



DEVELOPMENT
THROUGH
360 DEGREE FEEDBACK

SAMPLE REPORT

A 360 Degree Feedback Report by: T V Rao Learning Systems Pvt. Ltd

Getting The Best Out Of Your 360 Degree Feedback Report

"You are never given a wish without also being given the power to make it true. You may however have to work for it"

(Illusions. Richard Bach)

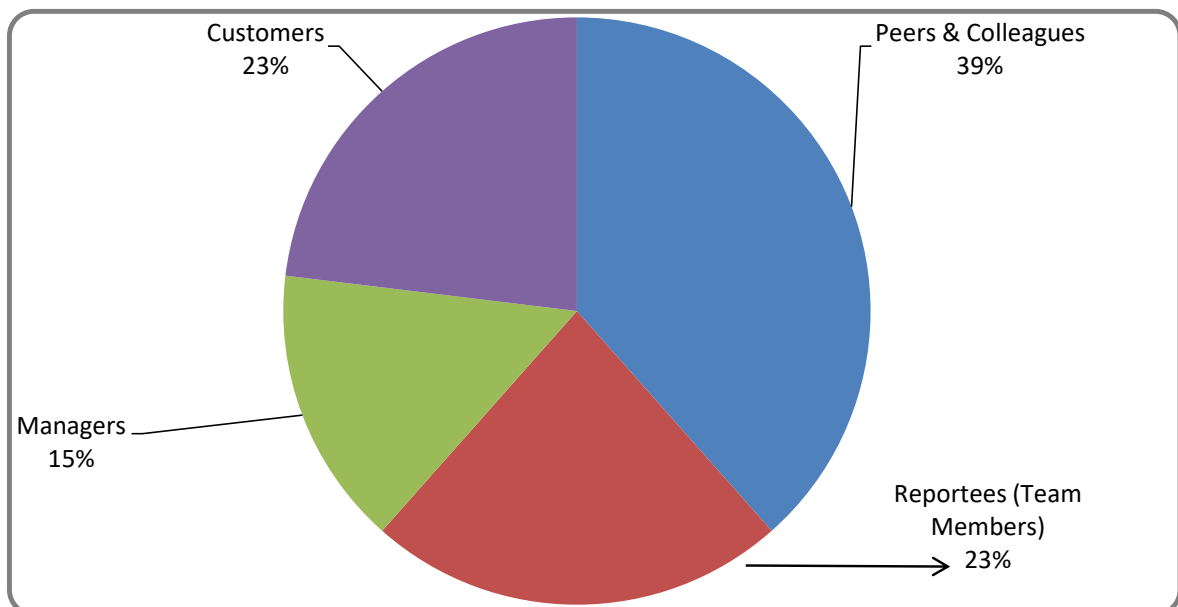
Welcome to the world of 'Self Exploration'.

Your 360 Degree Feedback report presented here is a compilation of all the responses received for you so far. The report is divided into four key sections-Roles, Styles, Delegation and Qualities. Each section has a unique rating scale and method for interpreting the data received. We also have at the end of the report, qualitative data/feedback received for you.

The end of the report has a format for your action plans.

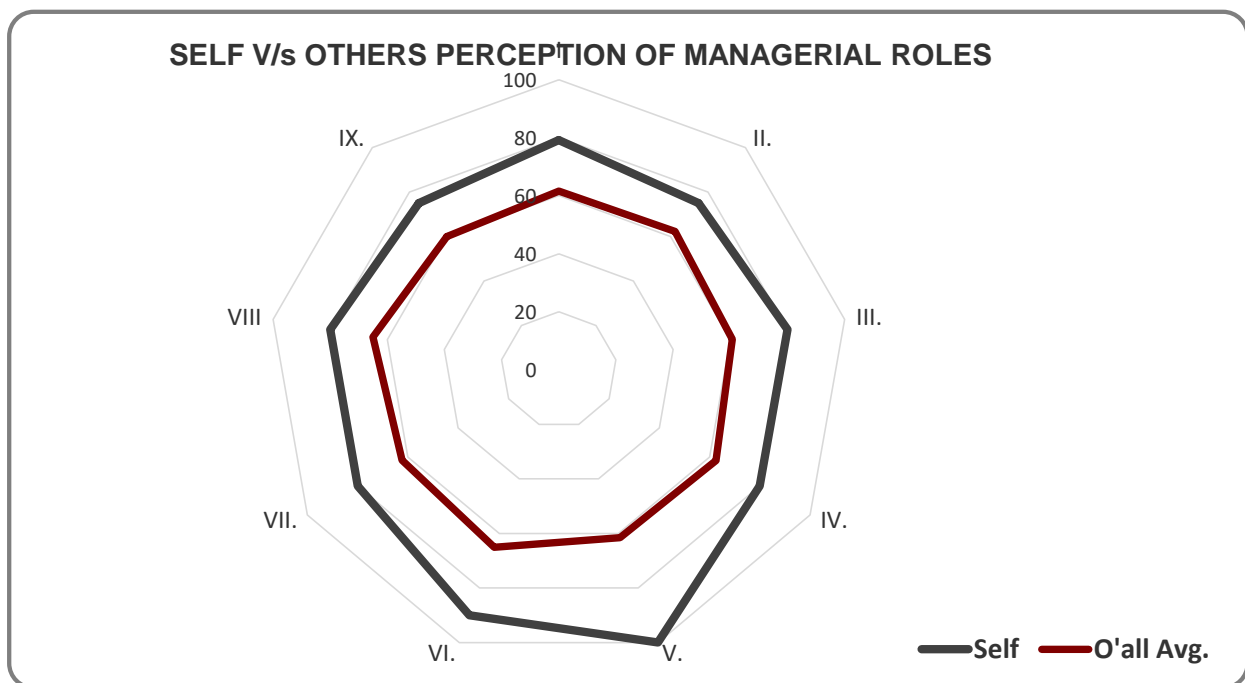
Composition of Respondents:

Category	No. Of responses
Self	1
Peers & Colleagues	5
Reportees (Team Members)	3
Managers	2
Customers	3
TOTAL RESPONSES RECEIVED (Excluding self)	13



SUMMARY OF MANAGERIAL AND LEADERSHIP ROLES

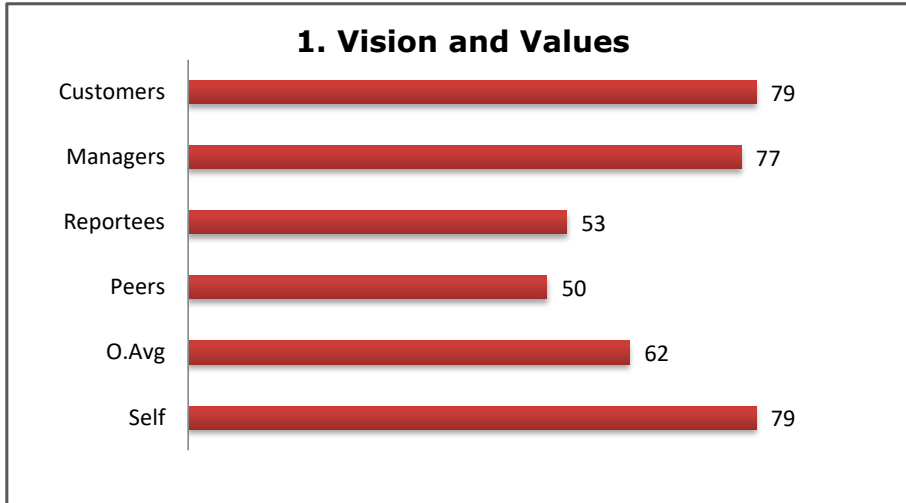
Sl. No	Roles	Self	O'all Avg.	Peer	Rep.	Mgr.	Customers
I.	VISION AND VALUES	79	62	50	53	77	79
II.	POLICY FORMULATION, PLANNING AND GOAL SETTING	75	62	52	50	75	83
III.	TECHNOLOGY AND SYSTEMS MANAGEMENT	80	61	50	50	75	80
IV.	INSPIRING, DEVELOPING AND EMPOWERING THE TEAM	80	63	52	51	78	81
V.	CULTURE BUILDING	100	62	50	50	75	83
VI.	TEAM WORK AND TEAM BUILDING	90	65	56	50	88	80
VII.	MANAGEMENT OF COLLEAGUES/ INTERNAL CUSTOMERS	80	62	55	50	75	78
VIII.	LIAISON WITH BOSS AND TOP MANAGEMENT	80	65	55	50	88	82
IX.	EXTERNAL CUSTOMER RELATIONS AND CLIENT MANAGEMENT	75	60	51	50	75	75



SECTION 1-DETAILS OF MANAGERIAL AND LEADERSHIP ROLES

1. VISION AND VALUES

Comparison of scores on Vision and Values



Vision and Values	62
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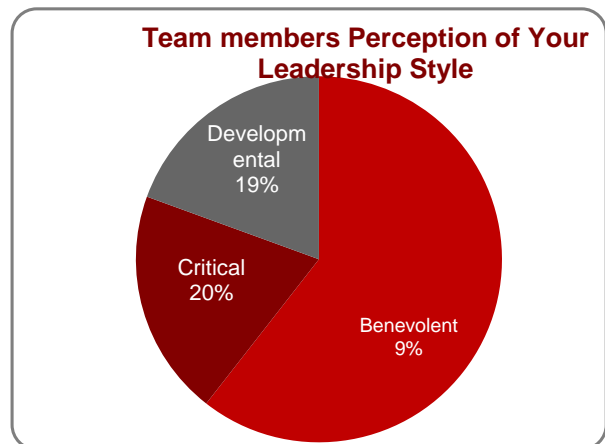
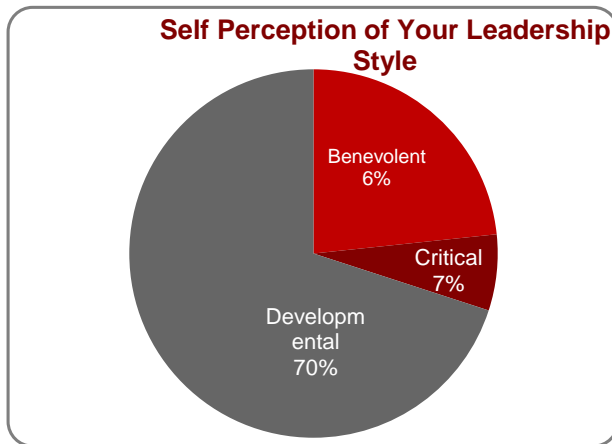
Scores on Vision and Values

		Self	Others Assessment				
		Self	O'all Avg.	Peer	Rep.	Mgr.	Customers
		1	13	5	3	2	3
1	Has a good understanding of the vision & values of the organisation	75	60	50	50	75	75
2	Communicates top management's vision of the organisation/ business to all employees in the department/division/unit.	75	62	50	50	75	83
3	Articulates a vision for his/her business unit	75	63	50	58	75	83
4	Clearly states the values of the business unit (e.g. customer service, service quality, punctuality, cost effectiveness)	100	62	50	58	75	75
5	Monitors to ensure that all the team members in the business unit follow the values	75	62	50	50	75	83
6	Inspires others by setting a personal example in following the values and vision	75	62	50	50	88	75
DIMENSION AVERAGE		79	62	50	53	77	79

SECTION 2-SUMMARY OF YOUR LEADERSHIP STYLES AND ITS IMPACT

Your style as seen by you and as seen by your Reportees or team members has been represented in the following two pie diagrams.

Sr.	Leadership Style	Self	Rep.
1	Benevolent	23	61
2	Critical	7	20
3	Developmental	70	19
		100	100



IMPACT OF YOUR STYLE			
		Self	Rep.
		1	3
1	Creates <u>dependency</u> . Team members do things only after checking with her/him.	50	33
2	Creates <u>tension</u> . Team members work more out of fear than out of joy for the work	0	25
3	Creates a <u>high degree of learning</u> . Team members seem to learn a lot.	75	33
4	Her/His team members exhibit a <u>high degree of morale and 'we' feeling</u> .	100	67

Section 3-DELEGATION

		Self	Others Assessment			
		Self	O'all Avg.	Peer	Rep.	Mgr.
		1	10	5	3	2
1	(S)He generally prefers that team members wait for her/his return rather than take decisions in her/his absence	0	50	20	100	50
2	(S)He does not leave routine decisions entirely to the team	0	10	20	0	0

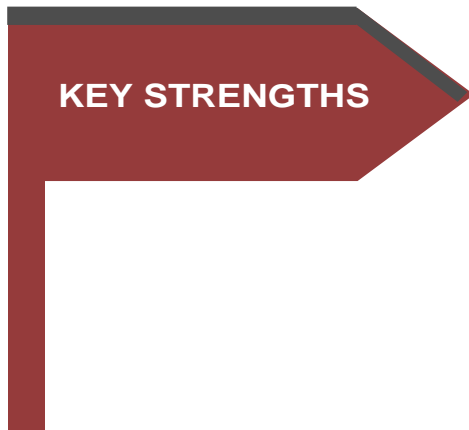
Your Non-Delegation score according to the perception of all the others stands at	25
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Your Non-Delegation score according to the perception of your Reportees or Team Members stands at	37
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Section 4-B BEHAVIOR QUALITIES

		Self	Others Assessment				
		Self	O'all Avg.	Peer	Rep.	Mgr.	Customers
		1	13	5	3	2	3
1	Calm and composed versus easily irritable.	83	74	70	61	75	88
2	Proactive versus Reactive.	83	43	33	44	50	50
3	Trusting versus Suspicious.	83	73	70	56	92	79

SUMMARY OF YOUR KEY STRENGTHS AND AREAS OF IMPROVEMENT



- ▶ Domain Knowledge
- ▶ Honest and value driven
- ▶ Dedicated and high passion



- ▶ Managing ones emotions more effectively (even tempered, not losing cool)
- ▶ Developing the next line of Leaders



Please note: What has been mentioned above is a summary of the responses received for you, based on the frequency / number of times it is repeated.

As a part of the 360 Degree Feedback for enhanced Leadership and Managerial effectiveness, respondents were asked to list five strengths and five areas of improvements for you.

Given below is a reproduction of the statements made by your respondents. Minor editing and modifications have been made to the data received for you.

The feedback has been sorted in ascending order for ease of reference and to ascertain the frequency of feedback.

SELF ASSESSMENT:	
Areas of Strength	Areas of Improvement
<ul style="list-style-type: none"> ▶ My past experience is my greatest strength ▶ I love to work hard 	<ul style="list-style-type: none"> ▶ Very aggressive ▶ Very high standards for self and therefore may impose this on others too

What your REPORTING/REVIEWING MANAGERS had to say:	
Areas of Strength	Areas of Improvement
<ul style="list-style-type: none"> ▶ Depth of knowledge ▶ Good communication and presentation skills ▶ High commitment level ▶ Proactive approach ▶ Reliability 	<ul style="list-style-type: none"> ▶ Greater attention to detail ▶ Rude to team members ▶ Very pushy and aggressive

What your PEERS AND COLLEAGUES had to say:	
Areas of Strength	Areas of Improvement
<ul style="list-style-type: none"> ▶ Business Acumen ▶ Go getter ▶ Good analytical skills ▶ Good analytical thinking ▶ Good at numbers ▶ Knowledgeable and trusted ▶ Loyal, dedicated ▶ Quick decision making 	<ul style="list-style-type: none"> ▶ Aggressive at times ▶ Could try to be less aggressive ▶ Gets very defensive at times