



360

# HRCOMPETENCY

360 Company Report

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ABC Company

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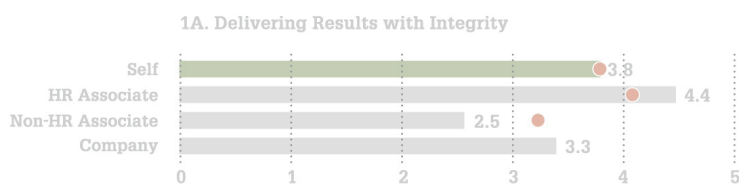


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# How to Read the Graphs

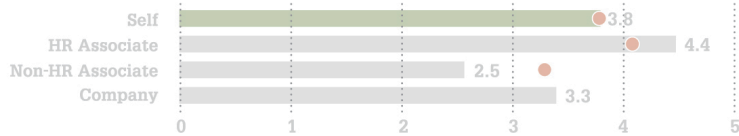
**Credible Activist** ← ..... Domain name



Mean	Global Norm
3.8	3.8
4.4	4.1
2.5	3.3
3.3	3.3

..... Respondent means are represented numerically and by the corresponding bars on the graph.

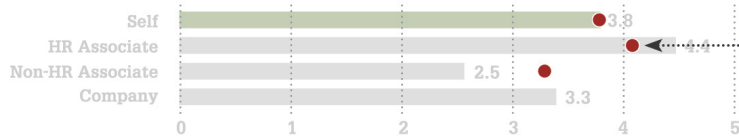
**1B. Sharing Information** ← ..... Factor Name



Mean	Global Norm
3.8	3.8
4.4	4.1
2.5	3.3
3.3	3.3

..... Company/Group mean is the average of all associates and supervisors in your company or group.

**1C. Building Relationships of Trust**



Mean	Global Norm
3.8	3.8
4.4	4.1
2.5	3.3
3.3	3.3

..... Global norms are the averages of everyone who has participated in the HRCS by respondent group. They are displayed as circles as well as in numeric form.

## 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 company's results.

### ABC Company

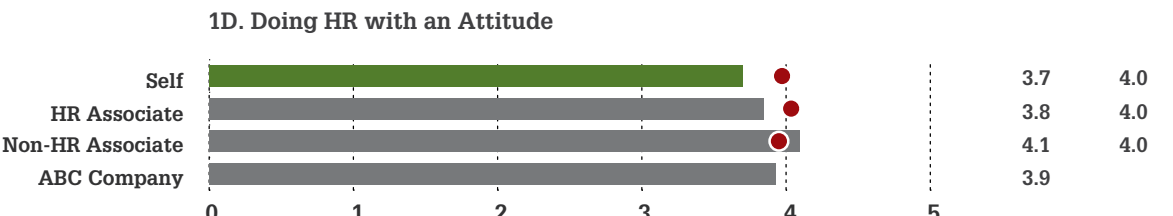
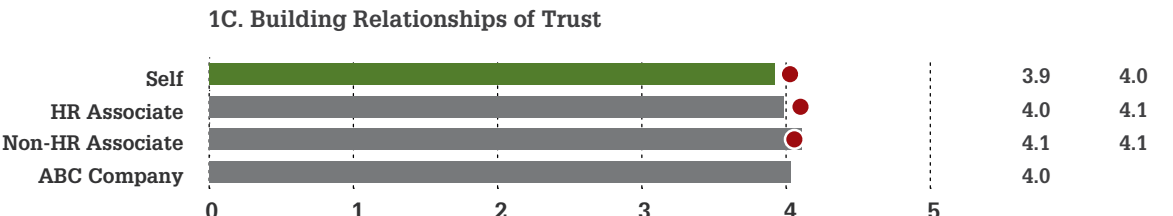
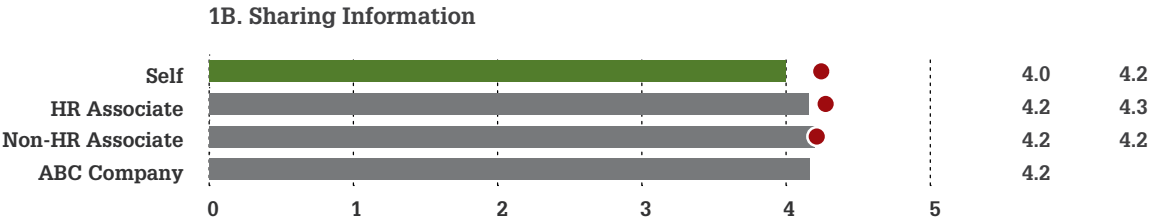
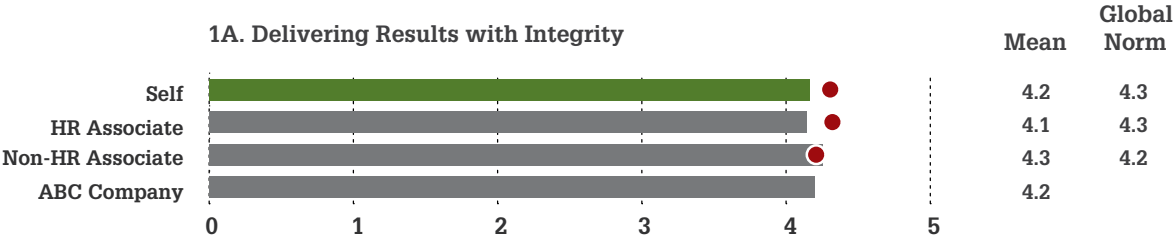
Number of participants.....	<b>22</b>
Number of HR associate raters .....	<b>86</b>
Number of Non-HR associate raters.....	<b>50</b>
Total respondents in group/company...	<b>165</b>

### Global database

Number of participants.....	<b>1671</b>
Number of HR associate raters .....	<b>5007</b>
Number of Non-HR associate raters.....	<b>3342</b>

# 5 Factor Scores

## 1. Credible Activist



# 7 Most Positive & Least Positive Items

## Building on your strengths

This section indicates the ten items for which your HR professionals received the highest scores, based on the Non-HR Associate average. In the event of a tie (if there are more than 10 items that would rank among the top 10) 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 your department does well and finding opportunities to do it more often. Peers admire what we do well and we should emphasize our strengths in working with them.

Highest 10 Item Scores	Domain	Factor	Self	HR Associate	Non-HR Associate	Global Associate
3. Demonstrates high integrity	Credible Activist	Delivering Results with Integrity	4.5	4.4	4.6	4.5
18. Ensures that the culture of your business is recognized in the mind of external stakeholders (i.e., customers, shareholders)	Culture and Change Steward	Enacting Culture	4.9	4.6	4.5	3.6
98. Uses technology to facilitate organizational transformation	Operational Executor	Advancing HR Technology	4.7	4.8	4.5	3.5
6. Works well with management team	Credible Activist	Delivering Results with Integrity	4.4	4.2	4.4	4.3
45. Human Resource best practices	Talent Manager / Organization Designer	Ensuring Today's and Tomorrow's Talent	3.4	3.9	4.4	4.2
4. Has earned trust	Credible Activist	Delivering Results with Integrity	4.2	4.0	4.3	4.3
15. Provides candid observations	Credible Activist	Doing HR with an Attitude	3.9	3.9	4.3	4.1
10. Expresses effective verbal communication	<i>Credible Activist</i>	<i>Sharing Information</i>	3.9	4.1	4.2	4.3
11. Has effective interpersonal skills	<i>Credible Activist</i>	<i>Sharing Information</i>	4.1	4.2	4.2	4.3
2. Has a track record of results	<i>Credible Activist</i>	<i>Delivering Results with Integrity</i>	3.9	4.1	4.2	4.2

\* 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.