

360 DEGREE FEEDBACK SURVEY



Confidential Report for

Jack Sample

Survey Title:BTBB 360 Survey - Jack Sample

Report Date:September 20, 2019

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INTRODUCTION

This feedback report provides you with a detailed analysis of the information received from yourself and the individuals who have completed the 360 questionnaires (the respondents).

You and your respondents were asked to provide feedback to several competencies using a five-point scale where the higher score is intended to be more positive. In the numerical sections of the report the results have been arranged so that the highest scoring items (based on feedback) are at the top and the lowest scoring items are at the bottom. This is to help you identify highlights and lowlights easily. Respondents scores are colour coded as:

- Peer (Green),
- Junior (Blue) and
- Senior (Orange).

The report is designed to be read in conjunction with the Be the Best Boss book that can be purchased here <http://www.btbboss.com.au/>

With this you have a complete guide to:

- develop an awareness of your perceived behaviour within the workplace
- focus on changes that you may need to make in order to be more effective
- provide you with information that will allow you to build upon what you do well
- allow you the opportunity to explore the reasons for the scoring
- pave the way for you to take action.

And above all take responsibility for your own development.

Advanced Development

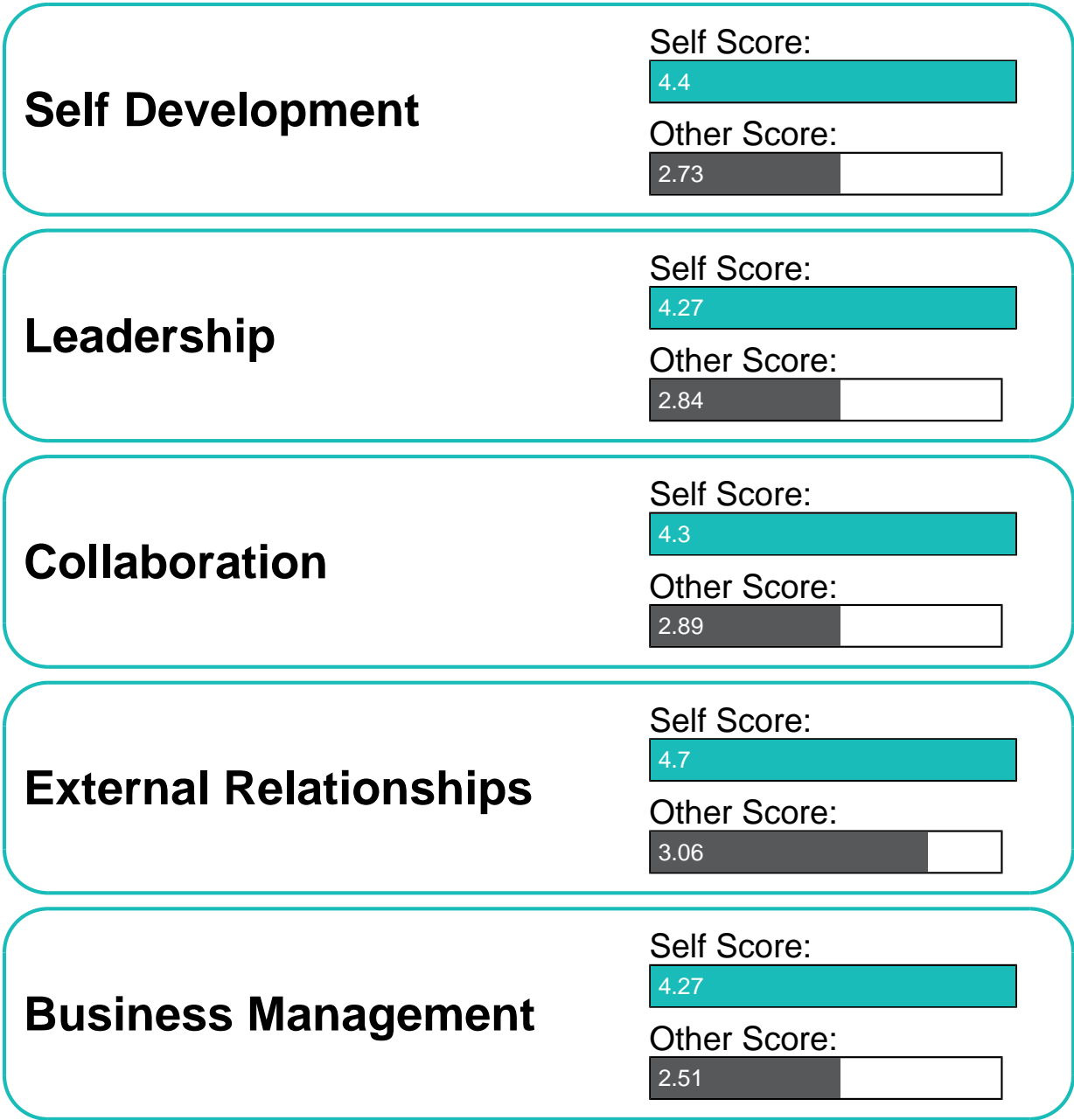
If you wish to take it to another level by customising your report to your unique competencies and access extensive resources for rapid development please contact Accela:

Email: info@accela.com.au

Call: +61 2 9368 7969

Web: www.accela.com.au

Summary of Competencies



Competencies : Self Development

In Summary

Self Score:

4.4

Other Score:

2.73

Part 1

Demonstrate efficiency and resourcefulness

Self Score: 4 Average: 3.25

Individual Scores: 4, 3, 3, 3, 3, 3, 3,

Take responsibility

Self Score: 5 Average: 3.13

Individual Scores: 3, 3, 3, 2, 3, 3, 3,

Make things happen

Self Score: 5 Average: 2.88

Individual Scores: 3, 3, 3, 2, 2, 2, 3,

Produce results

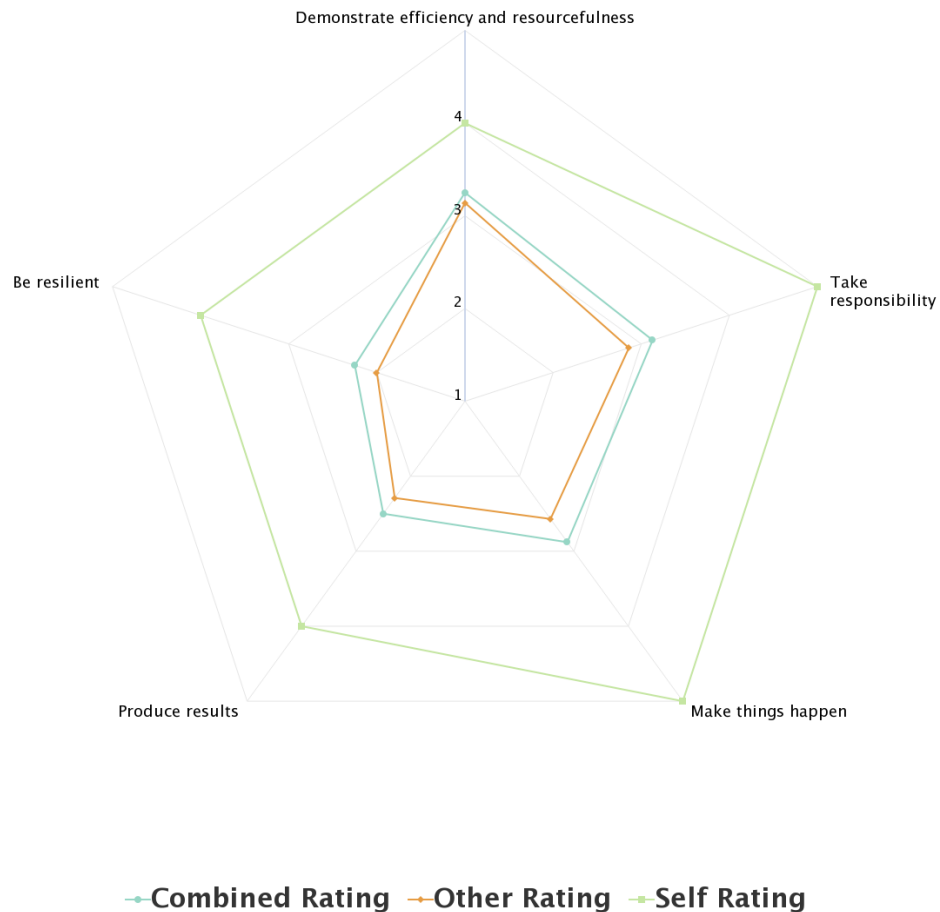
Self Score: 4 Average: 2.5

Individual Scores: 3, 3, 2, 2, 2, 2, 2,

Be resilient

Self Score: 4 Average: 2.25

Individual Scores: 2, 2, 2, 2, 2, 2, 2,



Part 2

Display emotional intelligence

Self Score: 4 Average: 3.38

Individual Scores: 3, 3, 3, 3, 4, 3, 4,

Rapidly self-develop

Self Score: 5 Average: 3.5

Individual Scores: 3, 3, 3, 4, 3,
3, 4,

Maintain a positive attitude

Self Score: 5 Average: 3.25

Individual Scores: 4, 2, 3, 3, 3,
2, 4,

Set personal goals

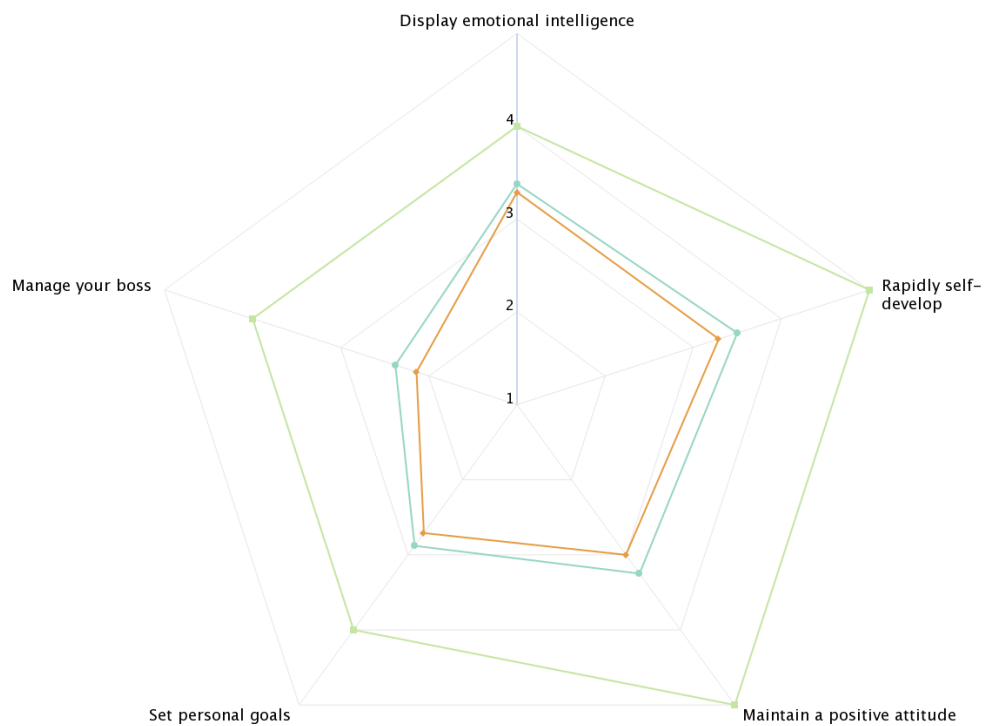
Self Score: 4 Average: 2.88

Individual Scores: 4, 2, 2, 2, 3,
2, 4,

Manage your boss

Self Score: 4 Average: 2.38

Individual Scores: 4, 1, 2, 2, 2,
2, 2,



— Combined Rating — Other Rating — Self Rating

Highcharts.com

Competencies : Leadership

In Summary

Self Score:

4.27

Other Score:

2.84

Part 1

Is able to solve problems effectively

Self Score: 5 Average: 3.5

Individual Scores: 4, 3, 4, 3, 3, 3, 3,

Makes good decisions?

Self Score: 4 Average: 3.38

Individual Scores: 4, 3, 4, 3, 3, 3, 3,

Is able to motivates others?

Self Score: 4 Average: 3.13

Individual Scores: 4, 3, 4, 3, 2, 3, 2,

Plans effectively and manages time well?

Self Score: 4 Average: 2.88

Individual Scores: 4, 3, 3, 3, 2, 2, 2,

Self Score: 4 Average: 2

Can handle confrontational situations?

Individual Scores: 2, 1, 1, 2, 2, 2, 2,



Highcharts.com

Part 2

Self Score: 4 Average: 3.25

Has the ability to influence others?

Individual Scores: 4, 3, 3, 3, 3, 3, 3,

Is able to handle change?

Self Score: 5 Average: 3.25

Individual Scores: 3, 3, 3, 3, 3, 3, 3,

Displays a win win team approach

Self Score: 5 Average: 3.5

Individual Scores: 3, 3, 4, 3, 3, 4, 3,

Can delegate effectively?

Self Score: 4 Average: 3

Individual Scores: 3, 3, 4, 3, 2, 3, 2,

Is able to proactively mentor?

Self Score: 4 Average: 2.75

Individual Scores: 3, 4, 3, 2, 2, 2, 2,

Can proactively conduct appraisals

Self Score: 4 Average: 2.63

Individual Scores: 3, 4, 2, 2, 2, 2, 2,



Competencies : Collaboration

In Summary

Self Score:

4.3

Other Score:

2.89

Part 1

Manage stakeholders

Self Score: 5 Average: 3.5

Individual Scores: 4, 3, 4, 3, 3,
3, 3,

Gain support of others

Self Score: 5 Average: 3.38

Individual Scores: 3, 3, 3, 3, 4,
3, 3,

Communicate effectively

Self Score: 4 Average: 3

Individual Scores: 2, 3, 3, 3, 3,
3, 3,

Display interpersonal skills

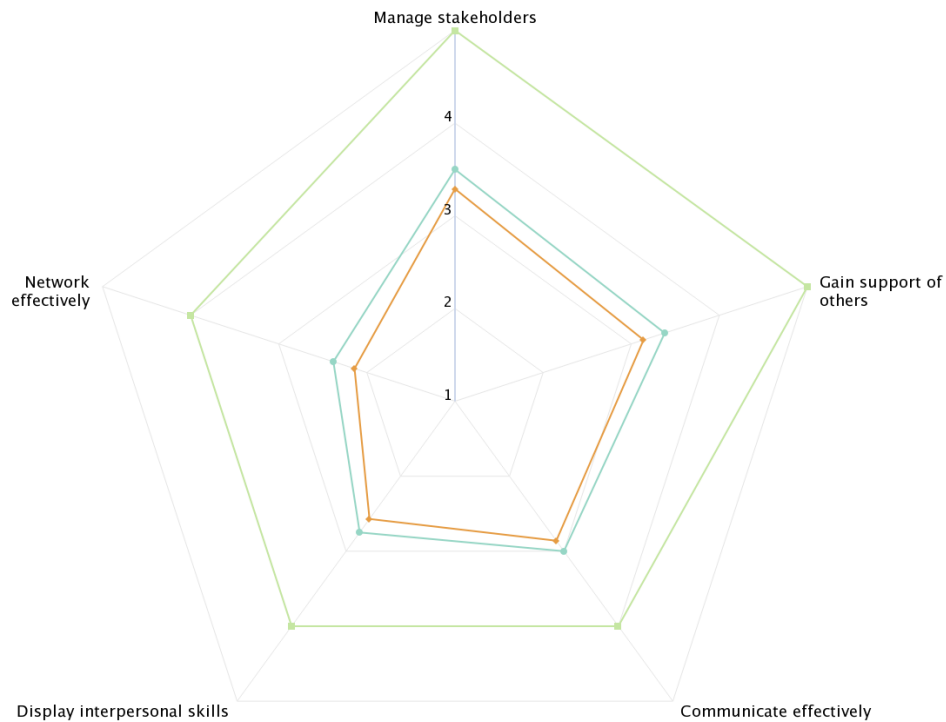
Self Score: 4 Average: 2.75

Individual Scores: 2, 3, 3, 2, 3,
3, 2,

Network effectively

Self Score: 4 Average: 2.38

Individual Scores: 2, 2, 2, 2, 3, 2, 2,



— Combined Rating — Other Rating — Self Rating

Highcharts.com

Part 2

Plan collaboration effectively

Self Score: 5 Average: 3.38

Individual Scores: 4, 3, 3, 3, 3, 3, 3,

Promote the vision

Self Score: 4 Average: 3.38

Individual Scores: 4, 3, 3, 3, 3, 3, 4,

Deliver effective feedback

Self Score: 4 Average: 3.38

Individual Scores: 4, 3, 3, 3, 3, 3, 4,

Build personal brand

Self Score: 4 Average: 2.75

Individual Scores: 3, 2, 2, 2, 3, 2, 4,

Align goals

Self Score: 4 Average: 2.75

Individual Scores: 2, 3, 2, 2, 3, 2, 4,



Competencies : External Relationships

In Summary

Self Score:

4.7

Other Score:

3.06

Part 1

Demonstrate customer focus

Self Score: 5 Average: 3.5

Individual Scores: 4, 4, 3, 3, 3, 3, 3,

Manage suppliers

Self Score: 5 Average: 3.5

Individual Scores: 4, 4, 3, 3, 3, 3, 3,

Deal with challenging clients

Self Score: 5 Average: 3.75

Individual Scores: 4, 4, 3, 3, 4, 3, 4,

Manage bids, tenders, and proposals

Self Score: 4 Average: 3.38

Individual Scores: 4, 4, 3, 2, 3, 3, 4,

Provide service and manage client relationships

Self Score: 4 Average: 3.13

Individual Scores: 4, 3, 2, 2, 2, 4, 4,



Part 2

Effectively manage client communications

Self Score: 5 Average: 3.5

Individual Scores: 4, 3, 3, 3, 3, 3, 4,

Manage client projects

Self Score: 4 Average: 3

Individual Scores: 3, 3, 3, 3, 2, 3, 3,

Influence relationships

Self Score: 5 Average: 3.25

Individual Scores: 3, 3, 4, 3, 2, 3, 3,

Display adaptability

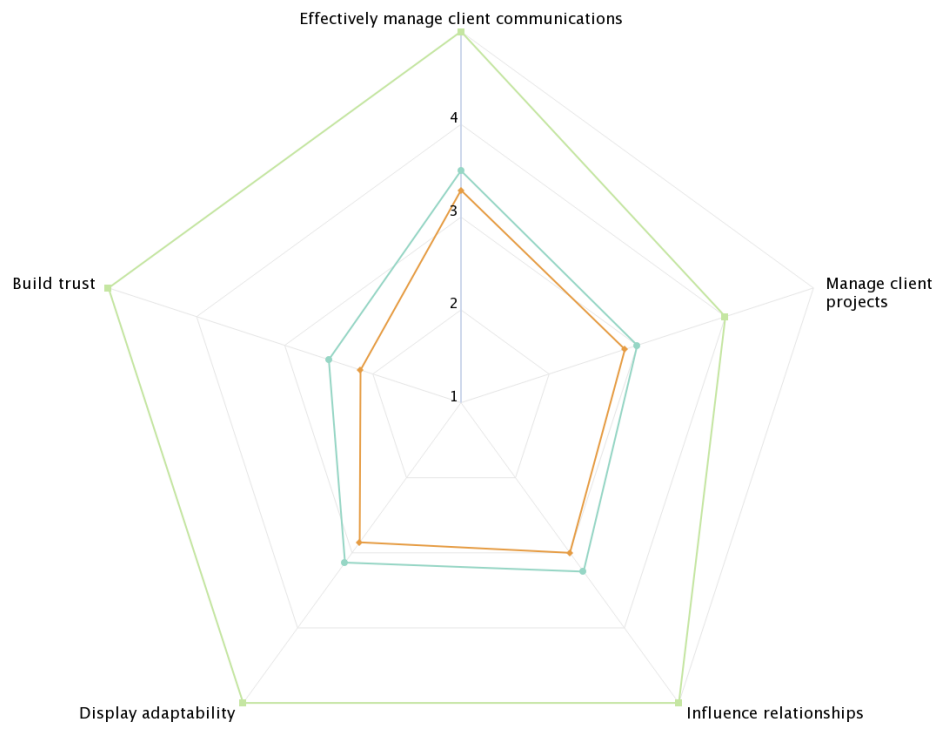
Self Score: 5 Average: 3.13

Individual Scores: 3, 4, 4, 2, 2, 2, 3,

Build trust

Self Score: 5 Average: 2.5

Individual Scores: 3, 2, 2, 2, 2, 2, 2,



— Combined Rating — Other Rating — Self Rating

Highcharts.com

Competencies : Business Management

In Summary

Self Score:

4.27

Other Score:

2.51

Part 1

Gain big picture insight

Self Score: 5 Average: 3.5

Individual Scores: 3, 4, 3, 3, 3,
3, 4,

Display business acumen

Self Score: 4 Average: 3.13

Individual Scores: 3, 4, 2, 3, 3,
3, 3,

Demonstrate innovation and agility

Self Score: 5 Average: 3

Individual Scores: 3, 4, 2, 2, 2,
3, 3,

Demonstrate financial acumen

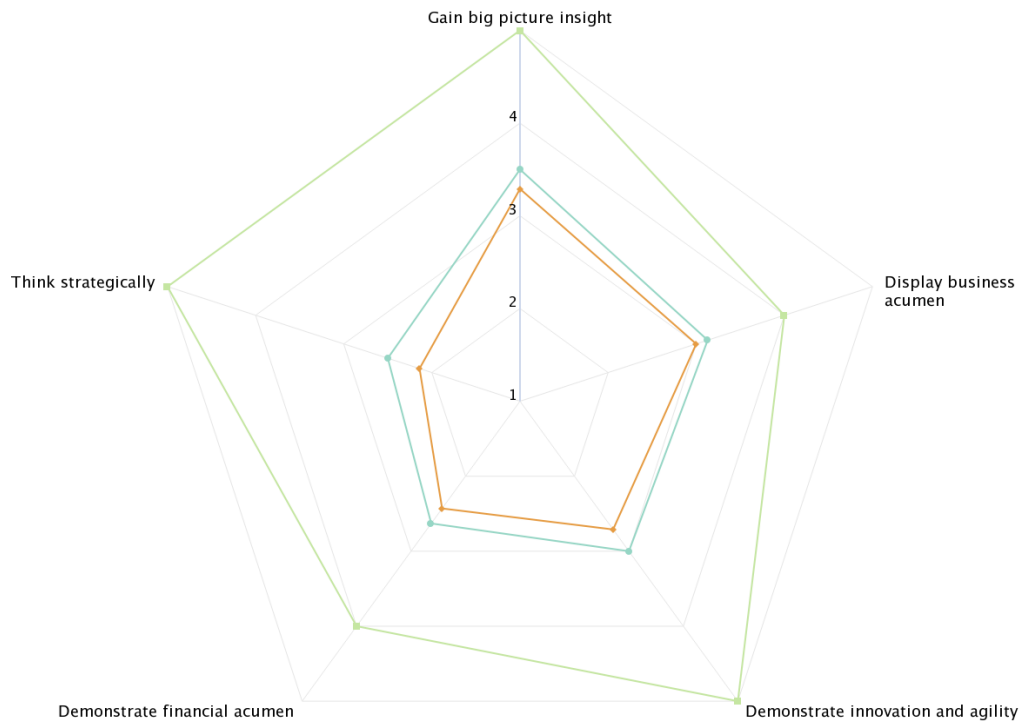
Self Score: 4 Average: 2.63

Individual Scores: 2, 3, 2, 2, 2,
3, 3,

Think strategically

Self Score: 5 Average: 2.5

Individual Scores: 2, 1, 2, 2, 2,
3, 3,



— Combined Rating — Other Rating — Self Rating

Highcharts.com

Part 2

Drive process improvement

Self Score: 4 Average: 3.25

Individual Scores: 4, 3, 3, 2, 3,
3, 4,

Harness change

Self Score: 4 Average: 2.88

Individual Scores: 3, 3, 3, 2, 3,
3, 2,

Recruit the right talent

Self Score: 4 Average: 2.63

Individual Scores: 2, 3, 3, 2, 2,
3, 2,

Identify and retain talent

Self Score: 4 Average: 2.5

Individual Scores: 2, 3, 2, 2, 2,
3, 2,

Proactively manage performance

Self Score: 4 Average: 2.5

Individual Scores: 2, 3, 3, 2, 2,
2, 2,

Deliver effective presentations

Self Score: 4 Average: 1.5

Individual Scores: 2, 1, 1, 1, 1,
1, 1,



Top 3 Competencies

- 1) External Relationships
- 2) Collaboration
- 3) Leadership

Bottom 3 Competencies

- 1) Business Management
- 2) Self Development
- 3) Leadership