360 Degree Feedback Summary Report

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Introduction

You recently participated in the MyLeadershipHub 360 Feedback Process. The goal of 360 Feedback is for your personal development, to help you grow and achieve more in your career. You and your raters were asked to provide feedback on your e. ectiveness in various competencies.

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

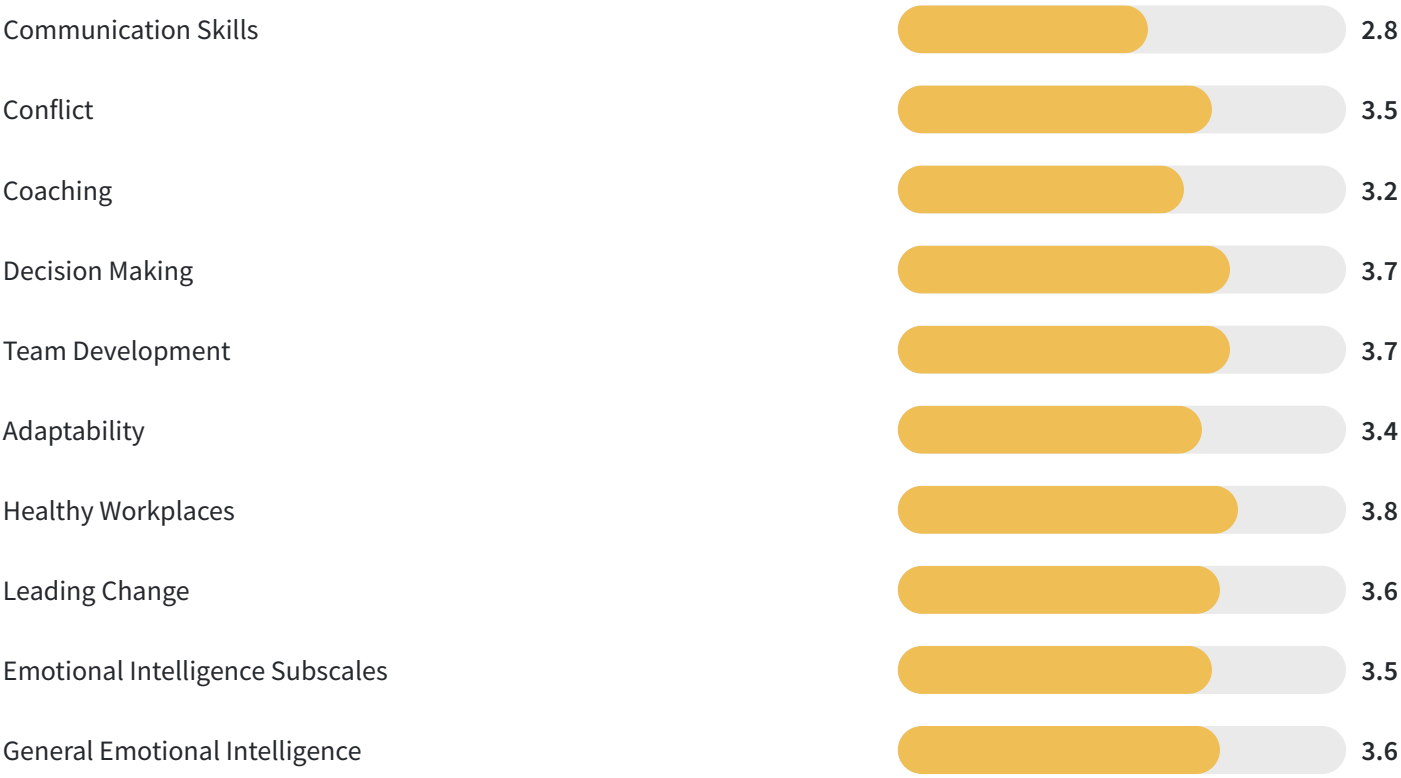
The following is a summary of the group of respondents who were invited to participate and provide feedback for you.

RELATIONSHIP	NOMINATED	COMPLETED	COMPLETION RATE
Self	1	1	100%
Peer	2	2	100%
Reportee	1	1	100%
Manager	1	1	100%

Competency Summary

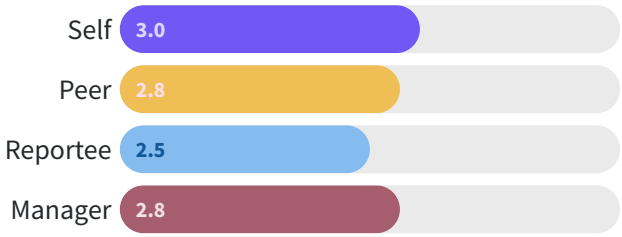
Overall Summary

3.5/5



Communication Skills

2.8 /5

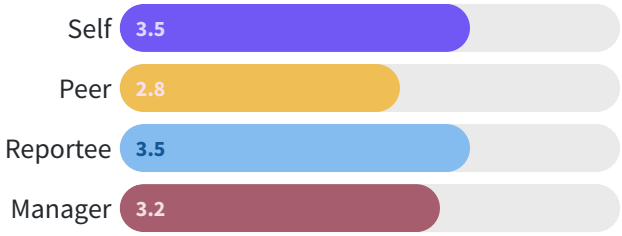


Conflict

3.5 /5

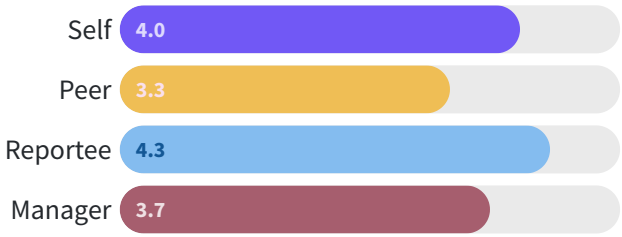
Coaching

3.2 /5



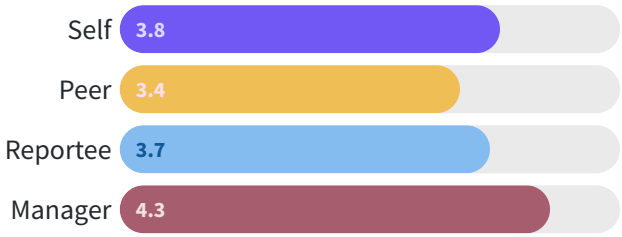
Decision Making

3.7 /5



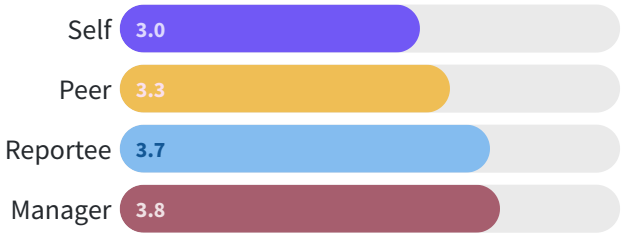
Team Development

3.7 /5



Adaptability

3.4 /5

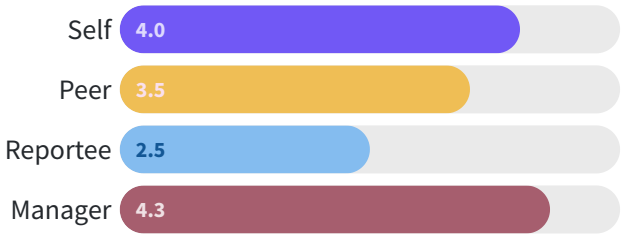


Healthy Workplaces

3.8 /5

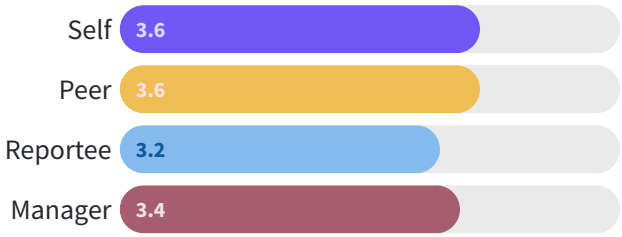
Leading Change

3.6 /5



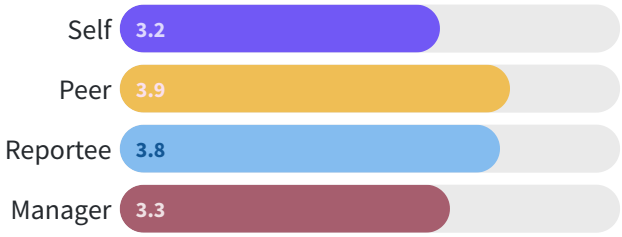
Emotional Intelligence Subscales

3.5 /5



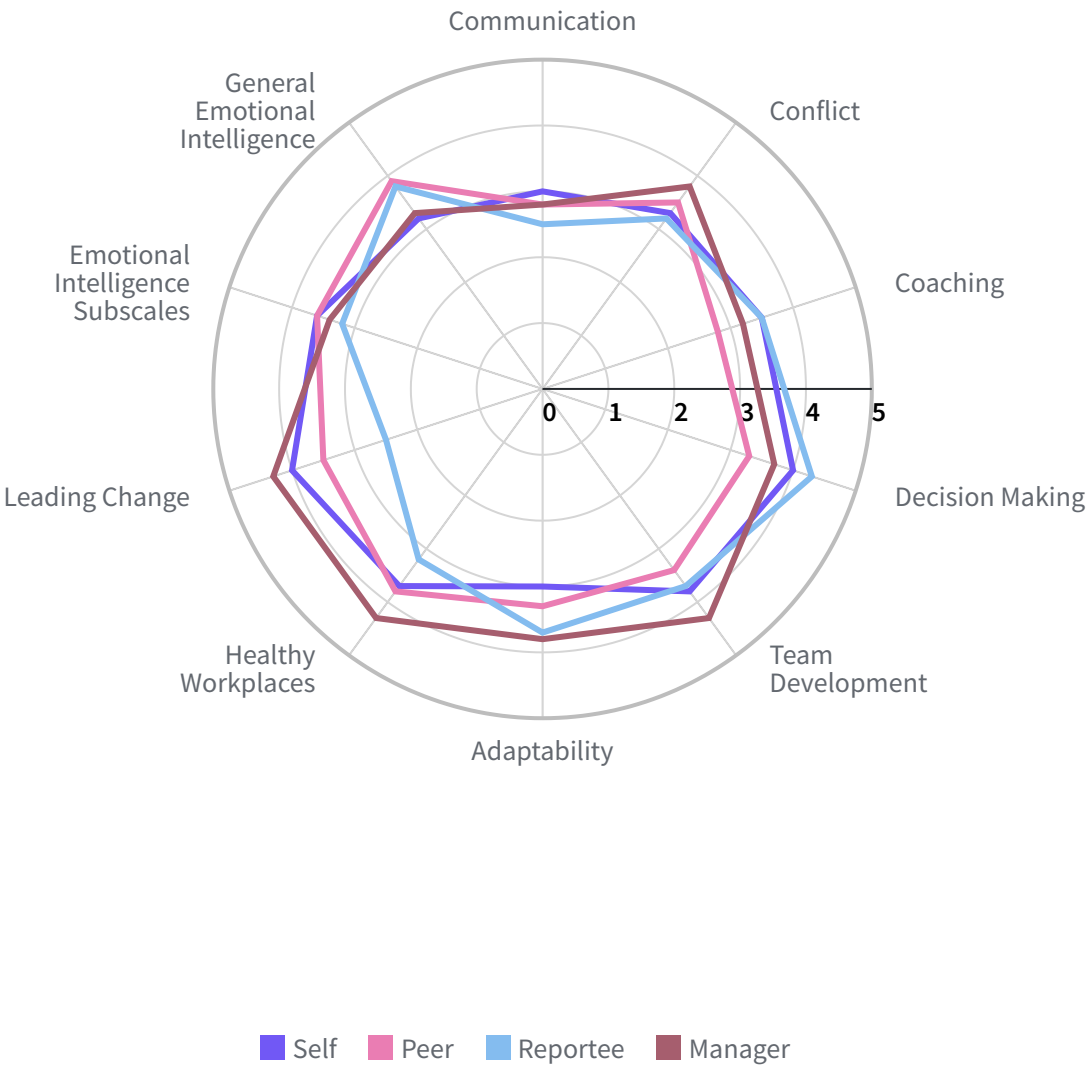
General Emotional Intelligence

3.6 /5



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.

Healthy Workplaces

Team Development

Decision Making

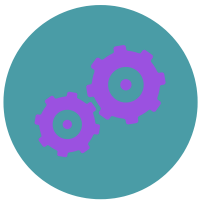
General Emotional Intelligence

Leading Change

Areas of Improvement

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

Communication



Hidden Strengths

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

AREAS	YOUR RATING	OTHERS
Adaptability	3.0	3.5
General Emotional Intelligence	3.2	3.8

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.

AREAS	YOUR RATING	OTHERS
Leading Change	4.0	3.5

Detailed Feedback

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

Communication Skills

2.8/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How regularly does John engage in open and honest communication with you?	3.0	3.0	3.0	3.0
How often does John actively listen to your feedback and concerns?	3.0	2.0	2.0	3.0
How often does John communicate expectations clearly to you?	3.0	3.5	2.0	2.0
How frequently does John use inclusive language in communications with you?	3.0	2.5	3.0	4.0
How frequently does John effectively communicate during crises or high-pressure situations that involve you?	4.0	4.0	2.0	3.0
How regularly does John communicate with you in a way that motivated and inspires you?	2.0	2.0	3.0	2.0

Conflict

3.5/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How effectively does John facilitate open dialogue between conflicting parties, including you?	3.0	4.0	4.0	5.0
How frequently does John offer constructive solutions when you are in conflict?	5.0	3.0	2.0	5.0
How consistently does John remain neutral and unbiased in conflicts involving you?	4.0	3.5	2.0	4.0
How effectively does John de-escalate tensions in conflicts you are involved in?	2.0	2.5	4.0	3.0
How well does John promote a positive, respectful attitude during conflict resolution?	3.0	4.5	3.0	3.0
How effectively does John address the root causes of conflicts involving you?	3.0	3.5	4.0	3.0

Coaching

3.2/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How often does John provide you with personalized feedback aimed at your development?	4.0	2.0	4.0	2.0
How effectively does John help you set and achieve your professional goals?	3.0	3.0	3.0	3.0
How frequently does John encourage you to step out of your comfort zone for growth?	4.0	3.5	3.0	2.0
How regularly does John demonstrate patience and understanding in your development process?	4.0	3.0	4.0	4.0
How effectively does John facilitate your self-reflection and self-awareness?	2.0	3.5	2.0	4.0
How regularly does John give you feedback that is both specific and actionable?	4.0	2.0	5.0	4.0

Decision Making

3.7/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How often does John involve team members in the decision making process?	4.0	4.0	3.0	5.0
How effectively does John gather and consider input from various stakeholders before making decisions?	4.0	2.5	4.0	3.0
How regularly does John make timely and well-informed decisions?	5.0	2.0	5.0	4.0
How well does John communicate the rationale behind their decisions to team members?	2.0	3.5	4.0	2.0
How frequently does John encourage a culture of data-driven decision making?	4.0	3.0	5.0	5.0
How consistently does John seek diverse perspectives to avoid bias in decision making?	5.0	4.5	5.0	3.0

Team Development

3.7/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How often does John foster a collaborative and supportive team environment?	4.0	2.5	5.0	5.0
How effectively does John ensure that team members have the resources and tools they need to succeed?	2.0	4.5	4.0	3.0
How regularly does John provide constructive feedback to individual team members?	4.0	3.5	3.0	5.0
How well does John address team conflicts and disagreements in a constructive manner?	4.0	4.0	3.0	4.0
How frequently does John encourage team members to set and work towards common goals?	5.0	3.0	3.0	4.0
How consistently does John recognize and celebrate team achievements and milestones?	4.0	3.0	4.0	5.0

Adaptability

3.4/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How often does John adapt their approach in response to changing circumstances?	5.0	2.5	5.0	5.0
How effectively does John remain calm and composed in high-pressure situations?	2.0	3.0	2.0	5.0
How regularly does John encourage and support team members in embracing change?	2.0	3.5	2.0	2.0
How consistently does John lead by example in embracing and championing change?	3.0	3.5	5.0	5.0
How effectively does John handle resistance to change within the team?	2.0	3.5	4.0	3.0
How often does John proactively identify and address potential barriers to change?	4.0	4.0	4.0	3.0

Healthy Workplaces

3.8/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How often does John encourage open and honest communication within the team?	4.0	3.5	5.0	4.0
How effectively does John ensure that team members feel comfortable sharing their opinions and ideas?	2.0	4.0	4.0	3.0
How regularly does John address and resolve issues related to workplace harassment or discrimination?	4.0	5.0	2.0	5.0
How well does John promote diversity and inclusion within the team?	5.0	3.5	3.0	4.0
How frequently does John provide resources and training to support mental health and well-being?	3.0	4.5	3.0	5.0
How consistently does John create an environment where team members can speak up about concerns without fear of retaliation?	4.0	2.5	2.0	5.0

Leading Change

3.6/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How often does John communicate the reasons and vision behind organizational changes?	4.0	4.5	2.0	4.0
How effectively does John provide clarity and guidance during periods of uncertainty caused by changes?	4.0	2.0	2.0	5.0
How regularly does John involve team members in decision making related to changes?	5.0	4.5	3.0	5.0
How well does John manage resistance to change within the team?	4.0	4.0	2.0	3.0
How frequently does John offer support and resources to team members adapting to new processes or roles?	3.0	3.5	3.0	4.0
How consistently does John acknowledge and celebrate achievements and milestones in the change process?	4.0	2.5	3.0	5.0

Emotional Intelligence Subscales

3.5/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How frequently does John overlook or dismiss constructive feedback or criticism, attributing it to others' lack of understanding or competence?	2.0	2.5	2.0	2.0
How often does John underestimate their abilities or contributions, even when others recognize their success of potential?	4.0	2.5	2.0	2.0
How often does John focus so intensly on personal goals and self-improvement that they neglect other important areas of life?	4.0	4.5	5.0	2.0
How often does John seem uninterested in pursuing personal goals or engaging in activities that bring them personal satisfaction?	5.0	4.0	3.0	2.0
How frequently does John seem preoccupied with analyzing their own emotions, potentially at the expense of action or decision making?	3.0	3.5	2.0	3.0
How often does John appear unaware of their emotions or how their feelings impact others?	2.0	4.0	3.0	5.0

How often does John express their emotions in ways that might be seen as overwhelming or inappropriate to the situation?	3.0	2.0	2.0	3.0
How frequently does John withhold expressing their emotions, even in situations where it might be beneficial to share how they feel?	2.0	2.5	3.0	4.0
How often does John assert their opinions or needs in a way that disregards or overrides others' viewpoints or boundaries?	4.0	3.5	2.0	5.0
How frequently does John avoid expressing their thoughts or defending their own interests when necessary?	3.0	4.5	3.0	4.0
How often does John insist on doing things alone or ignore input from others, even when collaboration might be beneficial?	2.0	3.0	4.0	2.0
How often does John rely excessively on others for making decisions or taking action?	5.0	4.5	3.0	3.0
How frequently does John focus excessively on social interactions, potentially at the expense of personal responsibilities or deeper connections?	3.0	3.0	5.0	2.0
How often does John struggle to form or maintain meaningful interpersonal relationships?	3.0	5.0	2.0	3.0

How often does John become overly involved or affected by others' emotions, potentially compromising their own well-being?	3.0	4.5	5.0	3.0
How frequently does John show an inability to recognize or respond to the feelings and needs of others?	3.0	3.5	2.0	5.0
How often does John prioritize social obligations or the needs of others to the point where it negatively impacts their personal responsibilities?	3.0	3.5	4.0	5.0
How frequently does John show a lack of interest in contributing to the broader community or society?	5.0	4.5	4.0	3.0
How often does John focus on problem-soliving to the extent that they might overlook emotional aspects or the human element in a situation?	5.0	4.5	3.0	3.0
How frequently does John struggle to effectively solve problems, particularly under stress of when emotional factors are involved?	4.0	3.0	3.0	2.0
How often does John focus so heavily on practicality and realism that they may dismiss new ideas or creative solutions?	2.0	4.0	3.0	4.0
How frequently does John seem disconnected from the practical realities of a situation?	5.0	3.0	3.0	5.0

How often does John excessively control their impulses to the point where they miss opportunities or react too slowly?	2.0	3.5	3.0	5.0
How frequently does John act impulsively, without considering the consequences of their actions?	5.0	4.5	4.0	4.0
How often does John change their opinions or plans to the point that it leads to inconsistency or unreliability?	2.0	4.0	4.0	2.0
How frequently does John struggle with adapting to new situations, changes, or ideas?	4.0	2.5	4.0	3.0
How often does John take on high levels of stress without acknowledging its potential negative impact on their health or performance?	5.0	4.0	5.0	3.0
How frequently does John become overwhelmed or unable to cope effectively in stressful situations?	5.0	3.5	2.0	4.0
How often does John exhibit such a level of optimism that they may overlook real challenges or potential risks?	5.0	3.5	4.0	5.0
How frequently does John demonstrate a lack of optimism, focusing more on the negative aspects of situations?	5.0	4.0	3.0	5.0

General Emotional Intelligence

3.6/5

QUESTIONS	SELF	PEER	REPORTEE	MANAGER
How frequently does John display openness and receptiveness to feedback and criticism, with a willingness to learn and improve?	4.0	4.5	3.0	3.0
How often does John proactively address and resolve interpersonal conflicts and disagreements, maintaining positive working relationships?	5.0	4.0	3.0	3.0
How frequently does John demonstrate composure and maintain focus under high-pressure or stressful work situations, making rational decisions?	2.0	3.0	5.0	4.0
How regularly does John show understanding and offer support to colleagues facing challenges?	3.0	4.5	4.0	5.0
How often does John effectively gauge and respond to the emotional needs and dynamics of team members, fostering collaboration and a positive team environment?	3.0	3.5	3.0	2.0
How frequently does John express their own emotions in the workplace, especially in situations that require conveying empathy and support?	2.0	4.0	5.0	3.0

Written Feedback

What are this person's most important strengths as a leader?

SELF	The Subject shows exemplary leadership among their teammates and co-workers.
PEER	The Subject is well-organized in their daily tasks & projects.
	The Subject has established a good relationship with their peers & managers.
REPORTEE	The Subject needs to work on communicating more clearly in the workplace.
MANAGER	The Subject works well under pressure and takes accountability for their actions.

What can this person do to be more effective as a leader?

SELF	The Subject works productively and maintains a good rapport with their peers and managers.
PEER	The Subject works productively and maintains a good rapport with their peers and managers.
	The Subject communicates very well with others in a very concise & precise manner.
REPORTEE	The Subject needs to work on communicating more clearly in the workplace.
MANAGER	The Subject is very supportive of their team members and guides them well when needed.