PERFORMANCE PROGRAMS

360 ASSESSMENT

Prepared for

Pat Sample

February 2022

Feedback from

Rater Groups

Manager (1)

Peer (2)

Report (2)

SCORE360°

POWERED BY

PERFORMANCE PROGRAMS INC.

assessment, awareness, action

READING THIS REPORT

This report was designed to summarize the observations made by your raters regarding important management and leadership skills. The information below describes how to read the results.

Section 1: Results

The questions in the survey have been grouped together by common themes/competencies. In this section, you'll see the average response for each rater group based on the survey scale provided (i.e. 1 = Never or to a very small extent, 2 = Almost never, 3 = Sometimes , 4 = Usually or to an average extent, 5 = Frequently, 6 = Almost always and 7 = Always or to a very great extent). The graph below is an example and does not provide actual results.

5. Actively seeks to identify barriers to success and communicates to others.

1 Never or to a Very Small Extent	2 Almost Never	3 Sometimes	4 Usually or to an Average Extent	5 Frequently	6 Almost Always	7 Always or to a Very Great Extent	0 Not Applicable

 * A zero (0) may also represent an insufficient amount of rater responses that are required to protect confidentiality.

An important component of the survey process is that responses are provided in a confidential manner. By allowing people to respond in a confidential and anonymous manner, more open and honest feedback can be obtained. If there are fewer than the required minimum raters in the category, you will see 0 in that row to protect the anonymity and confidentiality of your respondents.

To understand your report, follow the gray bar from left to right, where it ends is your score on a question. The longer the bar is your self-rating. The different symbols indicate the difference in perspective. Each set of ratings is broken out by as many as five groups: Self, Manager, Peer, Reports, Other, and Overall. Overall is a combination of all groups excluding the self-ratings.

Lastly, at the end your will see the written comments provided verbatim as provide by your raters.

Section 2: Development Planning

Development Planning is the most important outcome of the feedback you are receiving. Please review your feedback and begin to build an Individual Action Plan, which will be the blueprint for your professional growth. Start by summarize your feedback from each rater group. Briefly, answer the following questions: How does your feedback from others differ from your self-assessment? What does the difference mean to you?

Given the perceptions of your raters, where should you focus your development efforts to achieve your professional goals? Work with your manager or a coach to help you identify two to three development objectives. Start by defining the objecting, the action you need to take, the resources you will need, and the time you need to meet the objective.
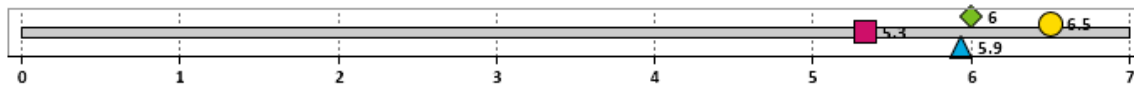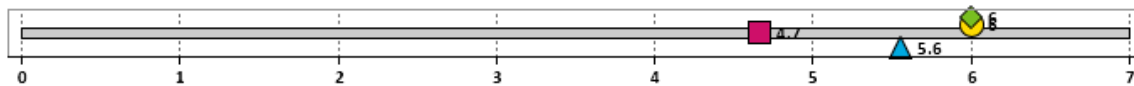
360 ASSESSMENT

Leadership
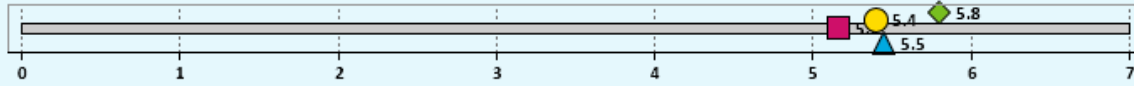
1. Sets a personal example of what he/she expects of others.
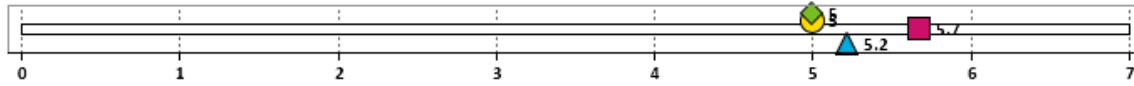
2. **Provide a clear vision for our work group.**

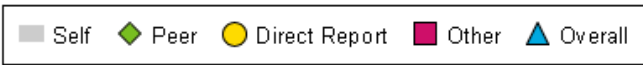3. **Generate commitment to building strategies that are aligned with the vision of the business.**

4. **Handle the anxiety that accompanies taking risks well.**

5. **Take intelligent risks in pursuit of business goals**

6. **Is an effective manager and leader.**

Legend: ▢ Self ◆ Peer ⬤ Direct Report ■ Other ▲ Overall

1	2	3	4	5	6	7	0
Never or to a Very Small Extent	Almost Never	Sometimes	Usually or to an Average Extent	Frequently	Almost Always	Always or to a Very Great Extent	Not Applicable

* A zero (0) may also represent an insufficient amount of rater responses that are required to protect confidentiality.

WRITTEN FEEDBACK

1. What do you believe this person could initiate or continue to do in terms of their leadership for their group?

Self

- More self awareness and reflection

Others

- Sonya testing

- Continue to lead by example... strong work ethic

- Continue to be organized and keep track of details

- ensure quality and consistency in execution.

- Provides timely feedback to team members

WRITTEN FEEDBACK

2. What specifically could this person stop doing in terms of their leadership?

Self

- Nothing

Others

- Nothing
- Sonya testing
- be less focused on day to day
- N/A
- Nothing specifically comes to mind

PERSONAL DEVELOPMENT PLAN

Please use this worksheet as a tool to frame conversations with your manager or coach and to begin taking ownership of your developmental journey as a leader.

Name: Date:

Is there anything in your feedback that surprises you? If so, why?

What two strengths do you see from your feedback that you want to sustain?

1.

2.

Based on your feedback, in which two dimensions would you like to improve?

1.

2.

How will improving on these two dimensions impact your leadership identity?

How will a change in your leadership identity impact your development of other leaders?

Which best describes your preferred method of development as a leader?

Instruction   Experience   Role Modeling   Balanced

How does this influence your plan to improve in the two dimensions you've selected?