



180

HRCOMPETENCY

180 Individual Feedback Report

Simon Sample

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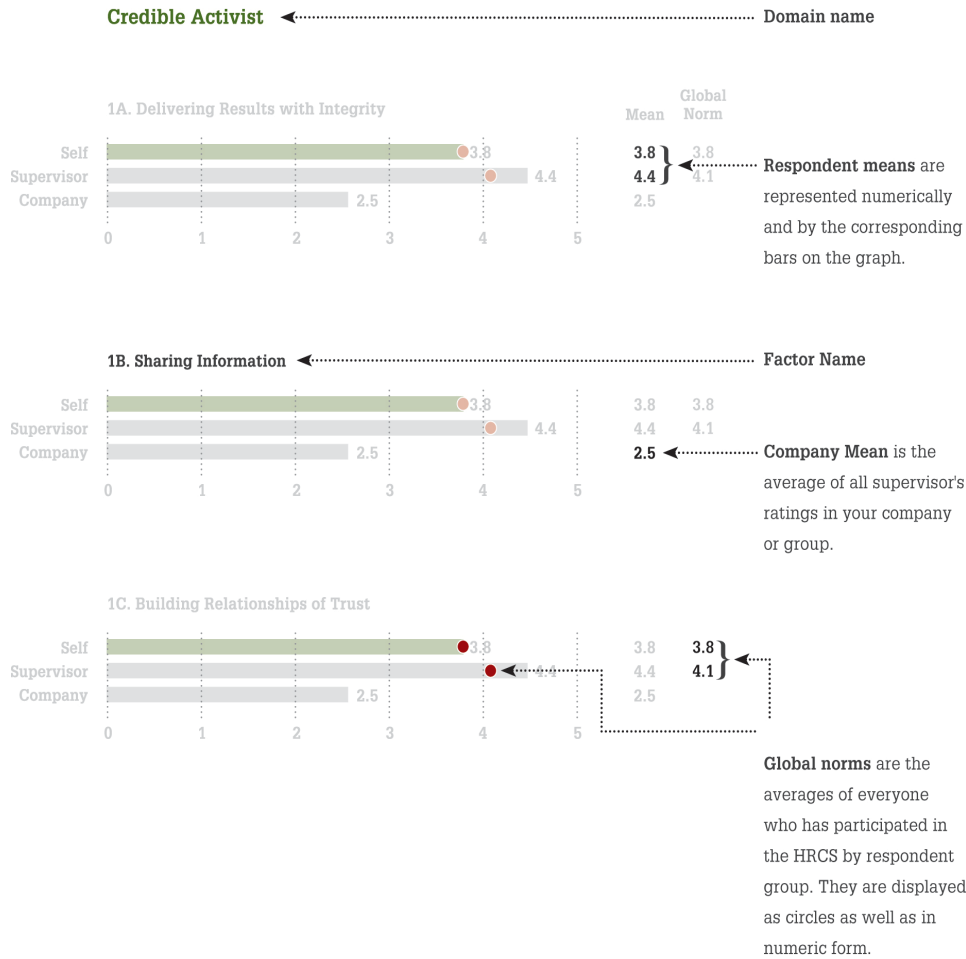
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How to Read the Graphs



3 Demographic Information

This section offers information about the people whose responses make up the information upon which this survey is based. Understanding the demographics included in a survey will help you better understand your results.

Participant's Group/Company:

Your data

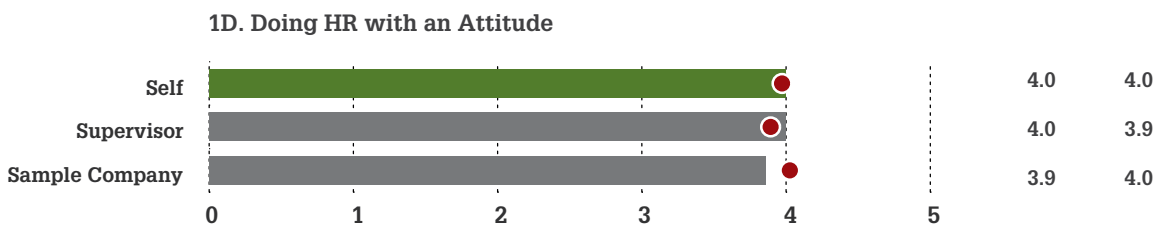
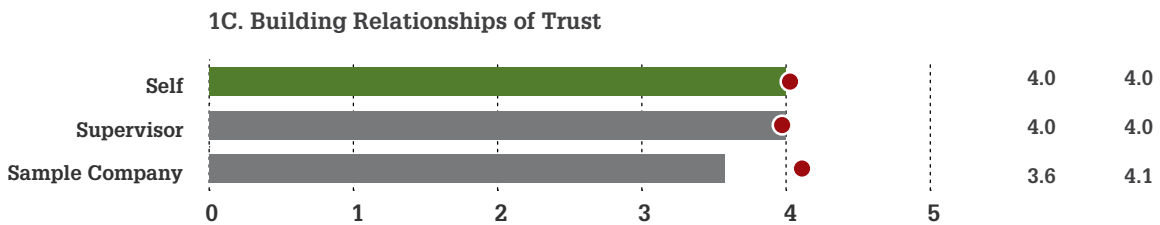
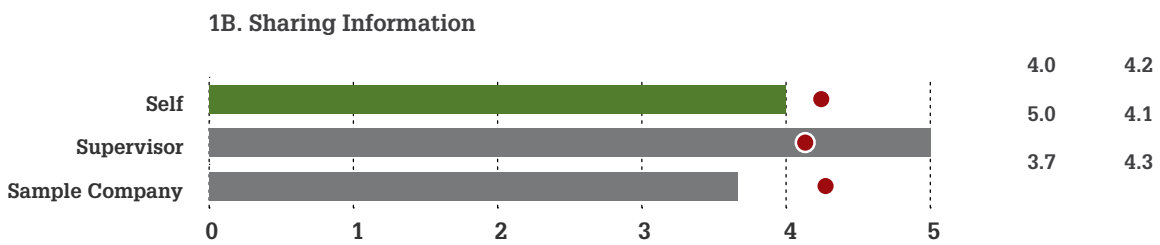
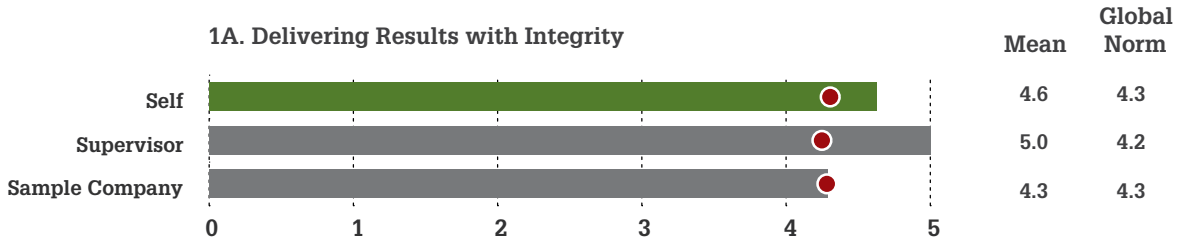
Supervisor 1
 Respondents in group/company..... 5

Global database

HR participants..... 1359
 Supervisors 1653

5 Factor Scores

1. Credible Activist



7 Most Positive & Least Positive Items

Building on your strengths

This section indicates the ten items for which you received the highest scores from your supervisor(s). In the event of a tie (if there are more than ten items that would rank among the top ten) the lowest numbered items are shown in this section.* You can refer to Section 6 to review all the scores for each individual item.

Building on strengths means identifying what you do well and finding opportunities to do it more often.

A high score by your supervisor(s) and a high self score indicates a *consensus strength*, or an area where both you and your supervisor(s) perceive a strength. A high score by your supervisor(s) and a less positive self score indicates that your supervisors' perception of that item is higher than you yourself perceive it. This is called a *hidden strength*.

Highest 10 Item Scores	Domain	Factor	Self	Supervisor	Company
115. Computer information systems	Business Ally	Leveraging Business Technology	3.0	5.0	4.7
45. Human Resource best practices	Talent Manager / Organization Designer	Ensuring Today's and Tomorrow's Talent	4.0	5.0	4.0
29. Identifies and engages people who make change	Culture and Change Steward	Facilitating Change	4.0	5.0	3.7
1. Meets commitments	Credible Activist	Delivering Results with Integrity	5.0	5.0	4.2
2. Has a track record of results	Credible Activist	Delivering Results with Integrity	5.0	5.0	4.2
3. Demonstrates high integrity	Credible Activist	Delivering Results with Integrity	5.0	5.0	4.6
4. Has earned trust	Credible Activist	Delivering Results with Integrity	5.0	5.0	3.8
5. Performs accurate (error free) work	Credible Activist	Delivering Results with Integrity	4.0	5.0	4.5
6. Works well with management team	Credible Activist	Delivering Results with Integrity	4.0	5.0	4.2
7. Is a role model of organization's values	Credible Activist	Delivering Results with Integrity	5.0	5.0	4.8

* If you have additional items that received the same score as those listed above, you can review those items in Section 6 of this report.

8 Written Comments

In this section you will find your raters' responses to the open-ended questions, as well as your own observations. These comments are shown exactly as your raters entered them; they have not been edited in any way.

WHAT ARE THIS PERSON'S GREATEST STRENGTHS AS AN HR PROFESSIONAL?

SUPERVISOR COMMENTS

- Integrity - honesty - quality of work

SELF COMMENTS

- Interpersonal Effectiveness/Teamwork I am seen by leaders and colleagues as a nice person to work with; have very good technical knowledge what I share with others. Leadership I am committed to our mission and values in my daily work and try to do the job in alignment with our philosophy and strategy.

WHAT DO YOU SEE AS THIS PERSON'S MOST IMPORTANT AREAS FOR DEVELOPMENT AS AN HR PROFESSIONAL?

SUPERVISOR COMMENTS

- Be more pro-active and plan forwards

SELF COMMENTS

- Should work to have a better time/project time line in place - this means setting up earlier directions. Need to develop further my leadership (people) skills.

IS THERE ANYTHING ELSE YOU WOULD LIKE TO TELL THIS PERSON THAT WOULD HELP INCREASE HIS/HER

SELF COMMENTS

- I sometimes act still too much from my own perspective - this is still something for further development.