

360° Feedback Results

Survey Report



Jane
Customer Service Manager
Customer Services

Feedback requested by: Kim
Review period: 2013 Jul-Dec (from Jul 1, 2013 to Dec 31, 2013)

Due in 6 days

Feedback progress

Invited 6 respondents
Responded 5 (83%)
Pending 1 (17%)
Declined 0

Results as of Apr 8, 2015, 9:37:56 AM

Filters - Apply to results and comparison

Results: Include responses from all respondents (5)

Comparison: Compare with everyone (4), same cycle

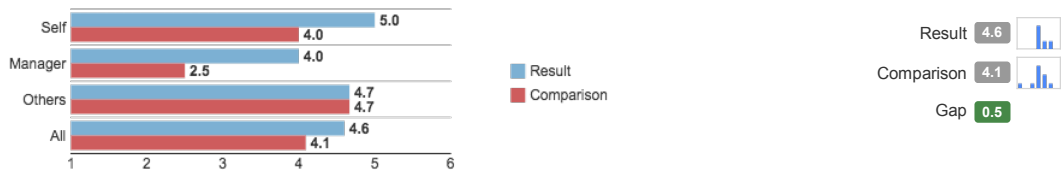
Summary - Consolidated results grouped by question category

	Result	Comparison	Gap
Communication	4.8	4.3	0.6
Teamwork	4.8	4.7	0.0
Integrity	4.8	4.8	0.1
Results Orientation	4.3	4.8	-0.5
Total	4.7	4.7	0.0

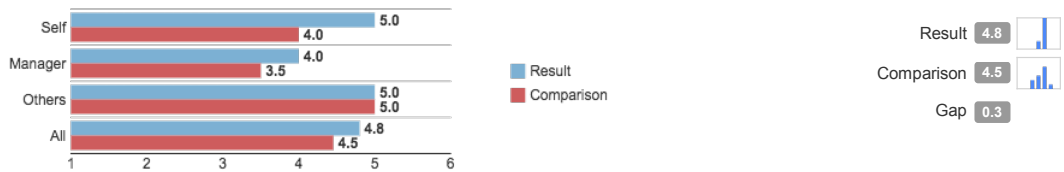
Details - Responses for each individual question

Communication

Makes an effort to listen and tries to understand other people's ideas



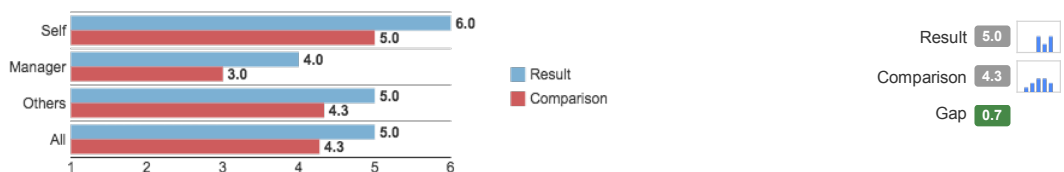
Expresses thoughts, opinions, and ideas, in meetings and discussions



Explains ideas clearly



Uses meeting time efficiently



Comments or suggestions

Jane (self-review):

I think I've improved on this aspect over the past few months...

Roxane (manager):

Jane does a great job at communicating with the team, however I think she could...

Response #1:

Jane is not inclined to talk for the sake of talking. She is a good listener.

Response #2:

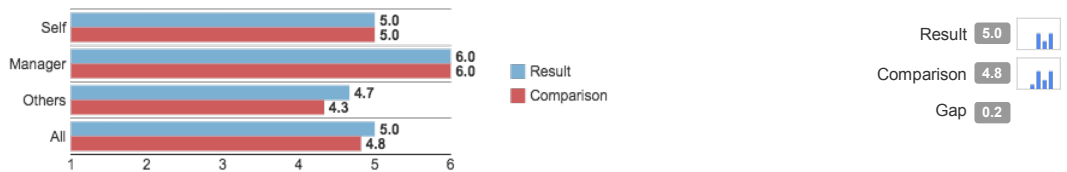
Some comments.

Response #3:

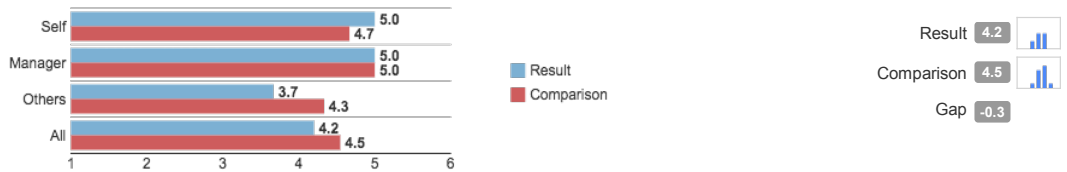
Jane has done a good job at...

Teamwork

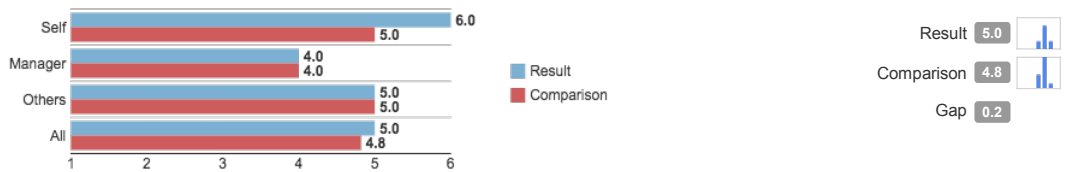
Is good humoured and helpful even in stressful situations



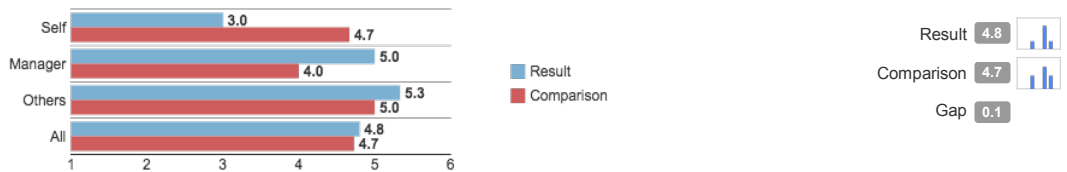
Arrives to meetings on time



Helps their coworkers achieve



Respects team decisions even if they oppose their views



Comments or suggestions

Response #1:

Some comments.

Response #2:

Some more comments.

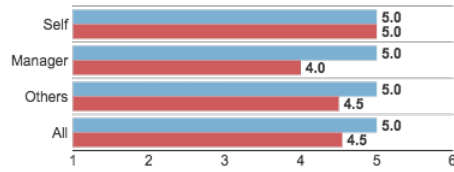
Response #3:

Jane has done a good job at...

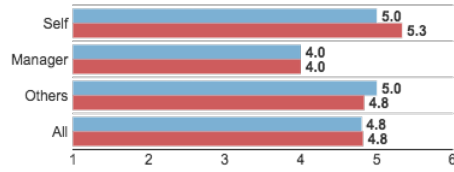
Integrity

Act with honesty. Keep your word. Do the right thing.

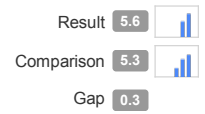
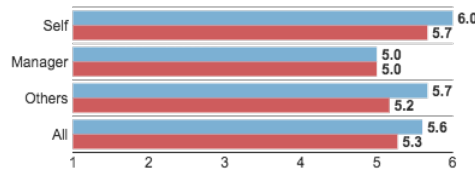
Takes responsibility for mistakes or failure



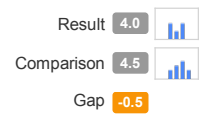
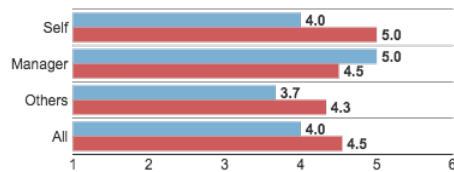
Delivers on their commitments



Follows procedures



Output is consistent and dependable



Comments or suggestions

Jane (self-review):
My comments...

Roxane (manager):
About integrity...

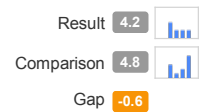
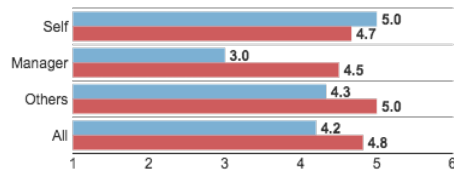
Response #1:
Some comments.

Response #2:
Comments regarding Integrity.

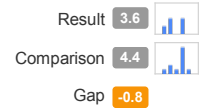
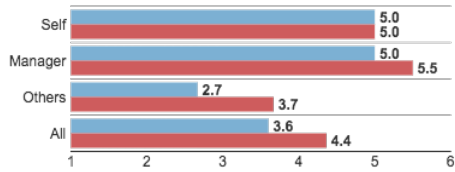
Response #3:
Jane has done a good job at...

Results Orientation

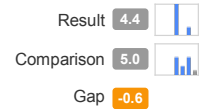
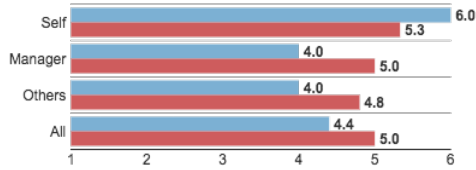
Has a high level of initiative and and motivation to achieve goals



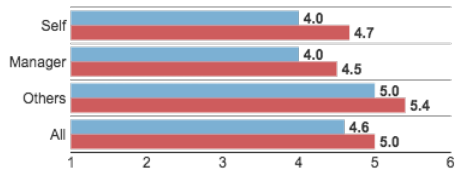
Is able to make tough decisions and exercise sound judgement



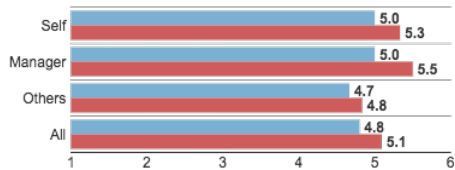
Follows up decisions and maintains a focus on priorities



Confronts problems directly and promptly



Is flexible in adapting approaches to new demands and unforeseen circumstances



Comments and suggestions?

Roxane (manager):

Regarding Jane's orientation to results...

Response #1:

Some comments.

Response #2:

Regarding Results Orientation...

Response #3:

Jane has done a good job at...

Comments

Comments or suggestions?

Jane (self-review):

My final comments...

Roxane (manager):

Here are my comments regarding...

Rating scale: 1 = Strongly disagree · 2 = Disagree · 3 = Somewhat disagree · 4 = Somewhat agree · 5 = Agree · 6 = Strongly agree · N/A = Not applicable