

360° Leadership Assessment Report

John Doe Dec 3rd 2022



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Introduction

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
 Self	1	1	 100%
 Peer	2	2	 100%
 Reportee	1	1	 100%
 Manager	1	1	 100%
 Colleagues	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

E Engaging Leadership Skills  3.7

H Healthy Communication Skills  3.4

T Team Development Skills  3.3

O Organizational & Behavioral Skills  4.4

W Work/Life Wellness Skills  3.4

I Interpersonal Skills  3.6

O Organizational & Client Alignment Skills  4.1

Engaging Leadership Skills

Section 1 of 7 | This section will be used to rate the employee based on their Engaging Leadership Skills.

Your Score
3.7 / 5

S Self	★ ★ ★ ★ ☆	3.7
P Peer	★ ★ ★ ☆ ☆	3.1
R Reportee	★ ★ ★ ★ ☆	4.3
M Manager	★ ★ ★ ★ ☆	3.7
C Colleagues	★ ★ ★ ★ ☆	4.3

Healthy Communication Skills

Section 2 of 7 | This section will be used to rate the employee based on their Healthy Communication Skills.

Your Score
3.4/5

S Self	★ ★ ★ ★ ★	3.0
P Peer	★ ★ ★ ★ ★	3.0
R Reportee	★ ★ ★ ☆ ★	3.3
M Manager	★ ★ ★ ★ ☆	4.3
C Colleagues	★ ★ ★ ★ ★	4.0

Team Development Skills

Section 3 of 7 | This section will be used to rate the employee based on their Team Development Skills.

Your Score
3.3/5

S Self	★ ★ ★ ★ ☆	3.7
P Peer	★ ★ ★ ☆ ☆	3.4
R Reportee	★ ★ ★ ☆ ☆	3.0
M Manager	★ ★ ★ ☆ ☆	2.7
C Colleagues	★ ★ ★ ★ ☆	3.7

Organizational & Behavioral Skills

Section 4 of 7 | This section will be used to rate the employee based on their Organizational & Behavioral Skills.

Your Score
4.4/5

S Self	★ ★ ★ ★ ☆	4.0
P Peer	★ ★ ★ ★ ☆	4.5
R Reportee	★ ★ ★ ★ ★	4.7
M Manager	★ ★ ★ ★ ☆	4.3
C Colleagues	★ ★ ★ ★ ☆	4.3

Work/Life Wellness Skills

Section 5 of 7 | This section will be used to rate the employee based on their Work/Life Wellness.

Your Score
3.4/5

S Self	★ ★ ★ ☆ ★	3.3
P Peer	★ ★ ★ ★ ★	4.0
R Reportee	★ ★ ★ ☆ ★	3.3
M Manager	★ ★ ★ ☆ ★	3.3
C Colleagues	★ ★ ★ ★ ★	2.7

Interpersonal Skills

Section 6 of 7 | This section will be used to rate the employee based on their Interpersonal Skills. You're almost done!

Your Score
3.6/5

S Self	★ ★ ★ ★ ☆	4.0
P Peer	★ ★ ★ ☆ ☆	3.4
R Reportee	★ ★ ★ ★ ☆	3.7
M Manager	★ ★ ★ ☆ ☆	3.0
C Colleagues	★ ★ ★ ★ ☆	4.3

Organizational & Client Alignment Skills

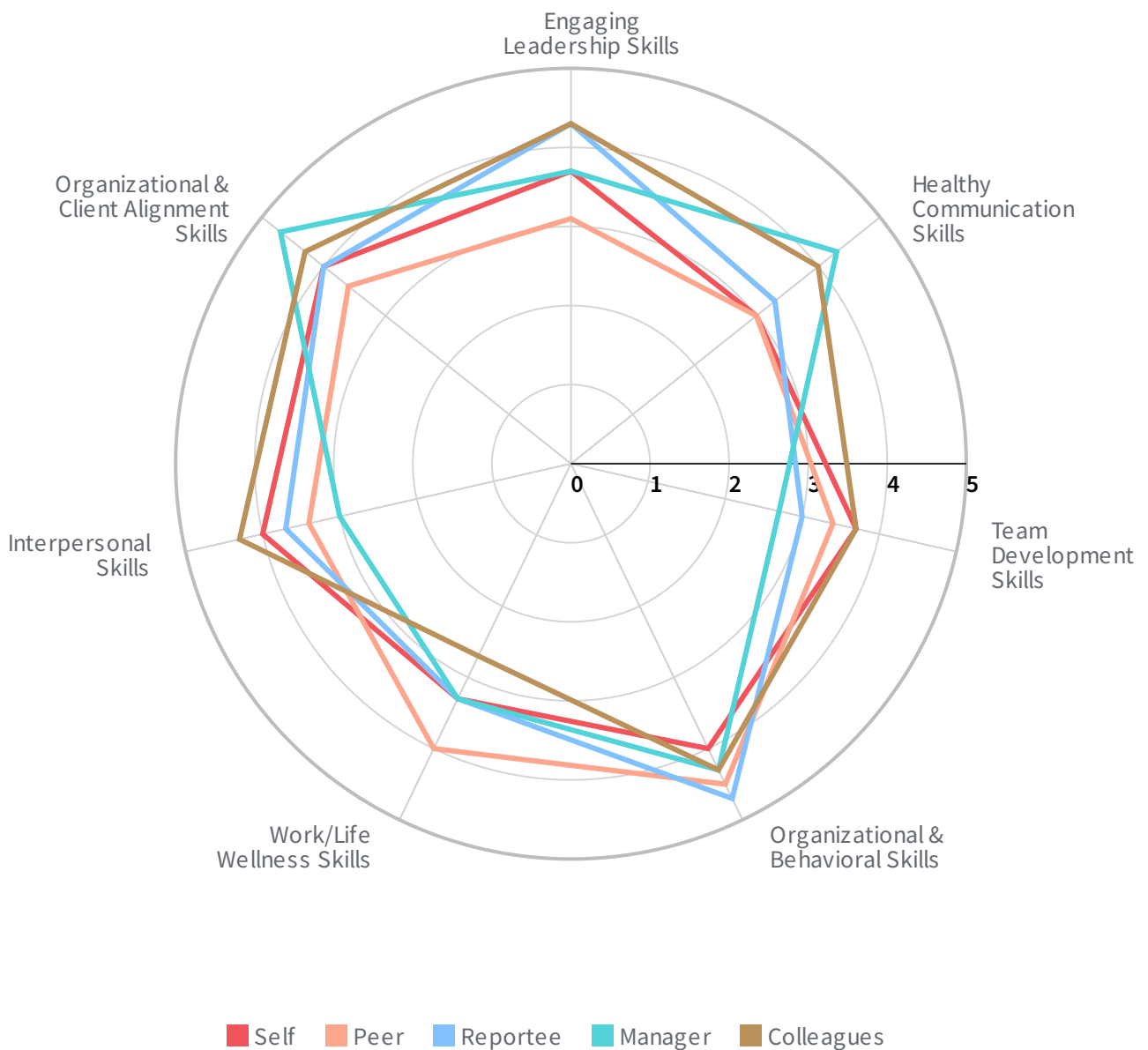
Section 7 of 7 | This section will be used to rate the employee based on their Organizational & Client Alignment Skills.

Your Score
4.1 /5

S Self	★ ★ ★ ★ ☆	4.0
P Peer	★ ★ ★ ☆ ☆	3.6
R Reportee	★ ★ ★ ★ ☆	4.0
M Manager	★ ★ ★ ★ ★	4.7
C Colleagues	★ ★ ★ ★ ☆	4.3

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.



Organizational & Behavioral Skills

Section 4 of 7 | This section will be used to rate the employee based on their Organizational & Behavioral Skills.



Organizational & Client Alignment Skills

Section 7 of 7 | This section will be used to rate the employee based on their Organizational & Client Alignment Skills.



Areas of Improvement

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



Team Development Skills

Section 3 of 7 | This section will be used to rate the employee based on their Team Development Skills.



Healthy Communication Skills

Section 2 of 7 | This section will be used to rate the employee based on their Healthy Communication Skills.



Work/Life Wellness Skills

Section 5 of 7 | This section will be used to rate the employee based on their Work/Life Wellness.



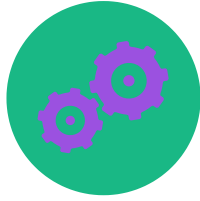
Interpersonal Skills

Section 6 of 7 | This section will be used to rate the employee based on their Interpersonal Skills. You're almost done!



Engaging Leadership Skills

Section 1 of 7 | This section will be used to rate the employee based on their Engaging Leadership Skills.



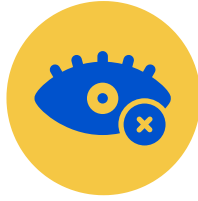
Hidden Strengths

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.



You know yourself well!

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

Detailed Feedback

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

Engaging Leadership Skills 3.7/5					
QUESTIONS	SELF	PEER	REPORTEE	MANAGER	COLLEAGUES
Exhibits leadership qualities in their current role at the organization.	3.0	3.5	5.0	4.0	5.0
Fosters energy, enthusiasm, and commitment in others.	3.0	3.0	5.0	5.0	3.0
Helps their team members solve work-related issues.	5.0	3.0	3.0	2.0	5.0
FEEDBACK					
Please explain the reason for your scores in Engaging Leadership Skills.					
<ul style="list-style-type: none"> ▮ The Subject looks at a challenge from every perspective before setting a plan of action. ▮ The Subject shows exemplary leadership among their teammates and co-workers. ▮ The Subject shows adequate teamwork skills in the workplace. ▮ The Subject is very supportive of their team members and guides them well when needed. ▮ The Subject is very supportive of their team members and guides them well when needed. ▮ The Subject handles disagreements within a team quite well. 					

Healthy Communication Skills 3.4/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER	COLLEAGUES
Shares information clearly and concisely.	5.0	2.5	3.0	5.0	4.0
Actively listens to others and is open to feedback without becoming defensive.	2.0	3.0	2.0	5.0	4.0
Provides candid feedback that facilitates improvement.	2.0	3.5	5.0	3.0	4.0

FEEDBACK















Please explain the reason for your scores in Healthy Communication Skills.

- The Subject works well under pressure and takes accountability for their actions.
- The Subject looks at a challenge from every perspective before setting a plan of action.
- The Subject shows exemplary leadership among their teammates and co-workers.
- The Subject has a very creative mindset, which has proven to be useful when making important decisions.
- The Subject handles disagreements within a team quite well.
- The Subject has a very creative mindset, which has proven to be useful when making important decisions.

Team Development Skills

3.3/5






QUESTIONS	SELF	PEER	REPORTEE	MANAGER	COLLEAGUES

Creates an environment in which others choose to do their best.					
Treats people with dignity, fairness, and respect.					
Promotes a culture where all team members feel safe to express their ideas.					

FEEDBACK

Please explain the reason for your scores in Team Development Skills.

- The Subject works productively and maintains a good rapport with their peers and managers.
- The Subject needs to work on communicating more clearly in the workplace.
- The Subject looks at a challenge from every perspective before setting a plan of action.
- The Subject shows adequate teamwork skills in the workplace.
- The Subject has a very creative mindset, which has proven to be useful when making important decisions.
- The Subject works productively and maintains a good rapport with their peers and managers.

Organizational & Behavioral Skills					4.4/5
QUESTIONS	SELF	PEER	REPORTEE	MANAGER	COLLEAGUES
Manages his/her time effectively.					

Streamlines all tasks and eliminates unnecessary steps.



Takes personal responsibility for their actions.



FEEDBACK

Please explain the reason for your scores in Organizational & Behavioral Skills.

- ▮ The Subject works productively and maintains a good rapport with their peers and managers.
- ▮ The Subject shows adequate teamwork skills in the workplace.
- ▮ The Subject shows adequate teamwork skills in the workplace.
- ▮ The Subject looks at a challenge from every perspective before setting a plan of action.
- ▮ The Subject communicates very well with others in a very concise & precise manner.
- ▮ The Subject has a very creative mindset, which has proven to be useful when making important decisions.

Work/Life Wellness Skills

3.4/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER	COLLEAGUES
Maintains an effective balance between work life and personal life.					
Maintains composure, even in stressful situations.					

Encourages the health and well-being of others.



FEEDBACK

Please explain the reason for your scores in Work/Life Wellness Skills.

- ▮ The Subject knows how to tackle different situations in the workplace.
- ▮ The Subject works productively and maintains a good rapport with their peers and managers.
- ▮ The Subject shows adequate teamwork skills in the workplace.
- ▮ The Subject needs to work on communicating more clearly in the workplace.
- ▮ The Subject needs to work on communicating more clearly in the workplace.
- ▮ The Subject has established a good relationship with their peers & managers.

Interpersonal Skills

3.6/5

QUESTIONS	SELF	PEER	REPORT E	MANAGER	COLLEAG UES
Builds effective relationships and manages them.					
Professionally handles disagreements between members and teams.					
Demonstrates an awareness of how his/her behavior affects others.					

FEEDBACK

Please explain the reason for your scores in Interpersonal Skills.

- The Subject works well under pressure and takes accountability for their actions.
- The Subject knows how to tackle different situations in the workplace.
- The Subject communicates very well with others in a very concise & precise manner.
- The Subject knows how to tackle different situations in the workplace.
- The Subject has a very creative mindset, which has proven to be useful when making important decisions.
- The Subject communicates very well with others in a very concise & precise manner.

Organizational & Client Alignment Skills

4.1/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER	COLLEAGUES
Builds and maintains excellent relationships with internal/external customers.	2.0	3.5	3.0	5.0	5.0
Keeps team focused on the organization's key initiatives and priorities.	5.0	4.0	4.0	4.0	3.0
Sets high standards of excellence for serving customers.	5.0	3.5	5.0	5.0	5.0

FEEDBACK

Please explain the reason for your scores in Organizational & Client Alignment Skills.

- The Subject displays consistent alignment with the organization's mission & vision.
- The Subject displays consistent alignment with the organization's mission & vision.

█ The Subject communicates very well with others in a very concise & precise manner.

█ The Subject shows adequate teamwork skills in the workplace.

█ The Subject shows adequate teamwork skills in the workplace.

█ The Subject knows how to tackle different situations in the workplace.

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