

360 Degree Feedback Report

for

Clare Box

lumus360
everything 360 degree feedback

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About this Report

Introduction

This report has been designed to expand your understanding of how you are currently perceived by others, enabling you to capitalise on strengths and refine those aspects of your approach that detract from your ongoing success.

The overall aim is to enable you to gain a greater understanding of:

- How your style/approach is seen by others
- How others perceive your strengths and development opportunities
- Any hidden strengths or blind spots

Enabling you to both celebrate successes and consider opportunities for your ongoing development.

Respondents

The report comprises of feedback received from both yourself and the following respondents:

MANAGER

Susann Bensen

COLLEAGUES

Estell Kirschner

Annita Truett

Margaretta Bayliss

DIRECT REPORT

Otis Mabon

Donetta Wedge

Hayden Weigle

OTHERS

Yoko Olesen

Emory Mcghee

Alissa Mcclarey

High Level Summary

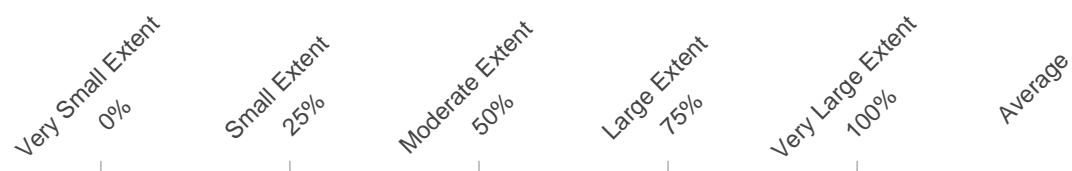
Introduction

This section doesn't aim to provide all of the answers or a detailed analysis, but simply shine a light/act as a 'big picture' signpost to areas for further understanding.

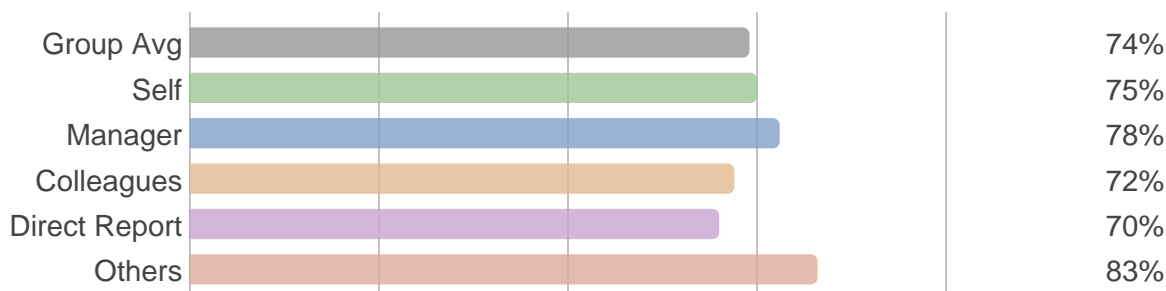
It has been designed to enable you to identify:

- Perception gaps – Either between yourself and others or between different feedback groups
- Perceived strengths and development opportunities at competency/dimension level
- Overall trends and discrepancies

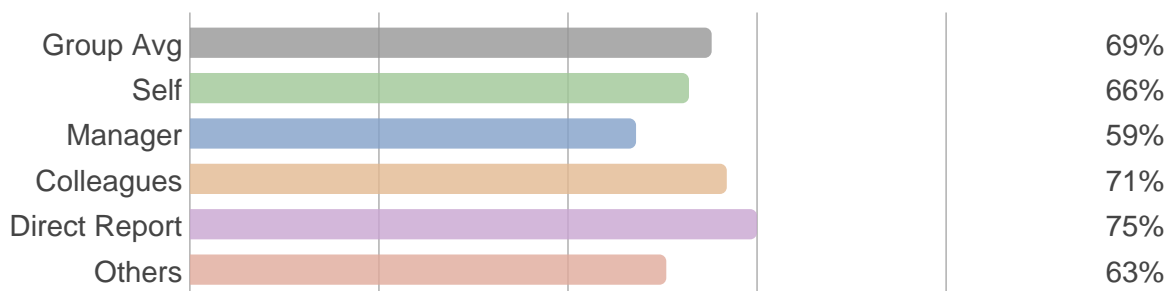
Each bar shows the average respondent rating for all of the questions within that dimension.



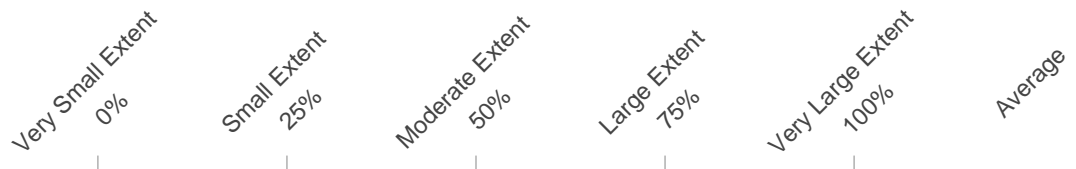
Leading People



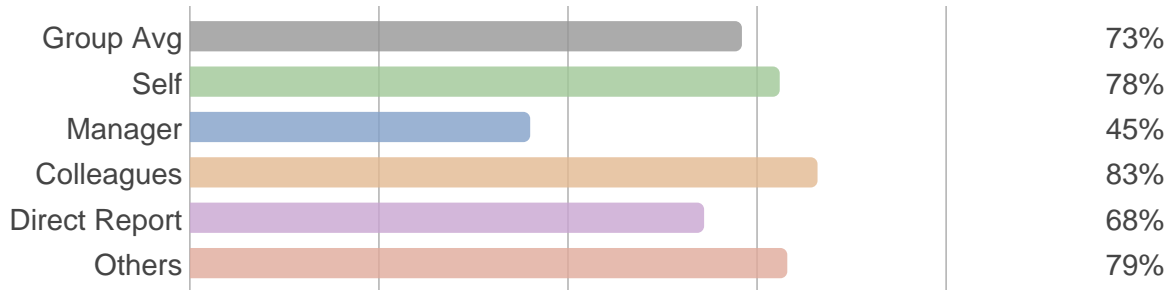
Relationships



High Level Summary



Personal Effectiveness



Detailed Results

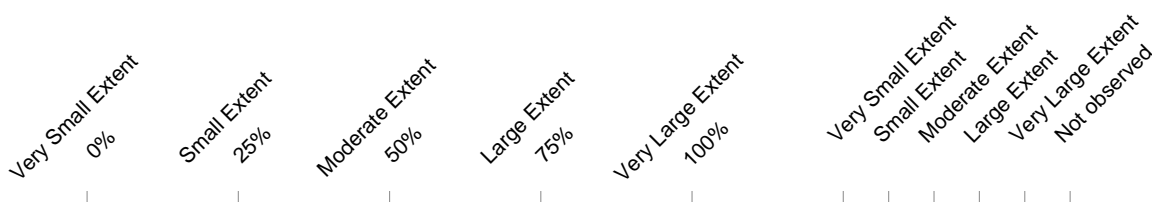
Introduction

This section provides a breakdown of responses to each of the questions within the survey, showing both the 'average ratings' from each respondent group and the range of individual responses within them.

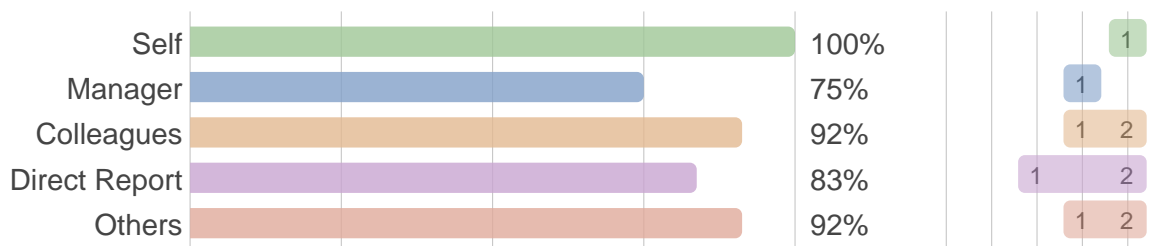
It is presented in a format that will enable you to identify at question/individual behaviour level:

- What others see as your strengths
- Potential areas for ongoing development
- Any specific messages from each respondent group
- Differences in perception within each respondent group

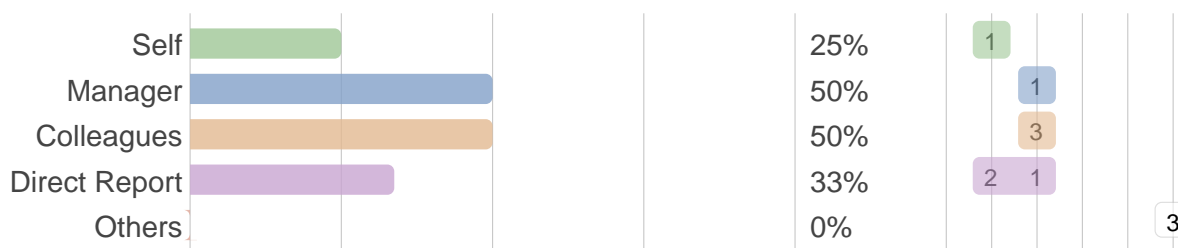
Results - Leading People



1.1 Foster a positive team spirit

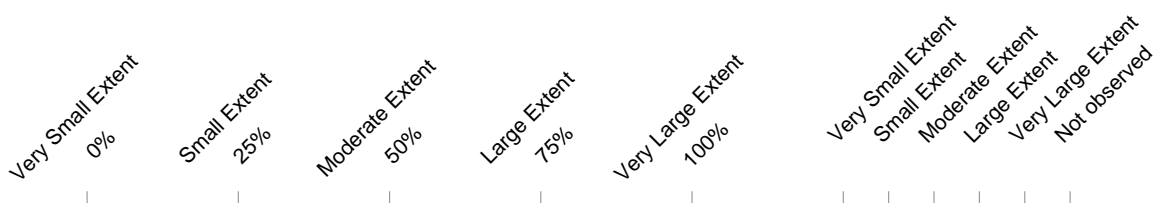


1.2 Motivate others to perform beyond what is required

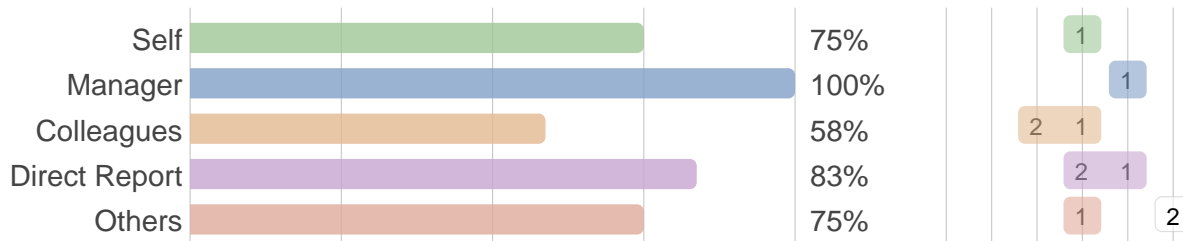


Detailed Results

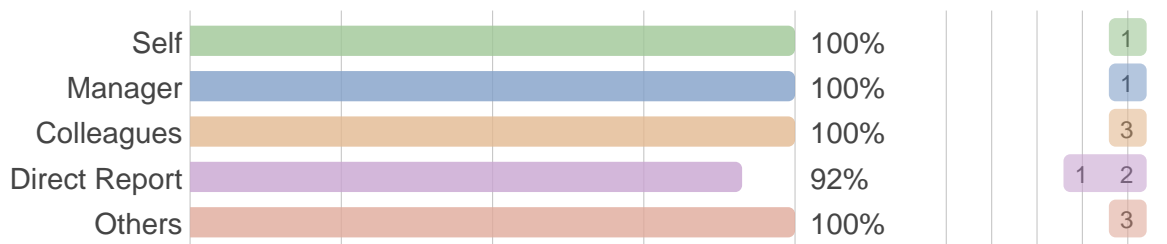
Results - Leading People



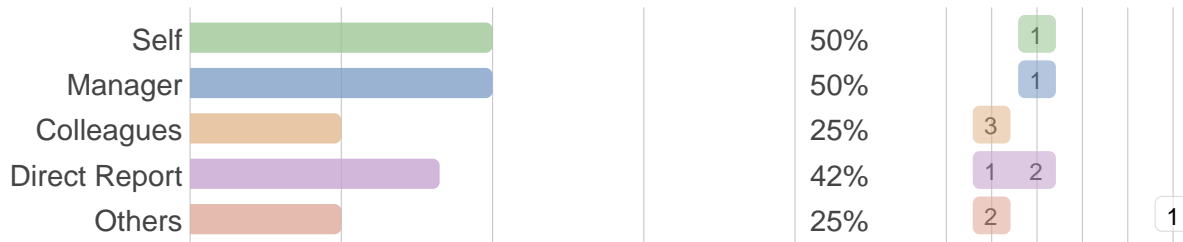
1.3 Empower their team to make decisions and take action



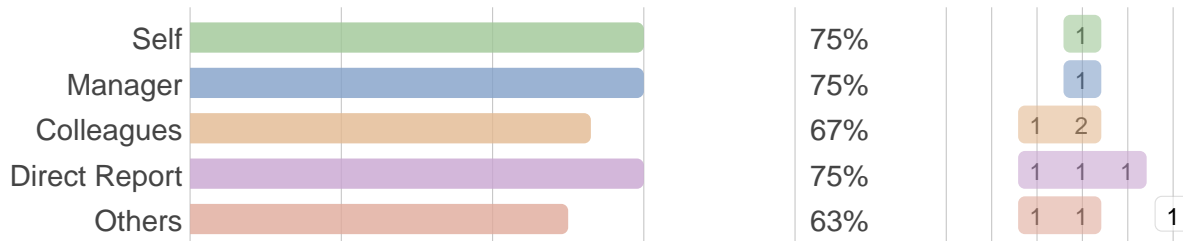
1.4 Provide a clear direction for the team



1.5 Help the team turn strategy into quantifiable goals / action

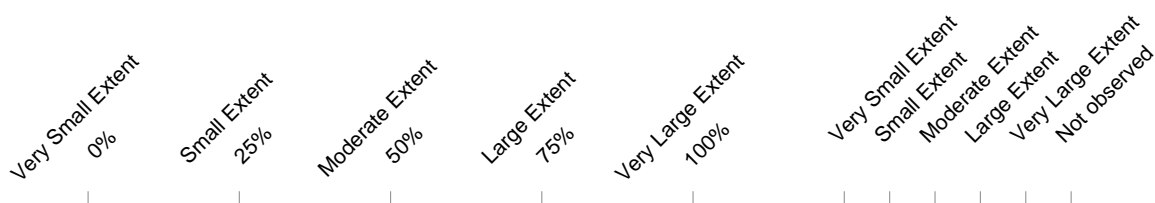


1.6 Agree demanding, achievable objectives with the team

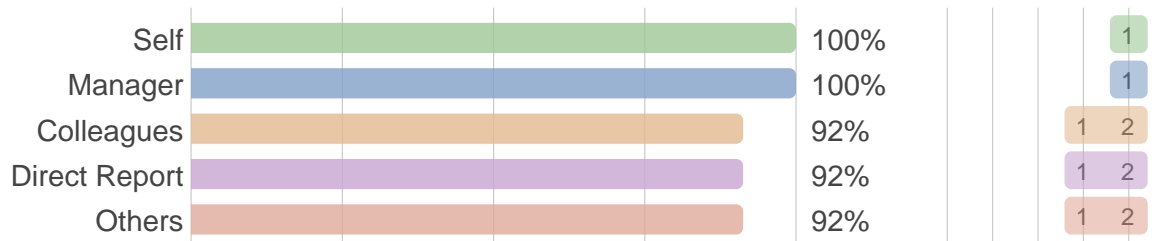


Detailed Results

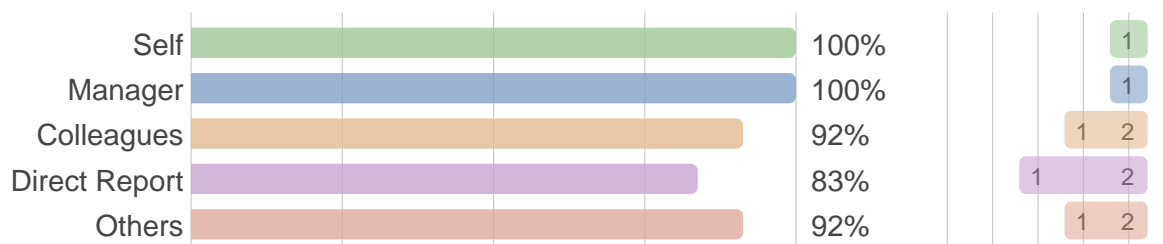
Results - Leading People



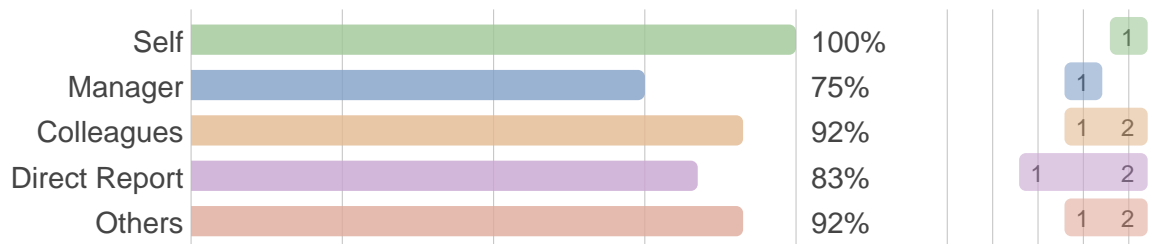
1.7 Provide team members with appropriate level of support



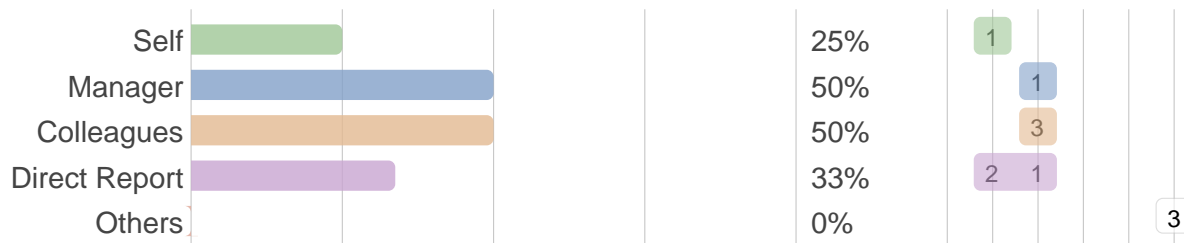
1.8 Regularly review team members' performance against objectives



1.9 Give clear and precise feedback



1.10 Let people know when they are performing well



Respondent comments

MANAGER

- Vestibulum ante ipsum primis in faucibus orci luctus et ultrices posuere cubilia curae; Morbi fermentum mauris eros, eu volutpat tortor pulvinar vel.

COLLEAGUES

- Donec vehicula ligula ac mauris euismod, vulputate sollicitudin ante mattis. Praesent molestie blandit augue, porttitor sagittis mauris tincidunt sed. Sed lobortis volutpat augue ut venenatis.
- Integer tincidunt feugiat augue vitae lobortis. Praesent eget suscipit dolor. Pellentesque volutpat feugiat augue, non ultrices ligula.
- Ut sit amet eros lacus. Sed libero purus, consectetur vel fringilla quis, consectetur at nulla. Donec suscipit lorem ex, lacinia fermentum lectus eleifend vitae.

DIRECT REPORT

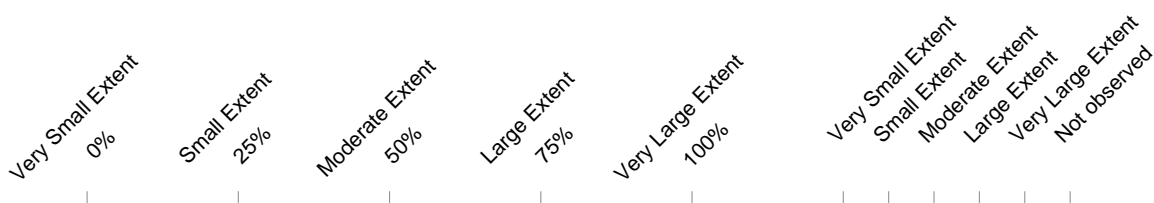
- Pellentesque bibendum iaculis varius. Pellentesque finibus mollis tortor, vitae dictum nibh sodales ut. Donec vitae semper metus, vitae malesuada quam.
- Nunc id lacus at magna mattis cursus at quis nisi. Nunc condimentum porttitor massa quis bibendum. Class aptent taciti sociosqu ad litora torquent per conubia nostra, per inceptos himenaeos.
- Donec sit amet dolor aliquet, tempor lectus vitae, commodo sem. Proin varius lacus et volutpat vulputate.

OTHERS

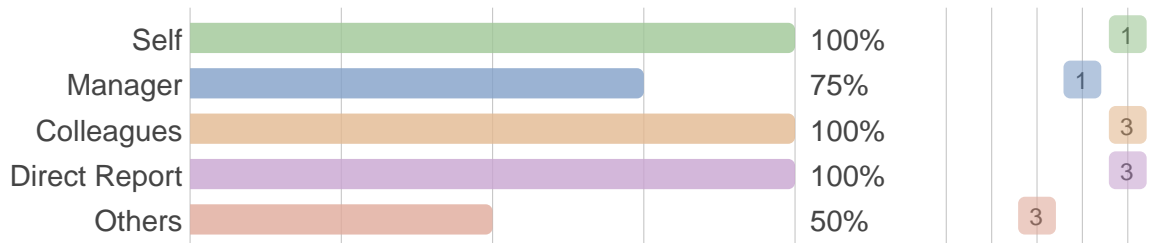
- Vestibulum est neque, congue vel dolor in, iaculis volutpat lectus. In porta porttitor nisi faucibus malesuada quisque volutpat velit vel purus blandit.
- Nunc eu purus odio. Nam quis convallis lectus. Phasellus placerat auctor sapien in mollis. Proin dignissim mi id urna mattis, eget ultricies sem fringilla.
- Maecenas et porttitor diam, quis ultrices purus. Morbi eget tellus felis. Integer aliquet ligula eget augue blandit, at efficitur massa convallis.

Detailed Results

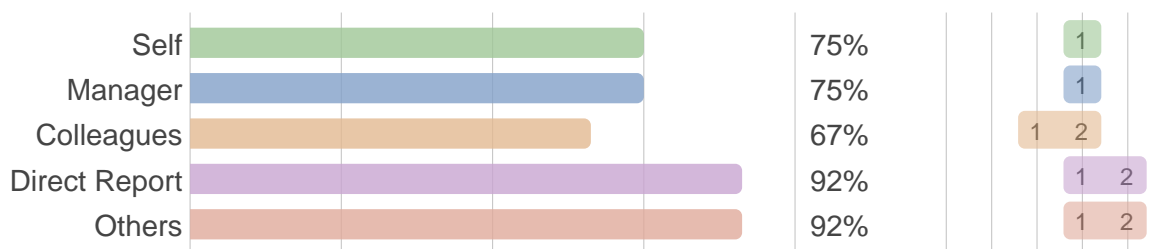
Results - Relationships



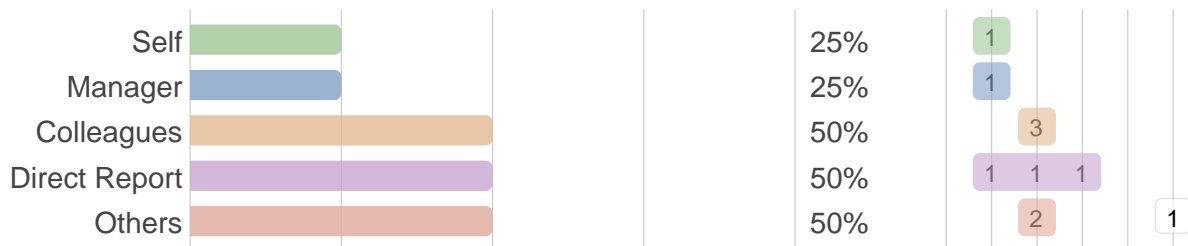
2.1 Invest time in building relationships



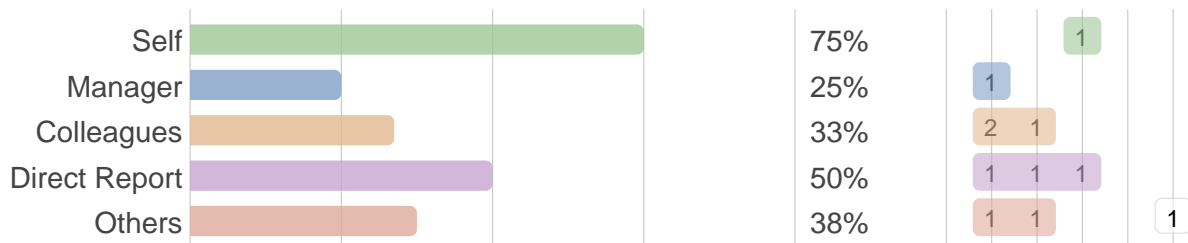
2.2 Treat everyone fairly and consistently



2.3 Bring out the best in people

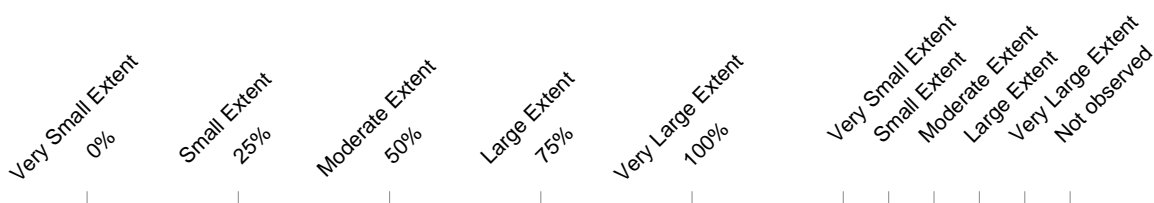


2.4 Value and encourages diversity

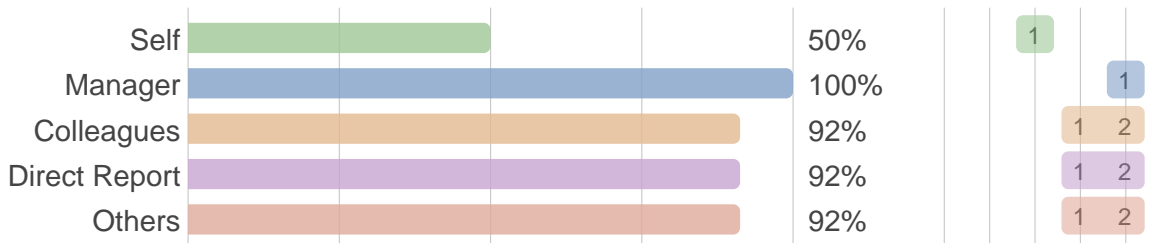


Detailed Results

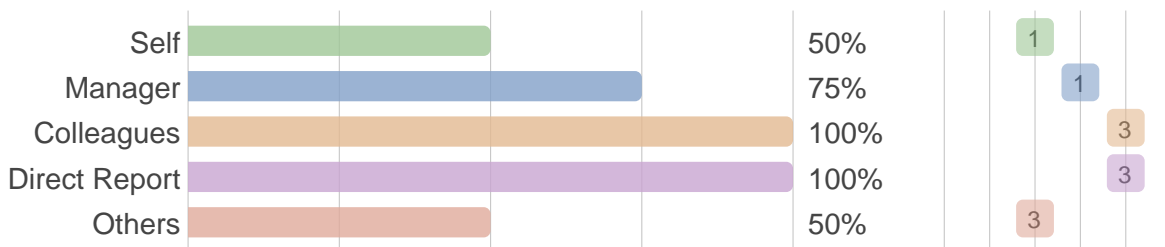
Results - Relationships



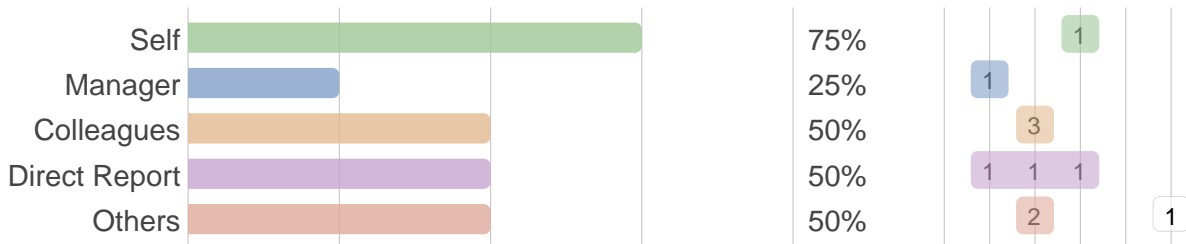
2.5 Demonstrate empathy with others



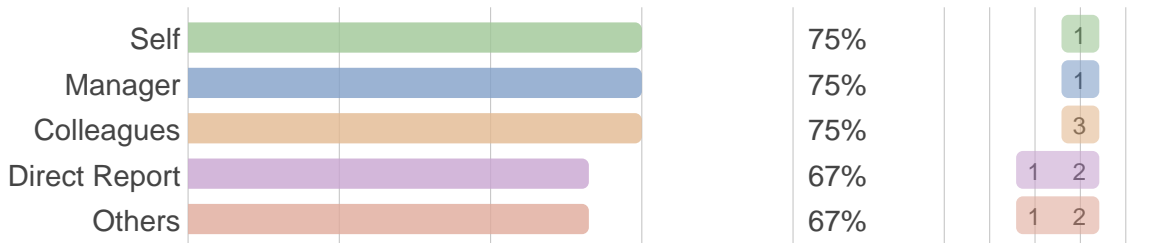
2.6 Focus on maintaining a good working relationship during disagreements



2.7 Take action to resolve conflict situations quickly



2.8 Work through conflicts to create win/win results



Respondent comments

MANAGER

- Nulla aliquet ante a ex ornare iaculis et in lacus. Suspendisse ut purus vitae diam pharetra dignissim. Cras ac dignissim ex. Pellentesque at magna congue, lobortis eros vitae, convallis turpis.

COLLEAGUES

- Maecenas imperdiet enim id dignissim feugiat. Mauris sagittis lectus non quam interdum, nec accumsan velit molestie. Mauris non tempor magna.
- Pellentesque mauris enim, rutrum sed dignissim eu, bibendum at ipsum. Vivamus iaculis eget augue et luctus. Praesent accumsan congue purus, in elementum odio lacinia ac.
- Aenean in tortor metus. Nullam gravida velit a nunc ullamcorper, ut accumsan quam venenatis. Aenean mattis placerat sodales.

DIRECT REPORT

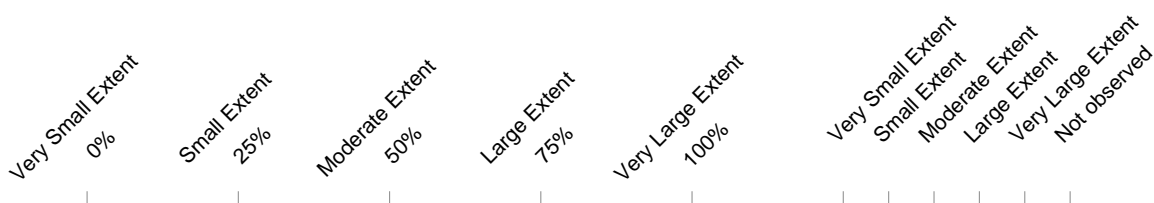
- Nulla quis odio ut neque hendrerit euismod. Nulla id fermentum nibh. Aliquam pellentesque sapien in ante ultrices dictum. Donec quis ornare lorem.
- Pellentesque scelerisque fringilla risus. Vestibulum eget porta odio, eget ultricies magna. Donec imperdiet vel elit sed commodo.

OTHERS

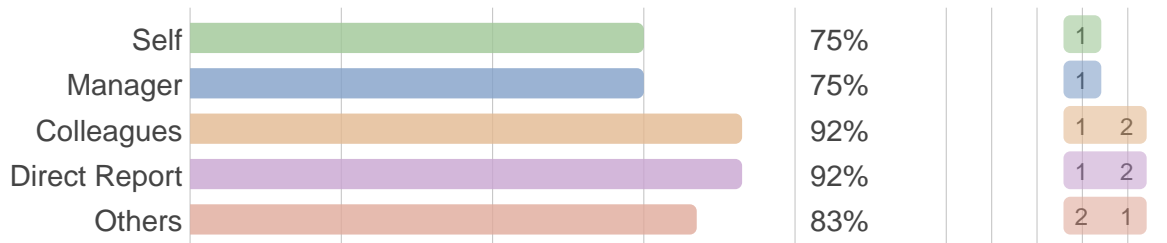
- Phasellus non turpis in nunc vestibulum tincidunt sed tincidunt metus. Maecenas non nunc nec tellus placerat auctor. Duis aliquam scelerisque quam dapibus gravida.
- Mauris mattis vitae sem ac lobortis. Nam rutrum nulla sed interdum euismod. Aenean quis leo cursus, egestas dui ac, faucibus enim. Nullam non urna quis sem gravida venenatis.
- Pellentesque et volutpat eros, ut sodales lectus. Curabitur a nunc lacus. Aenean malesuada venenatis nisl. Etiam maximus ultrices scelerisque.

Detailed Results

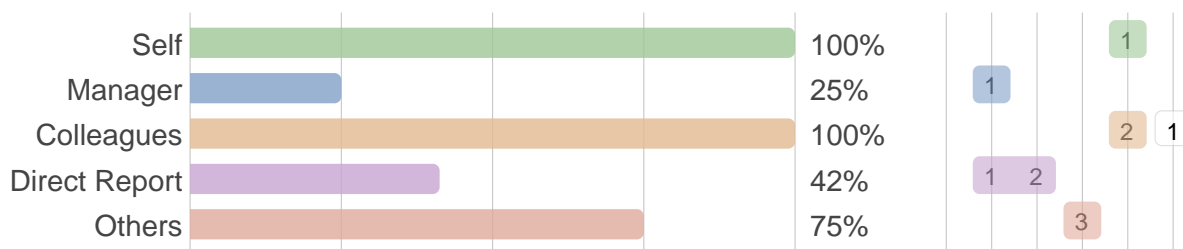
Results - Personal Effectiveness



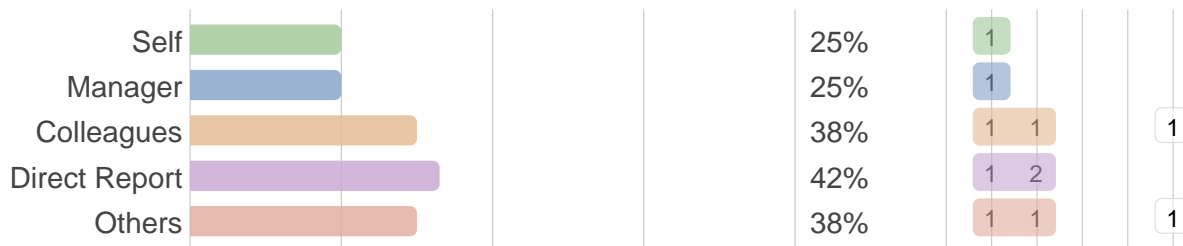
3.1 Project an appropriate degree of self confidence



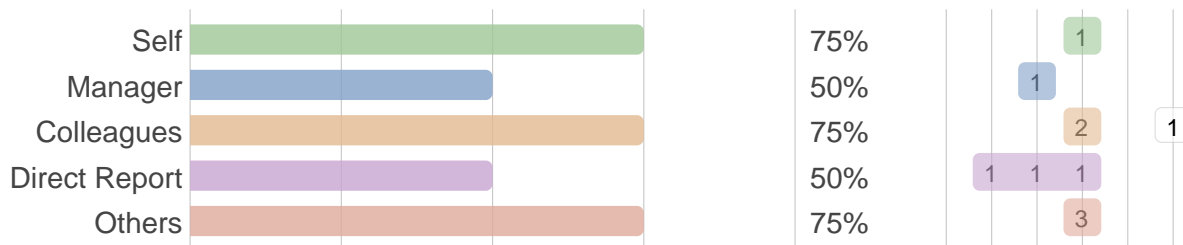
3.2 Have credibility in own area of expertise



3.3 Show consistency between actions and words

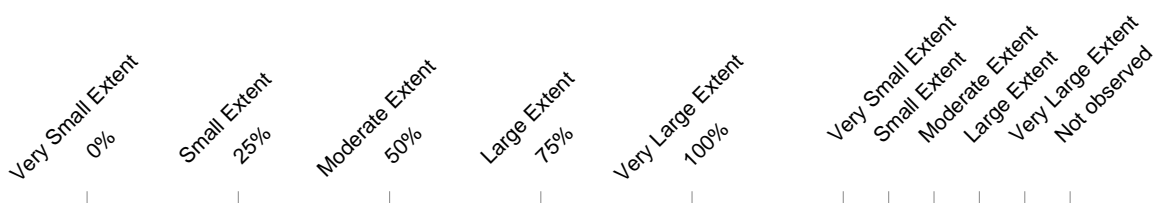


3.4 Demonstrate drive and energy

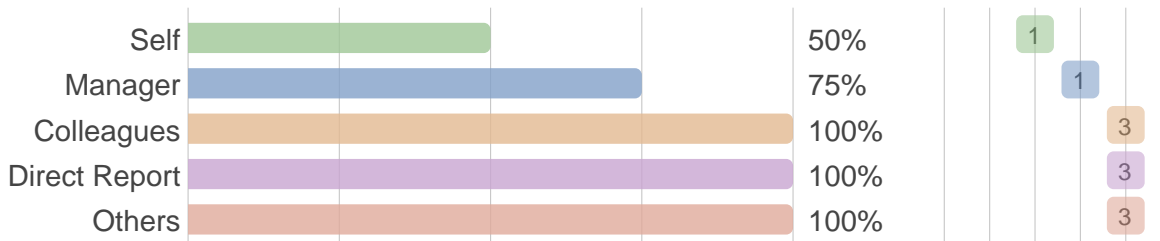


Detailed Results

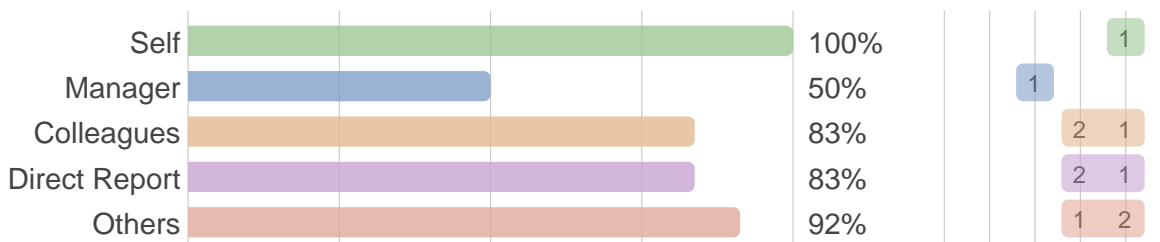
Results - Personal Effectiveness



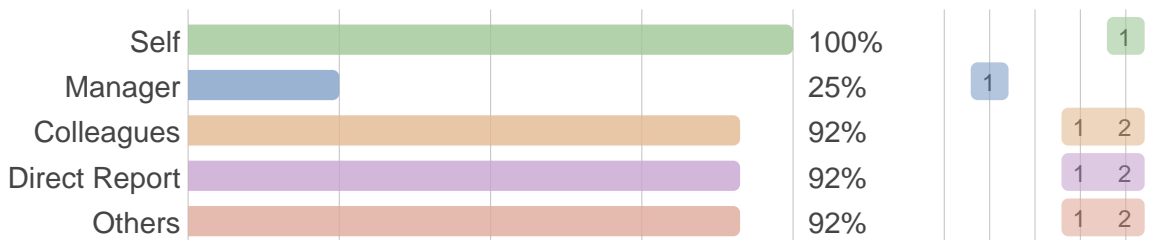
3.5 React positively under pressure



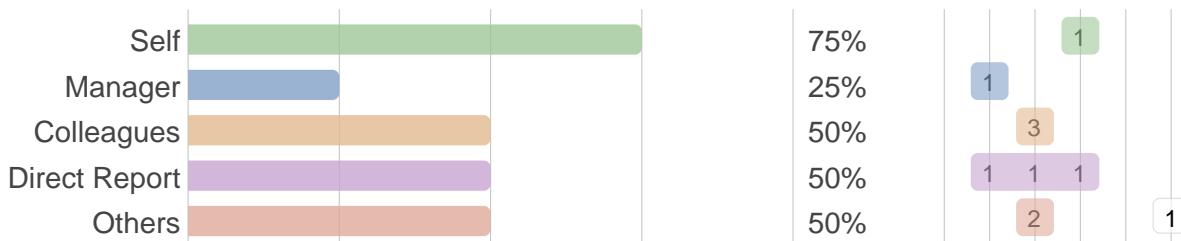
3.6 Display confidence to succeed and overcome obstacles



3.7 Get the job done on time

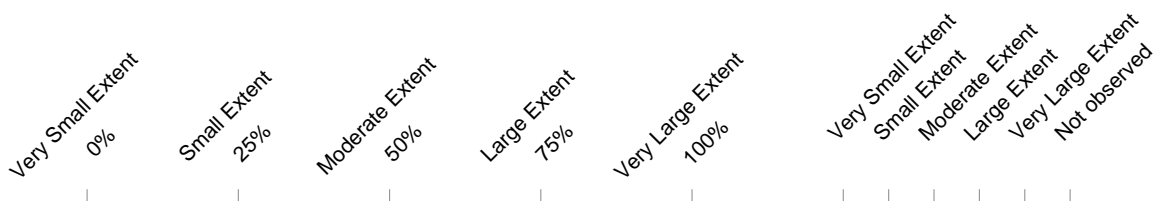


3.8 Model a healthy work-life balance

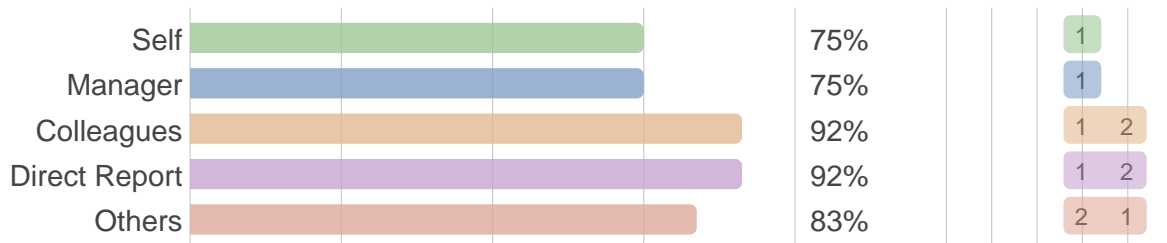


Detailed Results

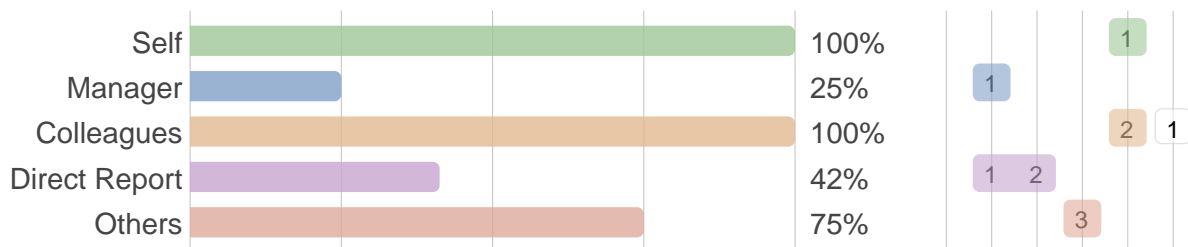
Results - Personal Effectiveness



3.9 Stand up for what is deemed right



3.10 Take action to resolve problems without delay



Respondent comments

MANAGER

- Maecenas imperdiet enim id dignissim feugiat. Mauris sagittis lectus non quam interdum, nec accumsan velit molestie. Mauris non tempor magna.

COLLEAGUES

- Nulla quis odio ut neque hendrerit euismod. Nulla id fermentum nibh. Aliquam pellentesque sapien in ante ultrices dictum. Donec quis ornare lorem.
- Pellentesque scelerisque fringilla risus. Vestibulum eget porta odio, eget ultricies magna. Donec imperdiet vel elit sed commodo.

DIRECT REPORT

- Maecenas imperdiet enim id dignissim feugiat. Mauris sagittis lectus non quam interdum, nec accumsan velit molestie. Mauris non tempor magna.
- Pellentesque mauris enim, rutrum sed dignissim eu, bibendum at ipsum. Vivamus iaculis eget augue et luctus. Praesent accumsan congue purus, in elementum odio lacinia ac.
- Aenean in tortor metus. Nullam gravida velit a nunc ullamcorper, ut accumsan quam venenatis. Aenean mattis placerat sodales.

OTHERS

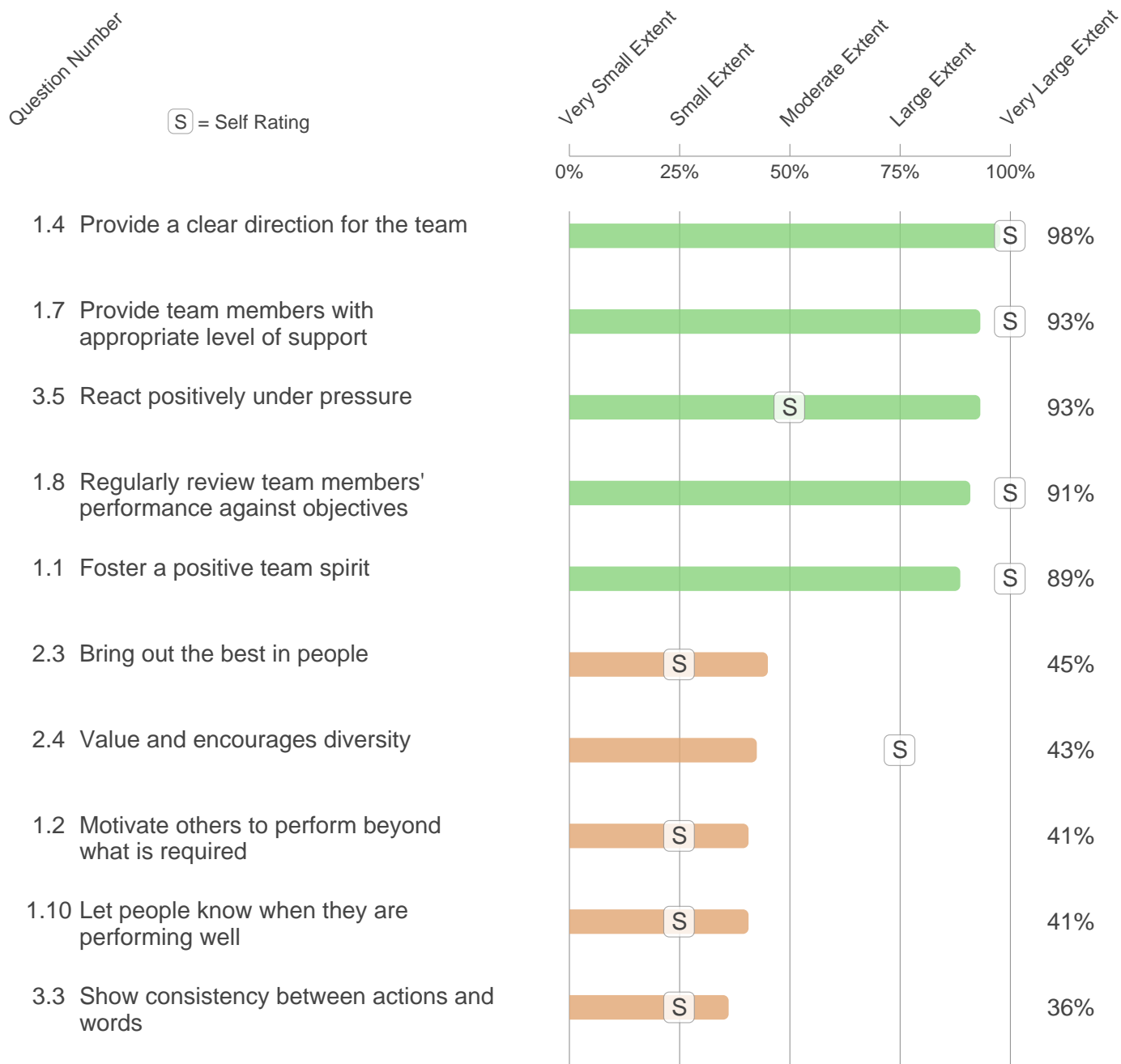
- Mauris mattis vitae sem ac lobortis. Nam rutrum nulla sed interdum euismod. Aenean quis leo cursus, egestas dui ac, faucibus enim. Nullam non urna quis sem gravida venenatis.
- Pellentesque et volutpat eros, ut sodales lectus. Curabitur a nunc lacus. Aenean malesuada venenatis nisl. Etiam maximus ultrices scelerisque.

Highs and lows

Top and bottom five

Below are your highest and lowest rated behaviours (based on the average ratings of all respondents excluding yourself). Your own ratings are shown (as an 'S') for comparison.

Use the table to confirm where others perceived your key strengths and opportunities for improvement to be.



Hidden strengths and blind spots

Hidden Strengths

Below are behaviours that your respondents see/perceive you do more frequently that you think. Your own ratings (shown with an 'S') are provided for comparison.

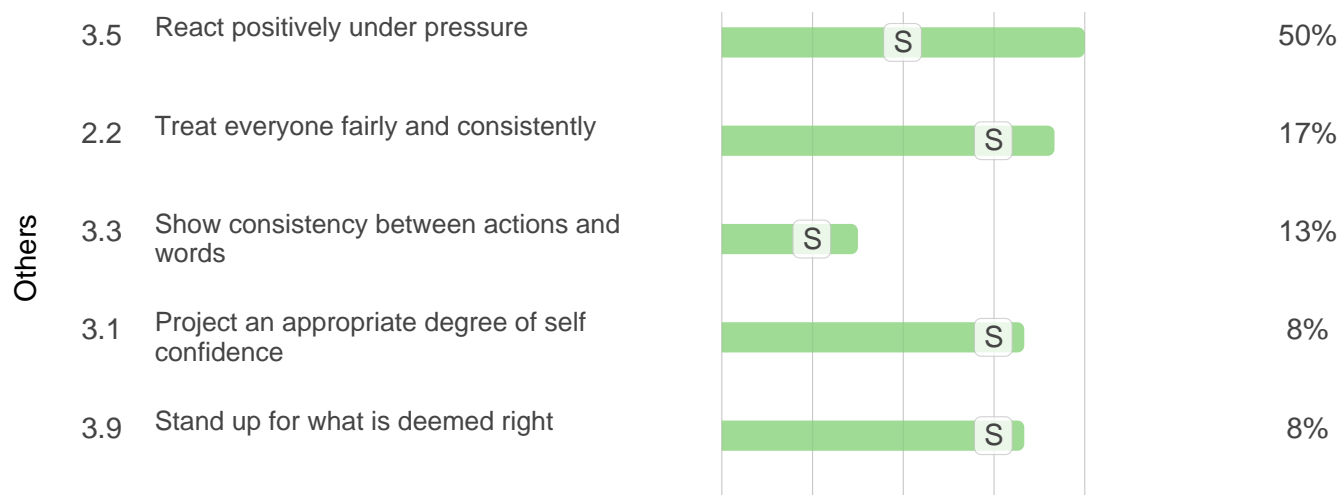
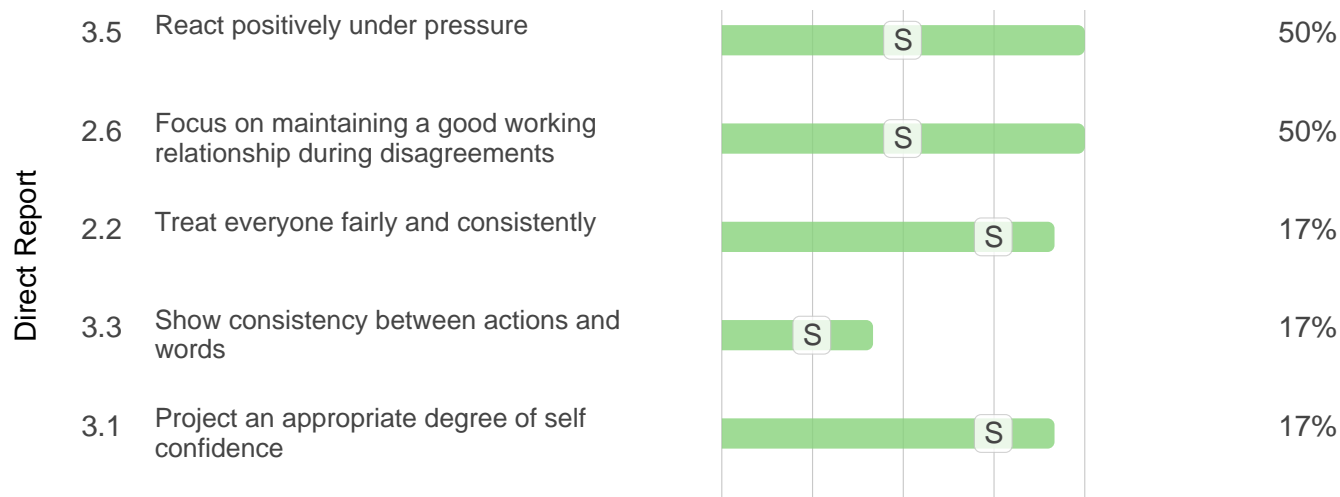
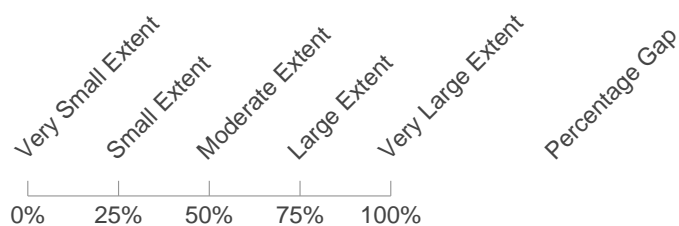
The difference in ratings may indicate that you are stronger in that area than you give yourself credit for or you appear to be better than you actually are.



Hidden strengths and blind spots

Question Number

S = Self Rating

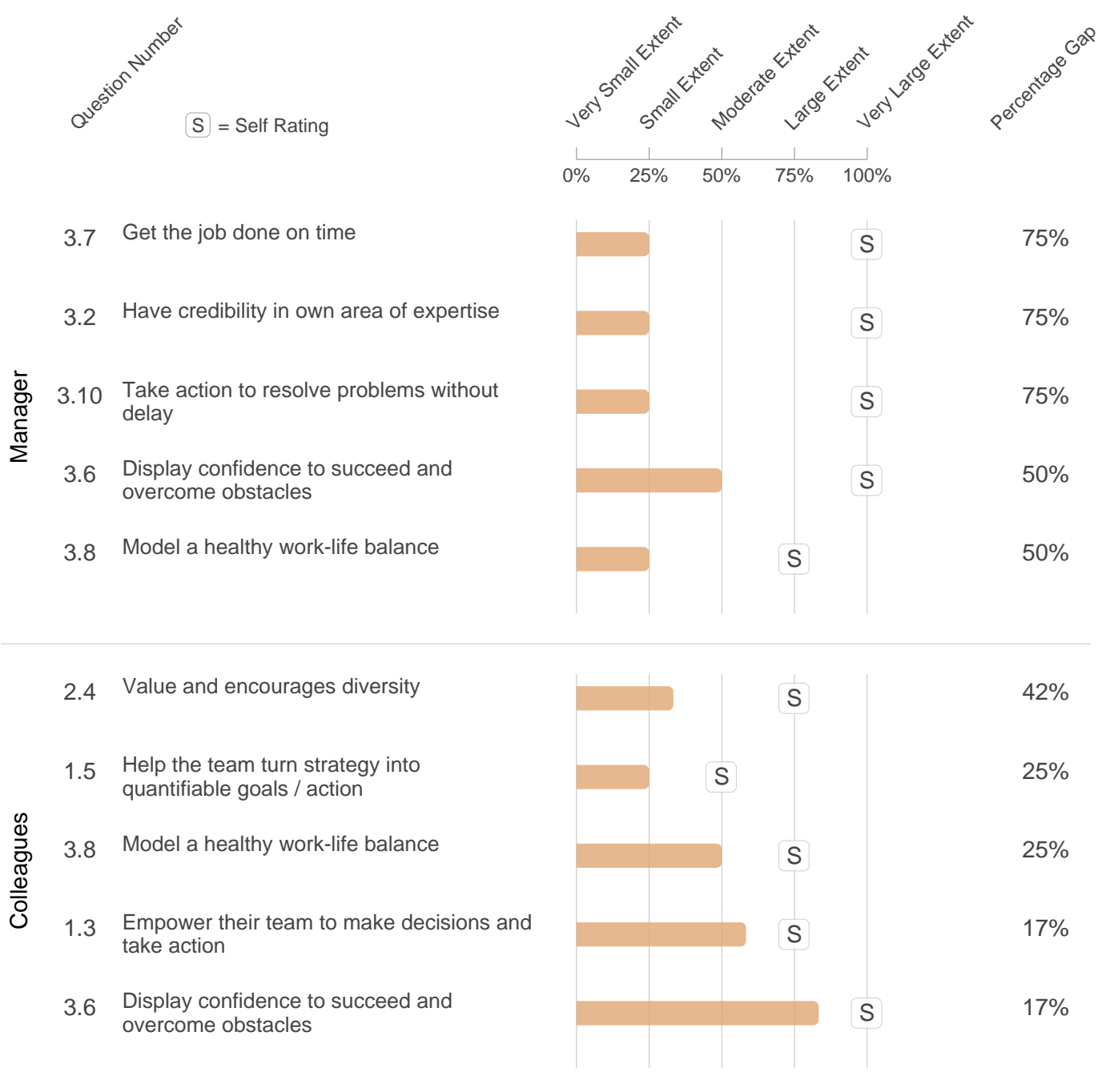


Hidden strengths and blind spots

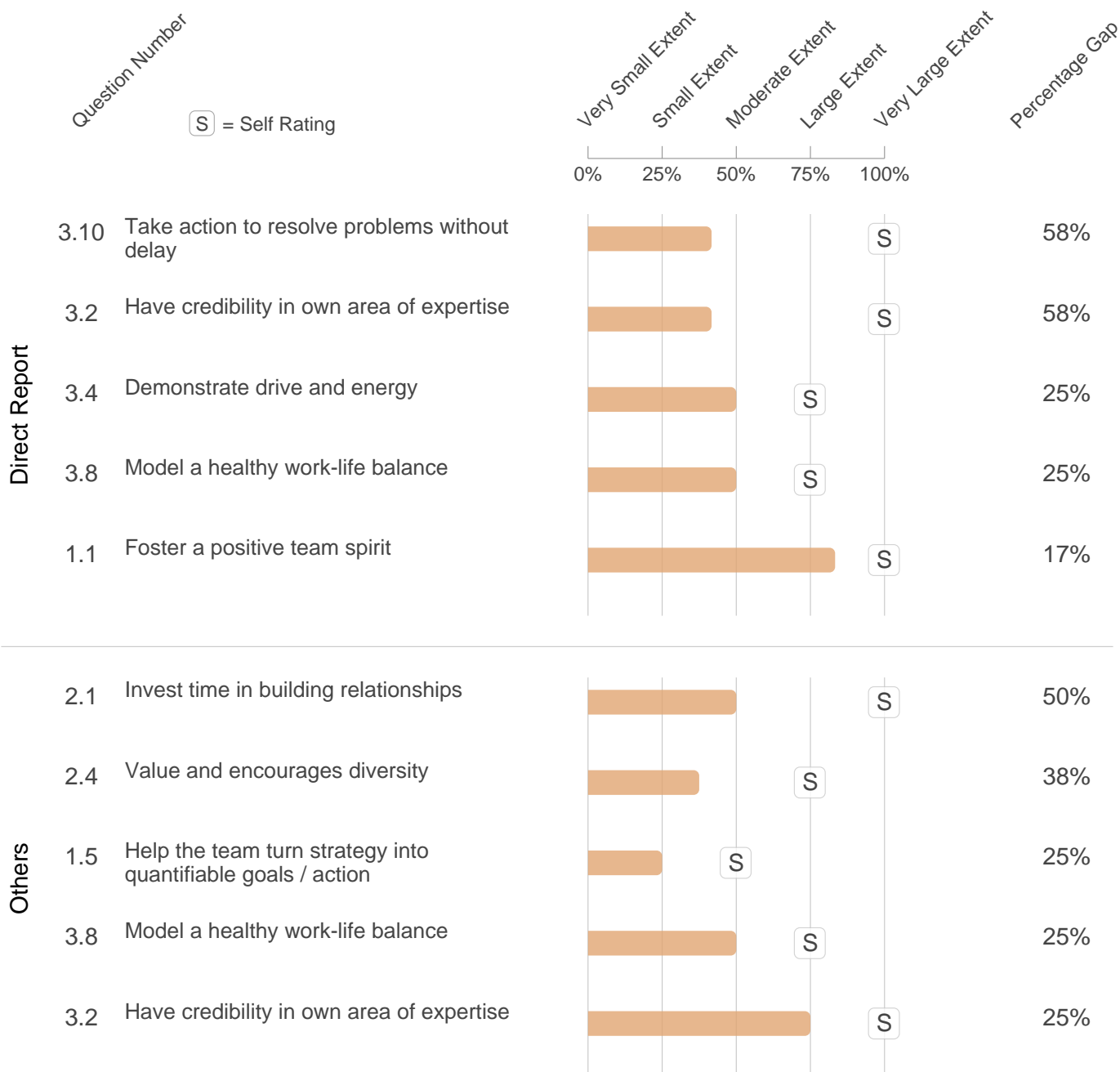
Blind Spots

Below are behaviours that your respondents see/perceive you to do less frequently than you think you do. This may be because:

- You are overestimating the frequency you exhibit these behaviours
- You may be carrying out the behaviours described but others haven't had the opportunity to observe them
- Your behaviour may not be reflecting your intention



Hidden strengths and blind spots



Verbatim Comments

Introduction

This section provides verbatim comments from all respondents.

You will gain the most value if you pay attention to the frequency of occurring topics and suggestions. Try to view the information objectively and reconcile it with the information in the previous sections.

Continue

MANAGER

- Donec tortor orci, dapibus ut pulvinar sed, fringilla a lectus. Maecenas ultricies, mauris quis ultrices ultrices, dolor quam varius leo, eu fringilla turpis nibh vel tortor.

COLLEAGUES

- Vivamus dictum in quam et suscipit. Cras nec felis ut sem efficitur pretium. Integer mauris urna, ultrices non lacinia molestie, porta sit amet metus.
- Aenean bibendum libero nec eros pellentesque placerat. Mauris est enim, vestibulum ut sollicitudin a, eleifend eu purus. Aenean ex justo, egestas eu enim ut, commodo rhoncus est. Vestibulum faucibus, arcu eu accumsan convallis.

DIRECT REPORT

- Nunc velit mauris, porta in auctor nec, tempus ac nisi. Vivamus ac velit pretium, finibus ex a, scelerisque massa. Nunc tristique augue eu metus rutrum, nec volutpat odio varius.
- hasellus ac neque ultricies, commodo nunc in, efficitur est. Etiam molestie elit at risus vestibulum lobortis.
- justo nisl congue ex, in elementum nulla diam eu leo. In pulvinar at tortor eu condimentum. Fusce ut pharetra odio. Sed nisi justo, condimentum a rhoncus vel, scelerisque ac ex.

OTHERS

- Sed in augue eros. Donec nulla enim, elementum vitae imperdiet id, luctus non risus. Donec euismod placerat neque, quis posuere arcu elementum sollicitudin.

Verbatim Comments

Stop

MANAGER

- In hac habitasse platea dictumst. Quisque consectetur mauris non dui dignissim pretium ut tristique est. Morbi faucibus metus non magna hendrerit finibus.

COLLEAGUES

- Donec pulvinar arcu sed sem scelerisque aliquet. In vehicula metus eget ultricies rhoncus. Sed egestas, tellus sed elementum bibendum, purus sapien tincidunt magna, auctor rhoncus risus ipsum non diam.
- Sed non erat urna. Proin ac bibendum lacus. Vivamus congue, sem in vestibulum aliquam, erat dui tempor nisl, vel viverra justo lacus at velit.
- Proin ut neque libero. In pharetra mollis leo sit amet tincidunt. Sed sed elementum mauris. Maecenas semper nunc a ligula venenatis tempus.

DIRECT REPORT

- Vivamus iaculis, lacus eu eleifend feugiat, velit dolor malesuada lorem, non congue metus odio vitae libero. Nunc et consectetur leo, nec maximus leo.
- Etiam neque sem, vehicula nec ante ac, ultricies interdum quam. Pellentesque placerat auctor faucibus. Aenean non mauris vitae nunc mollis tincidunt. Duis venenatis velit massa, vitae tincidunt sem commodo eget.

OTHERS

- Sed tincidunt aliquet mauris eu iaculis. Nullam et nisl vestibulum lacus rhoncus tempor sed in sem. Phasellus vitae dolor dictum, faucibus sapien ac, scelerisque nunc.
- Nullam nisl ex, dictum eu neque eu, suscipit fermentum dui. Nulla elementum in nisl id cursus. Donec sem nunc, scelerisque quis arcu non, interdum molestie felis.

Start

MANAGER

COLLEAGUES

- Phasellus ullamcorper ipsum vitae lacus pellentesque scelerisque. Nullam iaculis imperdiet neque a facilisis. Duis ac pharetra risus.
- Mauris facilisis convallis eros et commodo. Proin aliquet sollicitudin odio, ut accumsan turpis tempor ut. Nam dapibus sagittis libero nec facilisis.

DIRECT REPORT

- Ut ipsum neque, dapibus sed nibh id, commodo viverra augue. Vestibulum lacinia vestibulum libero feugiat ultrices. Mauris eget lacus eros. Ut fringilla laoreet accumsan.
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OTHERS

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