360 Degree Feedback Survey

Sam Sample	Jul 26th 2023

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Introduction

You recently participated in Employee 360 Feedback. The goal of Employee 360 Feedback is for your personal development, to help you grow and achieve more in your career. You and your nominees were asked to provide feedback on your effectiveness on various competencies.

Purpose

- Enable transparent communication with staff, peers, managers, etc.
- Identify one’s strengths and weaknesses and plan on using them effectively.
- Improve one's overall performance.
- Obtain a holistic overview of one’s behavior by incorporating the opinions and perspectives of others.

Participants

The following is a summary of the group of respondents who were invited to participate and provide feedback for you.

RELATIONSHIP	NOMINATED	COMPLETED	COMPLETION RATE
S Self	1	1	100%
P Peer	2	2	100%
R Reportee	3	3	100%
M Manager	1	1	100%

Competency Summary

Overall Summary

This section will give you an idea on overall score of an employee

Your Score
3.7 /5

C	Customer Focus	3.9
T	Teamwork	3.4
C	Communications/Dialogue	3.4
I	Integrity	3.9

Customer Focus

Your Score
3.9 /5

S	Self	5.0
P	Peer	4.3
R	Reportee	3.1
M	Manager	4.6

Teamwork

Your Score
3.4 /5

S	Self	5.0
P	Peer	4.4
R	Reportee	2.3
M	Manager	3.3

Communications/Dialogue

Your Score
3.4 /5

S	Self	5.0
P	Peer	4.3
R	Reportee	2.1
M	Manager	3.8

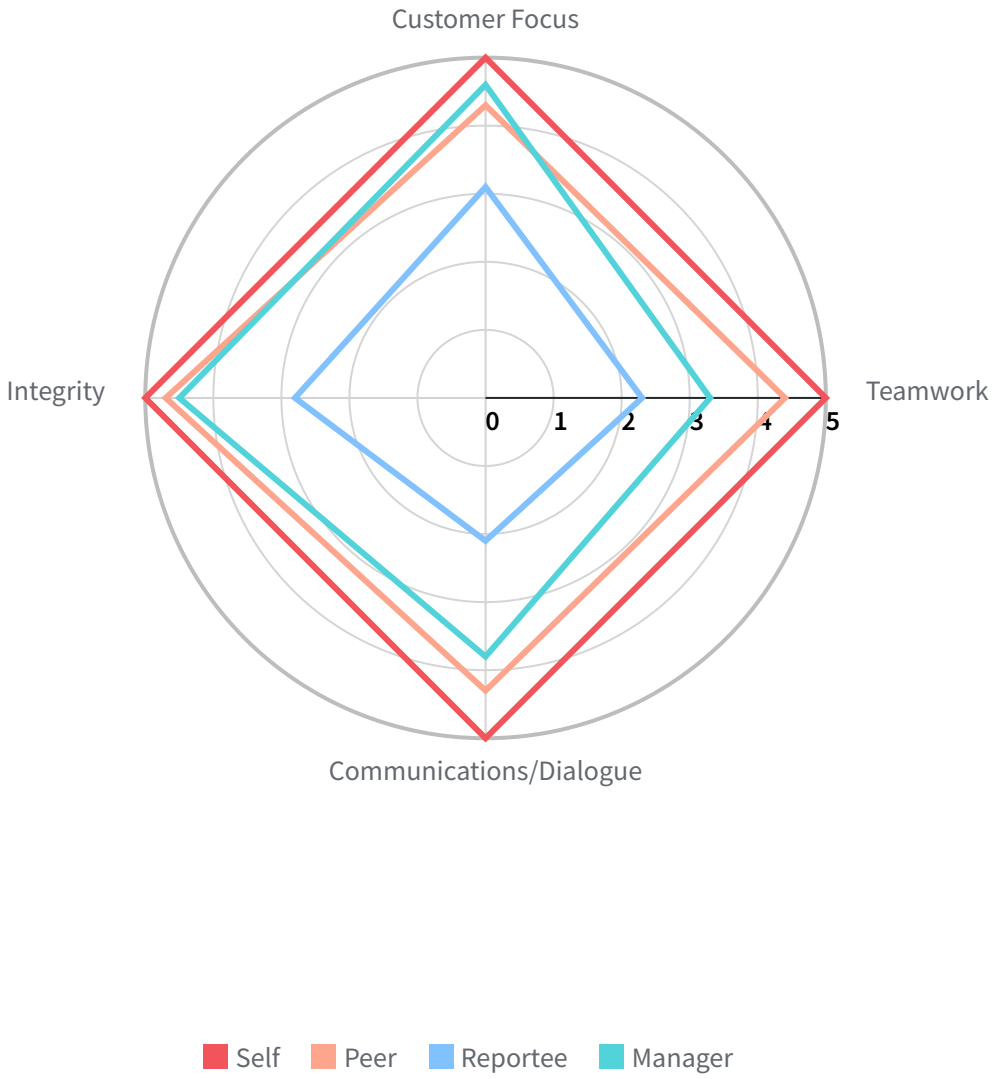
Integrity

Your Score
3.9 /5

S	Self	5.0
P	Peer	4.7
R	Reportee	2.8
M	Manager	4.5

Gap Analysis - Radar Chart

The Competency Summary radar chart below shows your ratings for each rating group across all competencies. Radar charts are useful in easily spotting gaps between rater groups perceptions and observations of your workplace behaviour. Higher scores fall towards the outer side of the chart and vice-versa.



Your Strengths

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

Customer Focus

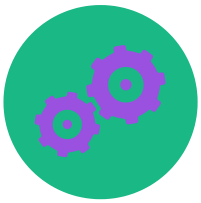
Integrity

Areas of Improvement

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

Teamwork

Communications/Dialogue



Hidden Strengths

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

You know yourself well!

Your peer ratings are mostly in line with how you have rated yourself.

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.

AREAS	YOUR RATING	OTHERS
Customer Focus	5.0	3.7
Integrity	5.0	3.7
Teamwork	5.0	3.1
Communications/Dialogue	5.0	3.1

Detailed Feedback

The detailed statement-wise rating provides your complete group-wise breakdown of your feedback on each statement.

Customer Focus

3.9/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
Anticipates customer needs and develops/advises on the development of ways to meet them.	5.0	4.5	4.3	5.0
Builds and maintains excellent working relationships with customers.	5.0	5.0	2.7	5.0
Follows up with customers on how well their needs are being addressed.	5.0	3.5	2.7	4.0
Gives all customers the attention they need regardless of their size.	5.0	5.0	3.0	4.0
Develops long-term relationships with major customers.	5.0	3.5	2.7	5.0

Teamwork

3.4/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
Contributes ideas, asks questions, listens, raises issues constructively.	5.0	4.5	2.7	2.0

Establishes cooperative and positive relationships with fellow team members and other co-workers.	5.0	4.0	3.0	4.0
Follows through on responsibilities and commitments.	5.0	5.0	2.0	5.0
Supports team decisions.	5.0	4.0	1.7	2.0

Communications/Dialogue

3.4/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
Accepts others' disagreement with his/her position without becoming angry or getting even.	5.0	4.5	2.3	4.0
Considers alternative points of view.	5.0	4.5	2.0	4.0
Listens closely to instruction and asks questions as necessary.	5.0	4.5	1.7	5.0
Raises issues to higher management as necessary.	5.0	3.5	3.3	3.0
Shares work-related information openly and clearly.	5.0	4.5	1.3	3.0

Integrity

3.9/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
Accepts responsibility instead of blaming others.	5.0	5.0	2.7	5.0
Consistently follows through on promises and commitments.	5.0	4.5	3.7	4.0
I trust what he or she tells me to be accurate and true.	5.0	4.0	2.0	4.0
Takes the most ethical and honest approach even if it is unpopular or inconvenient.	5.0	5.0	3.0	5.0

Overall

Please provide additional feedback on this person.

SELF

It's a me!

PEER

Testing

Sam is a terrific asset to the company

REPORTEE

Testing this is.

Sam Sample needs additional training and development.

Great worker

MANAGER

This person does a great job!

Personal Development

Based on your ratings, below is your personalized development plan. It is recommended that you discuss these inputs with your manager or coach and chart out your developmental journey.

REVIEWER INPUTS