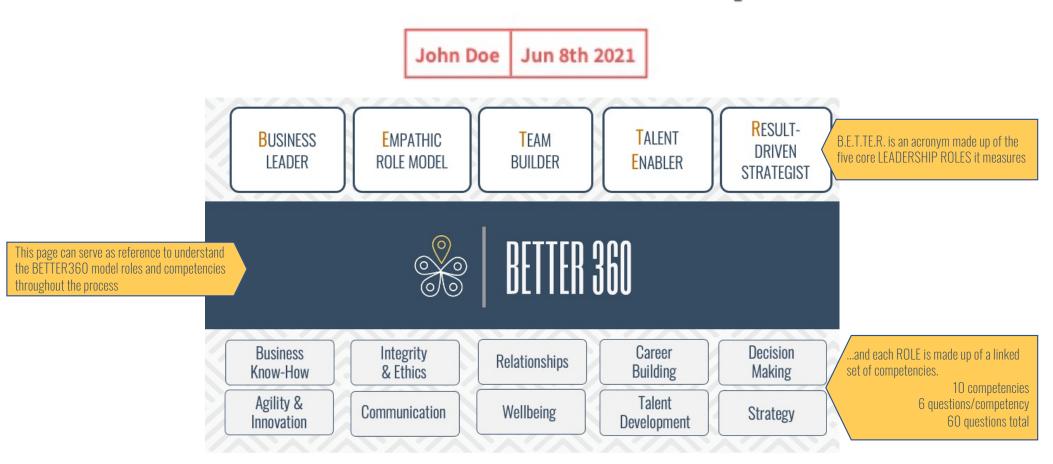
# **BETTER360 Feedback Report**



This report is confidential & has not been distributed to anyone other than you.

## **Rater Summary**

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

	In this summary, you will find an overview of how many raters in each category have given you feedback	NOMINATED	COMPLETED	COMPLETION RATE	
М	Manager	1	1		100%
P	Peer	2	2		100%
D	Direct Report	4	4		100%
s	Self	1	1		100%

To protect the confidentiality of the raters in the "Direct Report" category, this category will only be displayed if more than 3 people have given feedback. If not, the separate line will not appear but the scores will be used in the calculation of the overall score

This summary will compare your OVERALL ratings for each role and competency. It is an average of all your ratings in that category, except your own self-assessment

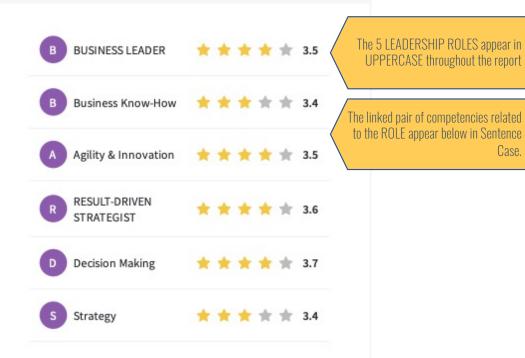
#### **Overall Summary**

This Competency Summary includes the overall average rating for the 5 Leadership Roles and 10 Competencies. It includes all of the ratings except your own self-assessment.

This is the OVERALL score for all 60 questions. All the ratings given to you by all raters other than yourself are averaged to calculate this number.

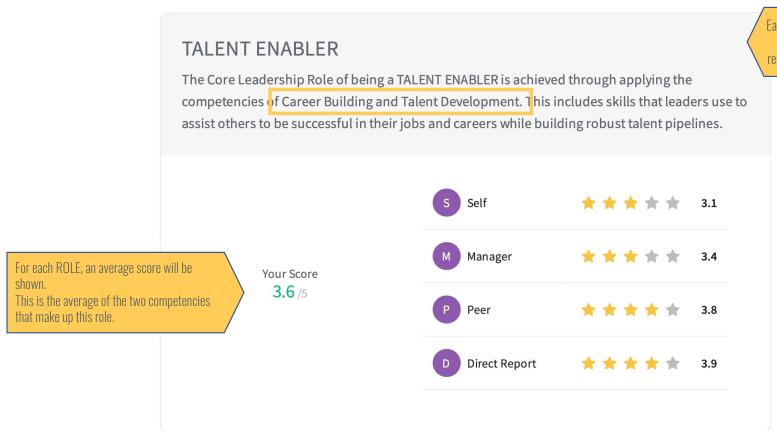
Your Score 3.5/5

Bear in mind that overall averages should only be used as the first indicator of your feedback. More detailed results further on in the report will better inform your focus and attention.



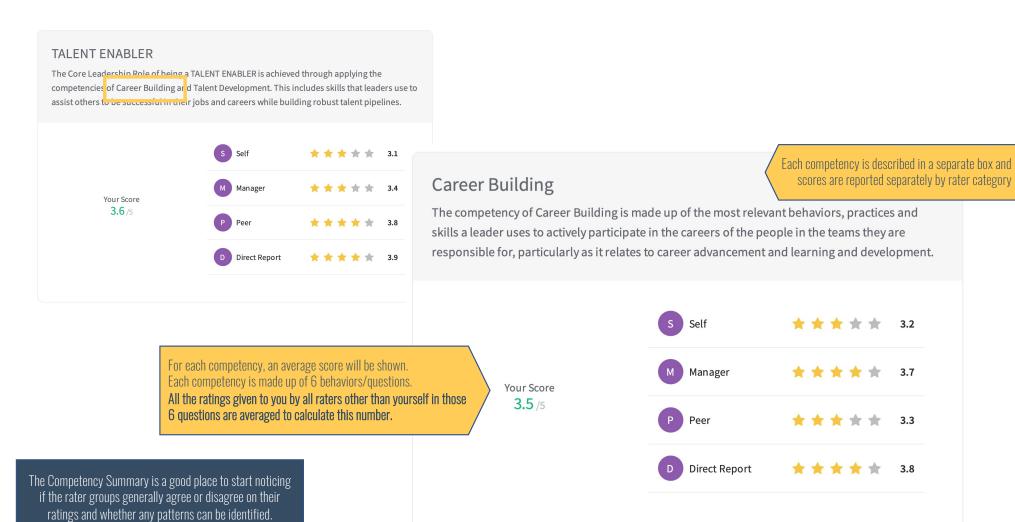
Case.

### **Competency Summary**



Each LEADERSHIP ROLE is described in a separate box and scores are reported separately by rater category

#### **Competency Summary**



## **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.





Two separate pages will list your 10 highest and 10 lowest overall ratings in individual behaviors (questions)



#### **Your Highest Ratings**

Below are the 10 questions where you scored the highest. These scores refer to the overall average excluding your self-evaluation. Below each question, you can find the competency it is included in.

IS OPEN ABOUT FEELINGS, CONCERNS AND GOALS AND PROVIDES A

(I≡INTEGRITY & ETHICS)

OTHERS TO DO THE SAME

( |≡ INTEGRITY & ETHICS)

**Your Lowest Ratings** 

Below are the 10 questions where you scored the lowest. These scores refer to the overall average

excluding your self-evaluation. Below each question, you can find the competency it is included in.

REATE A SHARED VISION OF WHAT THE ORGANIZATION ASPIRES TO BE IN THE

( I≡ INTEGRITY & ETHICS)

EGY)

RECOGNIZES ISSUES, ANTICIPATES POTENTIAL PROBLEMS AND IS QUICK TO RESPOND TO Overall score for ACTIVELY SEEKS FEEDBACK FROM OTHERS TO IMPROVE HIM/HERSELF THEM 2.5 this question (I≡ COMMUNICATION) (I≡STRATEGY) Competency where auestion is included MAKES DECISIONS BASED ON THE ANALYSIS OF FACTS, A VARIETY OF INFORMATION AND DOES AN EXCELLENT JOB OF MARKETING THE BENEFITS OF NEW INITIATIVES **CONSIDERATION OF ALL ALTERNATIVES** 2.5 ( I≡ STRATEGY) ( I≡ DECISION MAKING) FOSTERS OPEN DIALOGUE REGARDING INDIVIDUAL CAREER INTERESTS AND SUPPORTS PAYS ATTENTION TO TRENDS OUTSIDE THE INDUSTRY/COMPANY AND BRINGS RELEVANT PLANS FOR POTENTIAL ADVANCEMENT AND MOVES 2.8 INFORMATION THAT BENEFITS THE COMPANY (I≡ CAREER BUILDING) (I≡STRATEGY) REGULARLY PROVIDES RECOGNITION FOR INDIVIDUAL AND TEAM ACCOMPLISHMENTS **ACTIVELY PROMOTES STRONG CUSTOMER RELATIONSHIPS** 2.8 ( |≡ TALENT DEVELOPMENT) (I≡ RELATIONSHIPS) ENSURES EMPLOYEES HAVE ADEQUATE AND MANAGEABLE WORKLOADS AND THE REPRESENTS THE COMPANY WELL AND IS FAIR AND RESPONSIBLE IN ALL INTERACTIONS RESOURCES (EQUIPMENT, TOOLS, SUPPLIES, INFORMATION, PROCEDURES) THEY NEED 3.0 (I≡INTEGRITY & ETHICS) TO ACHIEVE THEIR GOALS ( I≡ WELLBEING) FOLLOWS THROUGH ON PROMISES AND COMMITMENTS HE/SHE MAKES HIS/HER ACTIONS ARE CLEARLY GUIDED BY A SOLID ETHICAL CODE 3.0

Use these sections to identify patterns of strengths and

weaknesses that can be helpful in your development planning



## **Hidden Strengths**

This section shows up to 10 questions/behaviors with the highest gap between your self-rating and the average rating from your raters, where you have rated yourself **significantly** <u>lower</u>

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

AREAS YOUR RATING OTHERS In this example, the assessee has rated themselves 2.0 points DISPLAYS EMPATHY INVESTING TIME IN LISTENING TO OTHERS' UNDER the average rating they received from everyone else CONCERNS AND NEEDS AND ACTING UPON THEM AS APPROPRIATE ( I WELLBEING) Competency where question is included WRITES IN A CONCISE AND COMPELLING MANNER THAT CLEARLY ARTICULATES HIS/HER POINT OF VIEW ( I≡ COMMUNICATION) If such discrepancies don't exist, this ACTIVELY PROMOTES CHANGE IN THE ORGANIZATION AND LEADS THE section will not be populated in your report IMPLEMENTATION OF IMPORTANT INITIATIVES

( | AGILITY & INNOVATION)



## **Blind Spots**

This section shows up to 10 questions/behaviors with the highest gap between your self-rating and the average rating from your raters, where you have rated yourself **significantly** <u>higher</u>

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.

In this example, the assessee has rated themselves 2.5 points OVER the average rating they received from everyone else

USES GOOD JUDGEMENT TO MAKE DECISIONS
(IE DECISION MAKING) Competency where question is included

IS SKILLED AT INFLUENCING AND PERSUADING OTHERS
(IE RELATIONSHIPS)

If such discrepancies don't exist, this section will not be populated in your report
(IE CAREER BUILDING)

AREAS

OTHERS

5.0

3.0

#### **Detailed Feedback- All Items**

The detailed rating provides the breakdown of your feedback on each statement by rater group.



## www.BETTER360.online/resource-library

#### **Personal Development**

Based on your ratings, please create a personal development plan. It is recommended that you discuss these inputs with your manager or coach and chart out your developmental journey, leveraging resources and programs that might be available in your organization. For additional development tools or if you are interested in booking a coaching session with a certified BETTER360 coach, visit www.better360.online/resource-library

To gain the highest benefit of this process, use the resources available on <a href="www.better360.online/resource-library">www.better360.online/resource-library</a> before and after receiving your BETTER360 report

