360 Degree Report

Jane John Doe

03/04/2024

Table of content

Introduction

Constructive feedback is increasingly recognised as a key to enhancing managerial effectiveness. This report is based on the analysis of responses to the Multi-Rater feedback questionnaire, and provides you with detailed feedback on the Eight behavioural competencies that are considered critical to your success. It is important to remember that the information contained in the report is a reflection of stakeholder perception of you at a particular point in time. It does not represent the absolute, unchanging, all-consuming truth. The detailed analysis enables you to acquire new insights in to your own strengths and alerts you to behaviour which could prove to be a hindrance to your success in the short and the long term. An increased self-awareness therefore can help maximise your effectiveness and develop your full potential.

The process of 360 degree feedback refers to the compilation of feedback obtained from managers, fellow employees and all those working with an individual in order to provide their perspectives and observations about the individual's behavior.
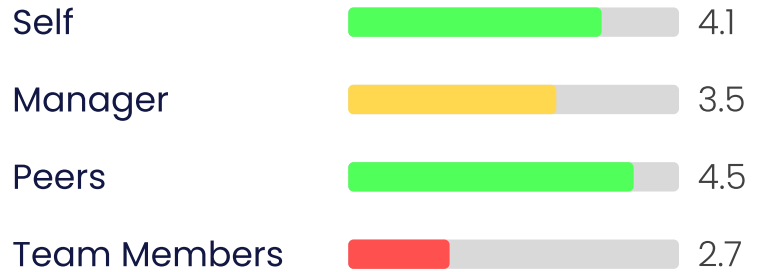
The purpose of 360 degree feedback:

- To enable one to communicate with staff, peers, managers, customers etc. in a transparent manner.
- To develop an awareness of one's perceived behavior at the workplace.
- To identify areas of strengths and weaknesses and plan on using them effectively.
- To improve one's interaction skills and overall performance.
- To incorporate the opinions and perspectives of others and obtain a holistic overview of behavior.
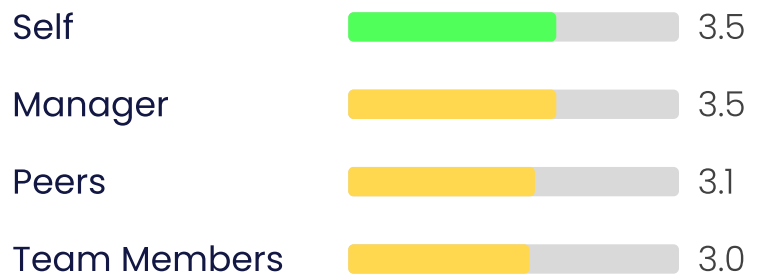- To pave the way for personal development and growth.

Respondent Summary

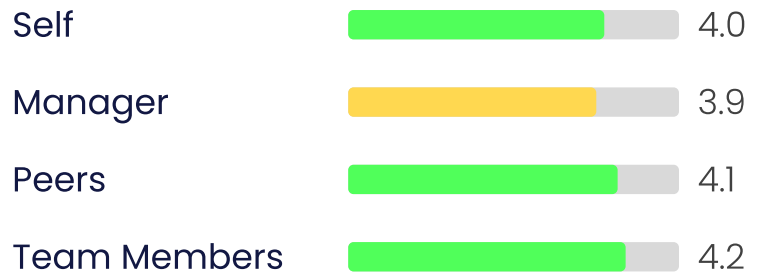| Relation	Providers	Completed	
Self	1	1/1	100%
Manager	1	1/1	100%
Peers	4	3/4	75%
Team Members	2	1/2	50%

Competency Report

Business Acumen & Strategic Thinking

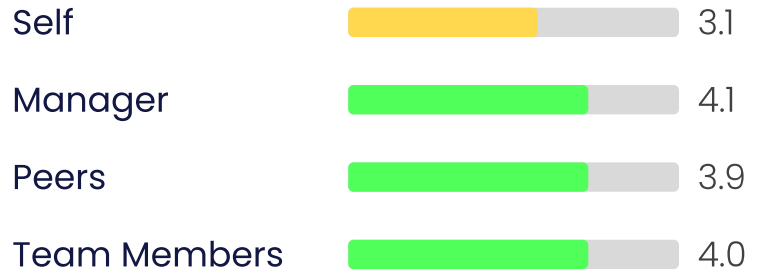|		
Self		4.1
Manager		3.5
Peers		4.5
Team Members		2.7

3.7
Company Average

Capability Building

Self		3.5
Manager		3.5
Peers		3.1
Team Members		3.0

3.4
Company Average

Change Management

Self		4.0
Manager		3.9
Peers		4.1
Team Members		4.2

4.1
Company Average

Communication & Interpersonal Skills

Self		4.0
Manager		4.1
Peers		4.5
Team Members		4.0

4.1
Company Average

Customer Focus

Self	3.1
Manager	4.1
Peers	3.9
Team Members	4.0

3.7
Company Average

Decision Making & Problem Solving

Self	4.5
Manager	3.2
Peers	4.0
Team Members	3.1

3.7
Company Average

Business Acumen & Strategic Thinking

Capability Building

Decision Making & Problem Solving

Change Management

Customer Focus

Communication & Interpersonal Skills
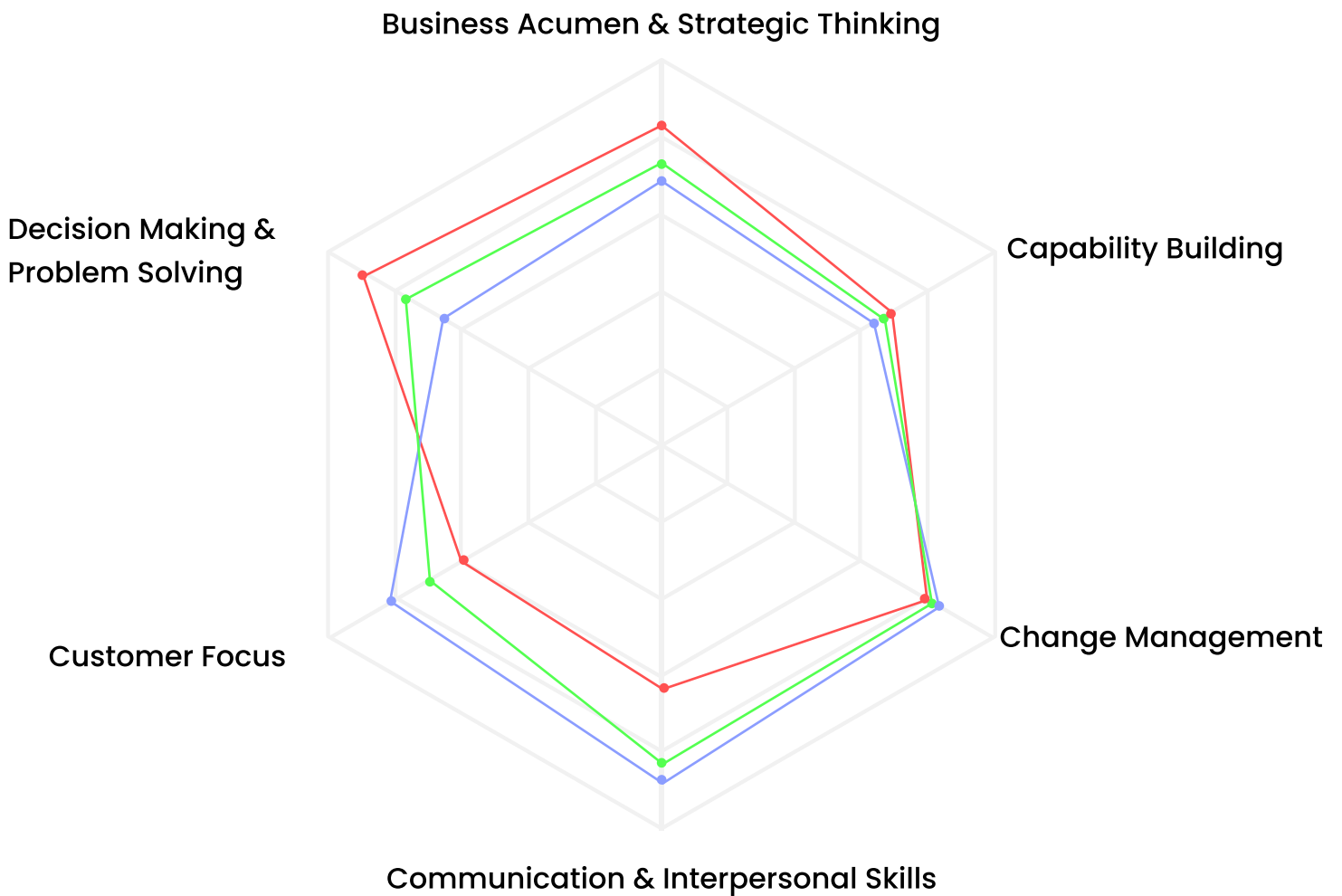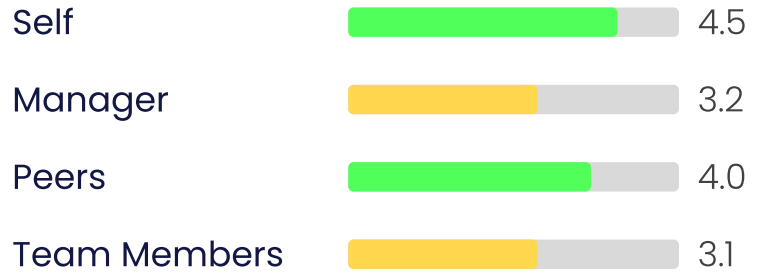
- Self
- Providers
- Company Average

Competency Wise Evaluation

Strength

Below are the statements where you received the highest ratings and are considered your key strengths.

Communication & Interpersonal Skills

Ability which involve effectively exchanging information and building relationships through clear articulation, active listening, empathy, and understanding in both personal and professional interactions.

4.0

Self Score

4.2

Other Scores

Change Management

process of guiding and supporting individuals, teams, and organizations through organizational change, ensuring a smooth transition and effective adoption of new methods, behaviors, and strategies

4.1

Self Score

4.1

Other Scores

Competency Wise Evaluation

Hidden Strength

Hidden Strengths are statements where you rated yourself lower compared to the average rating of other respondents.

Customer Focus

Refers to a business approach that prioritizes the needs, expectations, and satisfaction of customers, emphasizing excellent service and value delivery

3.5

Self Score

4.2

Other Scores
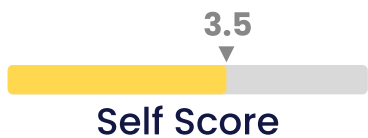
Competency Wise Evaluation

Areas of Improvement

Below are the statements where you received the lowest ratings and are considered your areas of improvements.

Capability Building

Strategic enhancement of skills, knowledge, and abilities, fostering continuous learning and improvement to effectively perform tasks and adapt to change

3.5

Self Score

3.4

Other Scores
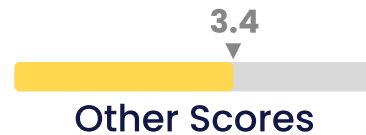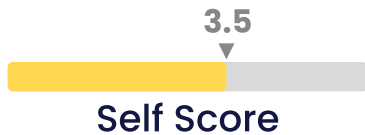
Competency Wise Evaluation

Blind Spots

Blind Spots are statements where you rated yourself higher compared to the average rating of other respondents. These may be your potential areas of improvement.

Business Acumen & Strategic Thinking

Encapsulate the ability to grasp complex business scenarios and make long-term, impactful decisions through insightful analysis and forward planning.

4.1

Self Score

3.5

Other Scores
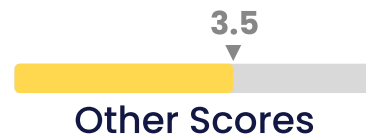
Decision Making & Problem Solving

Involve systematically approaching challenges, evaluating options, and implementing solutions to achieve desired outcomes efficiently and effectively.

4.5

Self Score

3.5

Other Scores
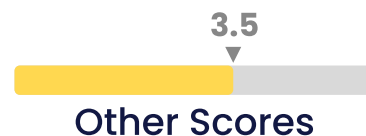
Statement Wise Evaluation

Business Acumen & Strategic Thinking		3.5

Ensure that Plans are well thought - out in line with the organizational vision	Self	4.5
	Manager	3.5
	Peers	2.7
	Sub-Ordinates	3.5
Has a good understanding of inter - dependencies, understands the big picture and the needs of stakeholders	Self	2.7
	Manager	3.5
	Peers	2.7
	Sub-Ordinates	4.5
Has the ability to analyze complex problems in a focused manner without losing sight of the big picture	Self	2.7
	Manager	3.5
	Peers	2.7
	Sub-Ordinates	4.5

Statement Wise Evaluation

Capability Building	3.5

Provides timely & constructive feedback to team members	Self	2.4
	Manager	3.5
	Peers	2.4
	Sub-Ordinates	3.5
Encourages team to use all resources to update their skills and be knowledgeable about current global practices in technology/ domain/function	Self	2.4
	Manager	4.5
	Peers	2.4
	Sub-Ordinates	3.5
Strives for excellence in personal performance and coaches others to perform at their best	Self	2.4
	Manager	3.5
	Peers	2.4
	Sub-Ordinates	3.5

Statement Wise Evaluation

Change Management	3.5

Takes calculated risks and overcomes barriers	Self		2.5
	Manager		3.5
	Peers		4.1
	Sub-Ordinates		3.5

Challenges status quo and takes responsibility for making things happen	Self		2.5
	Manager		3.5
	Peers		2.5
	Sub-Ordinates		4.1

Adapts behaviour and work methods in response to new information, changing conditions, or unexpected obstacles	Self		2.5
	Manager		3.5
	Peers		2.5
	Sub-Ordinates		4.1
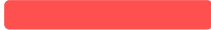
Statement Wise Evaluation

Customer Focus	3.5

Identifies trends, anticipates and develops plans to meet future needs of customers			
	Self		3.5
	Manager		3.5
	Peers		3.5
	Sub-Ordinates		3.5

Acts promptly on customer feedback			
	Self		3.5
	Manager		3.5
	Peers		3.5
	Sub-Ordinates		3.5

Statement Wise Evaluation

Communication & Interpersonal Skills		3.5

Has the courage to voice unpopular ideas	Self		2.7
	Manager		3.5
	Peers		4.1
	Sub-Ordinates		3.5
Has the ability to articulate complex concepts in a way that is simple and accurate	Self		2.7
	Manager		3.5
	Peers		2.7
	Sub-Ordinates		4.1
Proactively shares information, timely updates with others and keeps them informed to accomplish common goals	Self		2.7
	Manager		3.5
	Peers		3.5
	Sub-Ordinates		4.1
Conveys a sense of personal credibility and expertise	Self		2.7
	Manager		3.5
	Peers		2.7
	Sub-Ordinates		4.1
Takes others' viewpoints into account(e.g listens well, solicits ideas, asks for information, opinions & clarification)	Self		2.7
	Manager		3.5
	Peers		2.7
	Sub-Ordinates		4.1

Statement Wise Evaluation

Decision Making & Problem Solving	3.5

Takes decisions in complex or ambiguous situations	Self	3.5
	Manager	3.5
	Peers	3.5
	Sub-Ordinates	3.5
Consults relevant others and gains their support before making decisions	Self	3.5
	Manager	3.5
	Peers	3.5
	Sub-Ordinates	3.5
Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations	Self	3.5
	Manager	3.5
	Peers	3.5
	Sub-Ordinates	3.5

Open Ended Feedback

What would you want to continue doing?

I think I will continue to communicate well with my team, and the stakeholders as that helped me to convey the problems and come up with the effective solutions.

I would love for Jane to continue her innovative approach to problem-solving. She consistently brings fresh perspectives to the table, which greatly benefits our team.

Jane's dedication to fostering a positive team environment is remarkable. I hope she continues to prioritize collaboration and open communication among team members.

Jane's attention to detail is unparalleled. Her meticulous work ethic ensures that projects are executed flawlessly. I hope she maintains this level of precision in her future endeavors.

Jane's ability to adapt to new challenges is truly impressive. I admire her resilience and hope she continues to tackle obstacles with the same determination and enthusiasm

Jane's leadership skills have been instrumental in guiding our team to success. I urge her to continue leading by example and inspiring those around her to reach their full potential.

Open Ended Feedback

What would you want to do differently or stop doing?

Need to improve on my collaboration skills and keep the relevant stakeholders in the loop regarding project updates. I also believe that I should devote more time to improve my understanding of the domain.

Jane should avoid getting too stressed about things outside her control. She tends to get emotional at times if the outcomes aren't as expected which can impact her team as well.

She needs to stop interfering in areas of work which is outside her accountability. In a recent project, she was getting too involved in other team's day-to-day work which caused some confusions.

She needs to work on her stakeholder management skills and communicate clearly with them. Also, asking relevant questions before getting started will help her get clarity on her projects and will improve her performance. She also needs to work on her understand of the domain.

Jane needs to improve his time management and prioritization skills to make sure deliverables do not suffer.

OK. No need to change

Jane should avoid getting too frustrated with the QA as they are not in there perfect mental wellbeing, and that's it