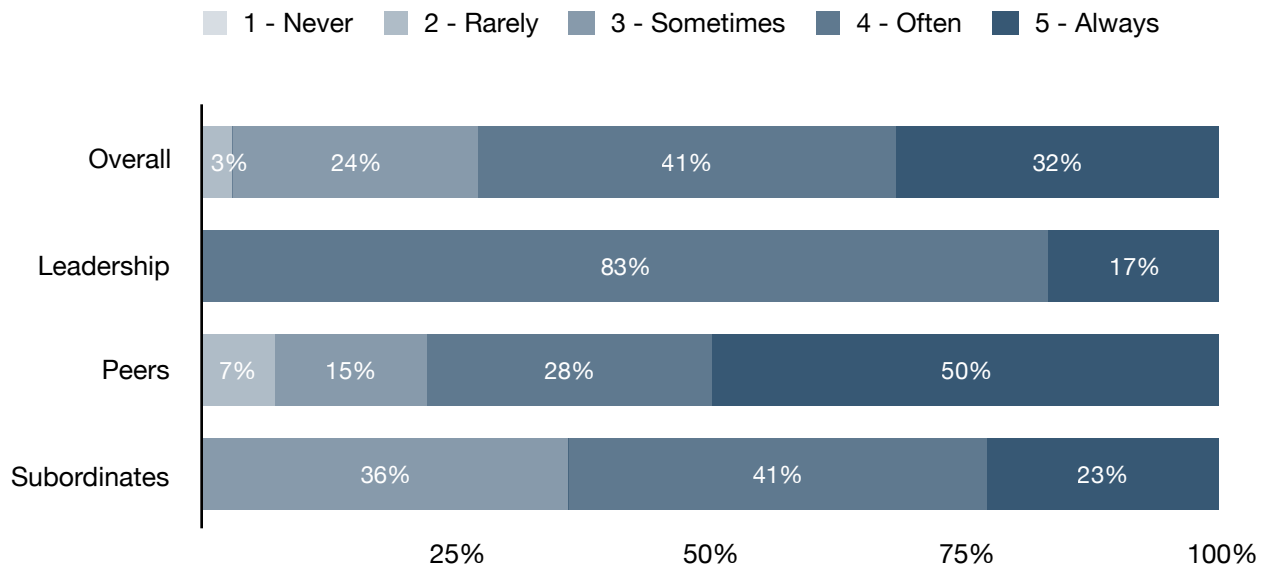
### What is this competency about?

A central concern for understanding and addressing the needs of customers.

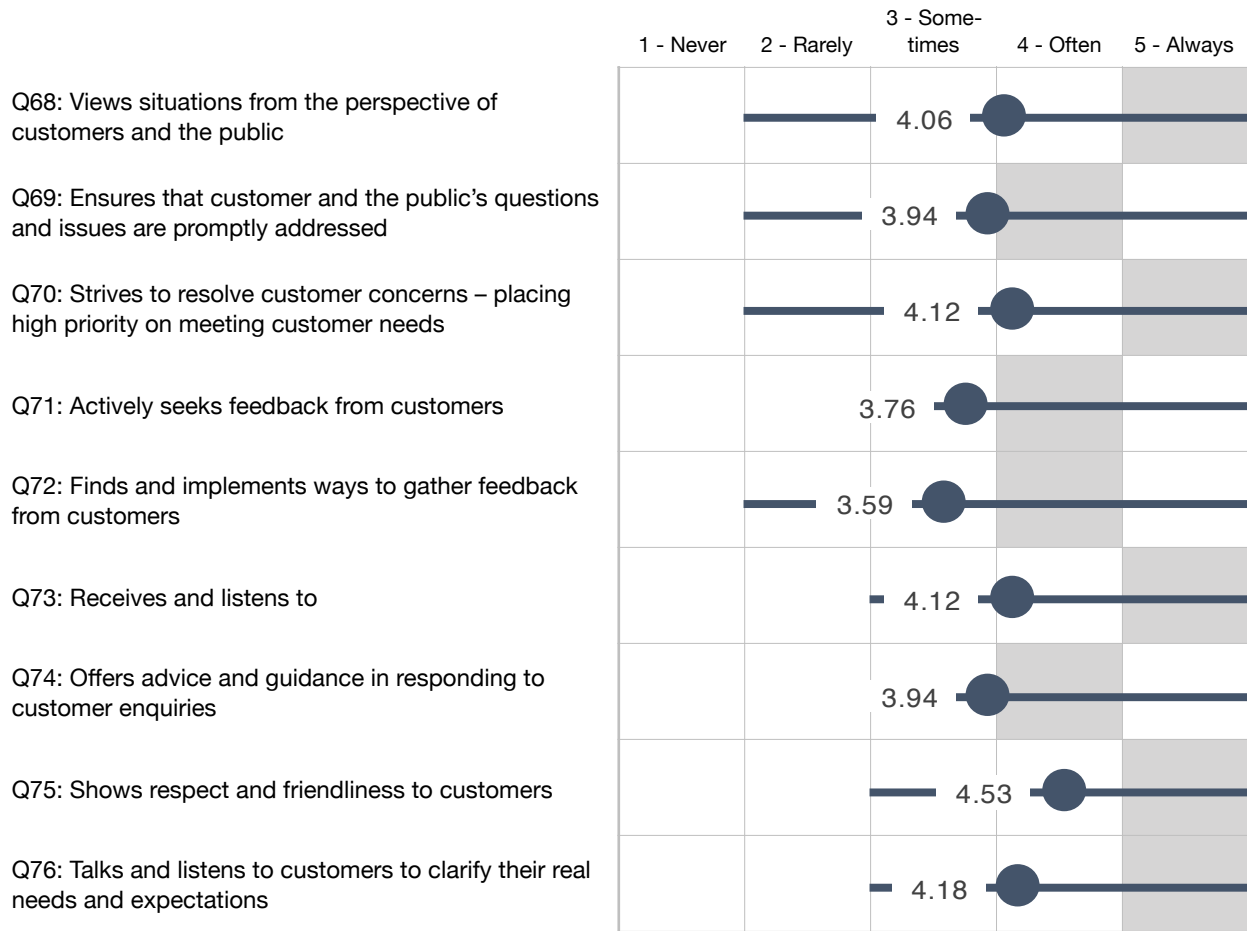
### Summary Results

#### Mean Results

Respondent Group	Mean	Change
<b>Overall</b>	<b>4.03</b>	<b>-0.19</b>
Leadership	4.17	0.00
Peers	4.20	-0.24
Subordinates	3.88	-0.19
<i>Self</i>	<i>4.56</i>	<i>0.45</i>



## Individual Items: Focus On Customers



## Open Comments

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What one thing could this person START doing to increase their likelihood of success?

<Verbatim comments>

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What one thing could this person STOP doing, because it gets in the way of their performance?

<Verbatim comments>

What one thing should this person be sure to CONTINUE doing, because it helps their performance?

<Verbatim comments>



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