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## 360 Feedback Report

Date Created: 20th Feb 2023

Contributions	
Self	1
Manager	1
Peer	2
Direct Report	1
Stakeholder	1
Client	2
Other	3

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# Icskills360 Sample Report

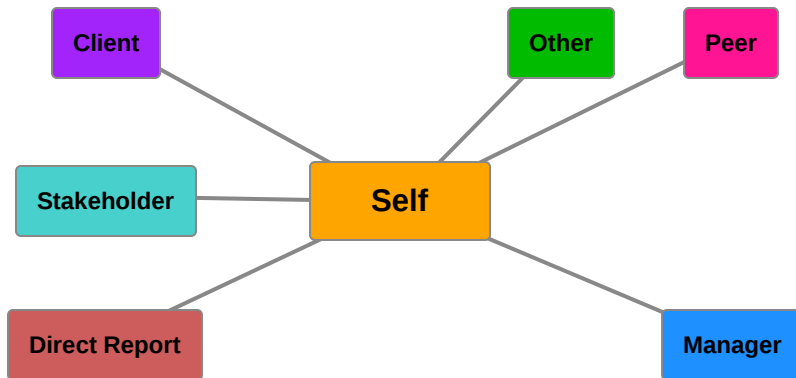
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## Introduction

### Relationships Involved



### Scoring Scale Used

- 1 - Never
- 2 - Rarely
- 3 - Sometimes
- 4 - Usually
- 5 - Always

This report is designed to allow you to compare how well you demonstrate the behaviours that lead to high performance in your role.

As a result you will be able to identify areas where you demonstrate what is required and areas where some development would be of benefit.

A questionnaire containing a series of numerically graded questions is completed by yourself and selected individuals that you have a working relationship with.

The results of the completed questionnaires are combined to form a series of charts and comments within this report, which allow you to compare your self-perception with the perception of others, a process that provides a powerful insight.

The main purpose of creating this report is to allow you to create a plan of action. The plan you create must be 'realistic' and 'relevant'.

#### **.1. Explore each of the charts in turn asking the following simple questions:**

- What relevance is this chart to me?
- What action could I take to develop the 'weaker' areas?
- How do I capitalise on the 'stronger' areas?
- What are the differences in perception across the people responding?
- What could be causing these differences?
- What action could be taken to influence these perceptions?

#### **.2. Compare your observations from the charts to the comments people have added asking:**

- Do the comments reinforce the charts?
- Do the comments contradict the charts?

#### **.3. Identify the key areas you believe need further attention and:**

- Generate a realistic personal action plan for each of these areas.

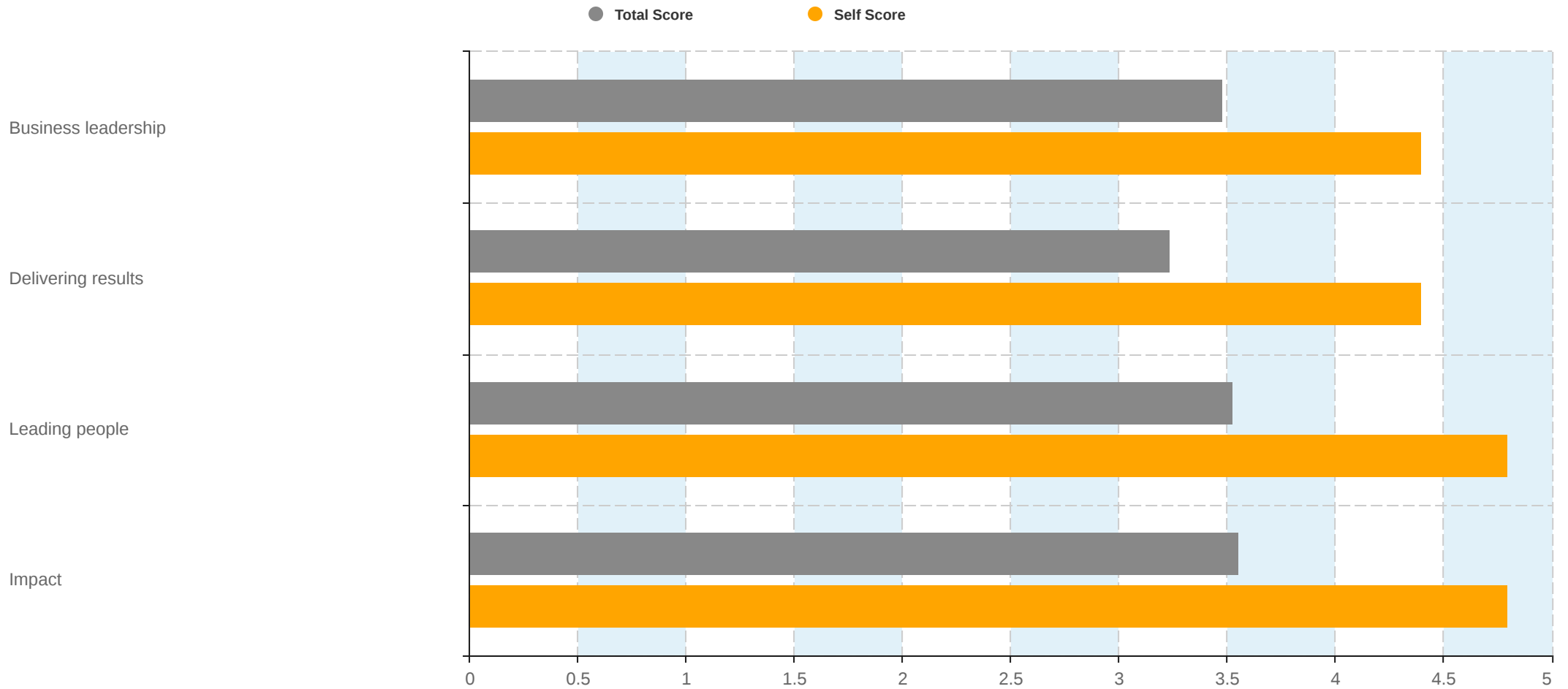
#### **.4. Discuss your observations and conclusions.**

#### **.5. Review progress frequently**

#### **.6. Keep this report and compare it with the next report.**

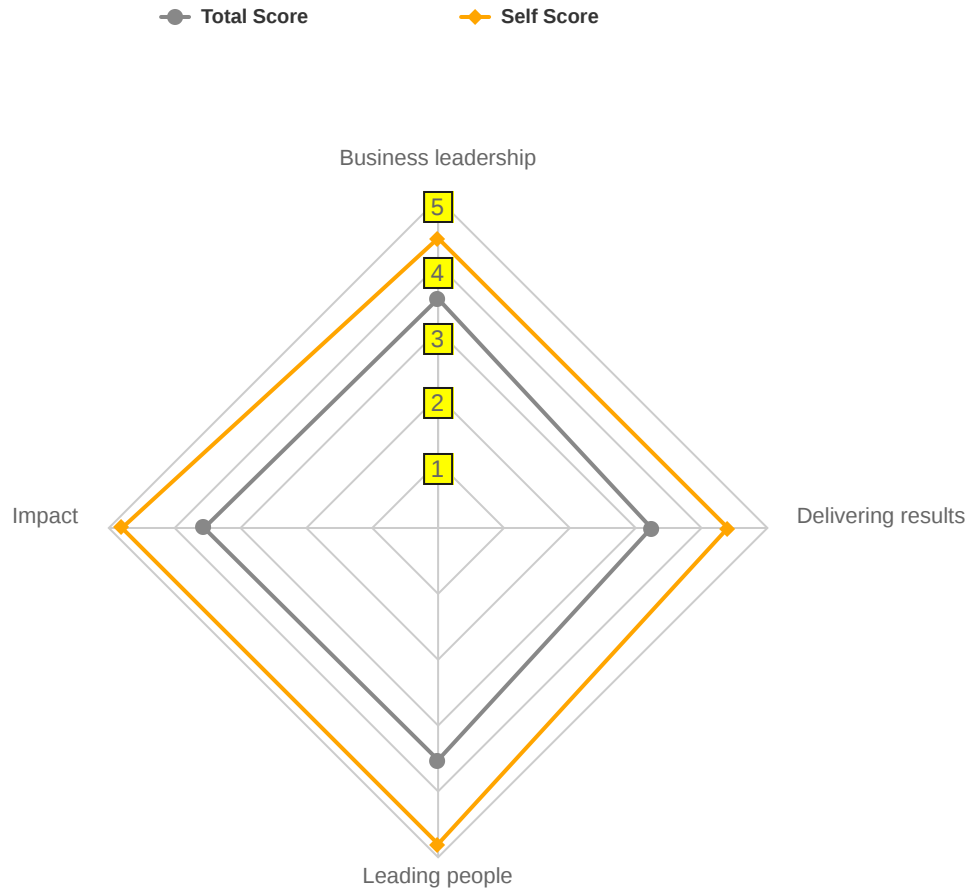
## Combined Group Scores

Bar chart showing scores from all the relationships combined compared to the self score.



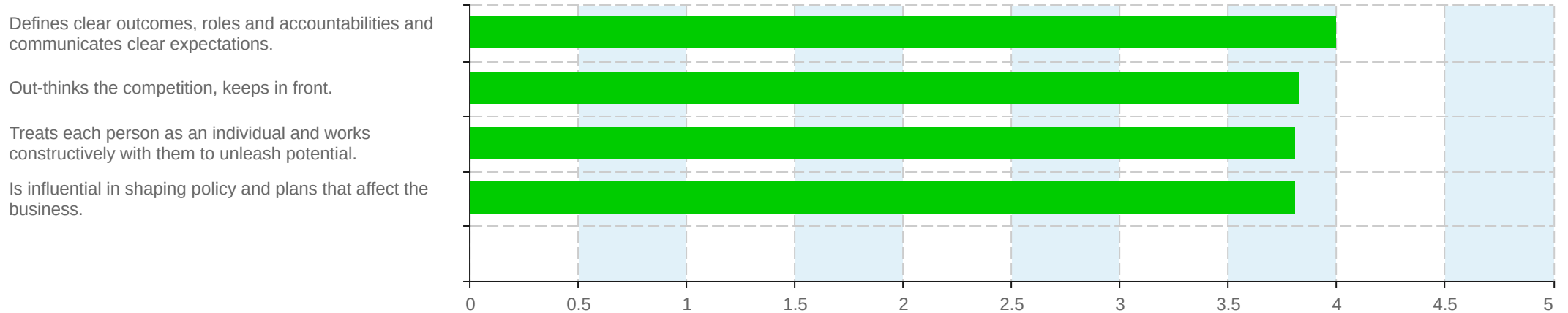
## Combined Group Scores

Spider chart showing scores from all the relationships combined compared to the self score.

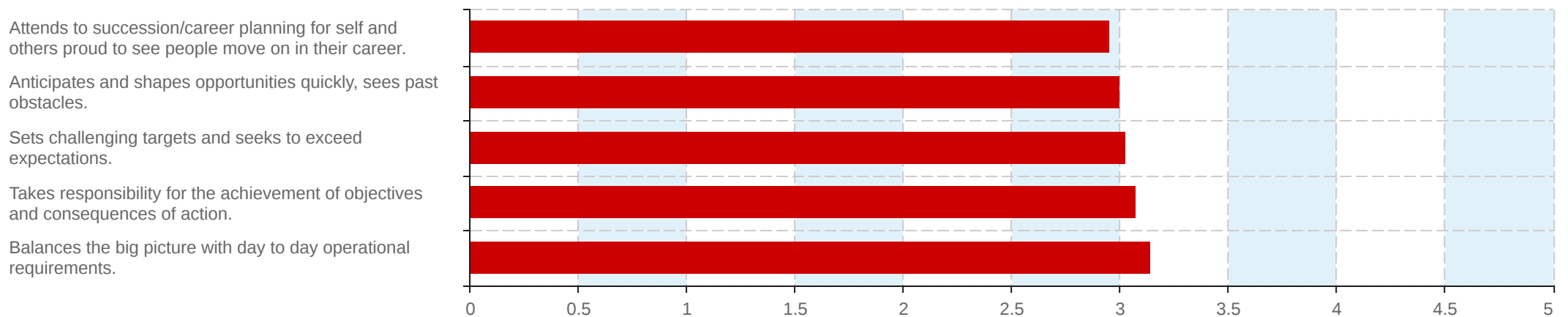


## Strengths and Developments

Your highest scoring questions that fall above the cut-off showing significant areas of strength.

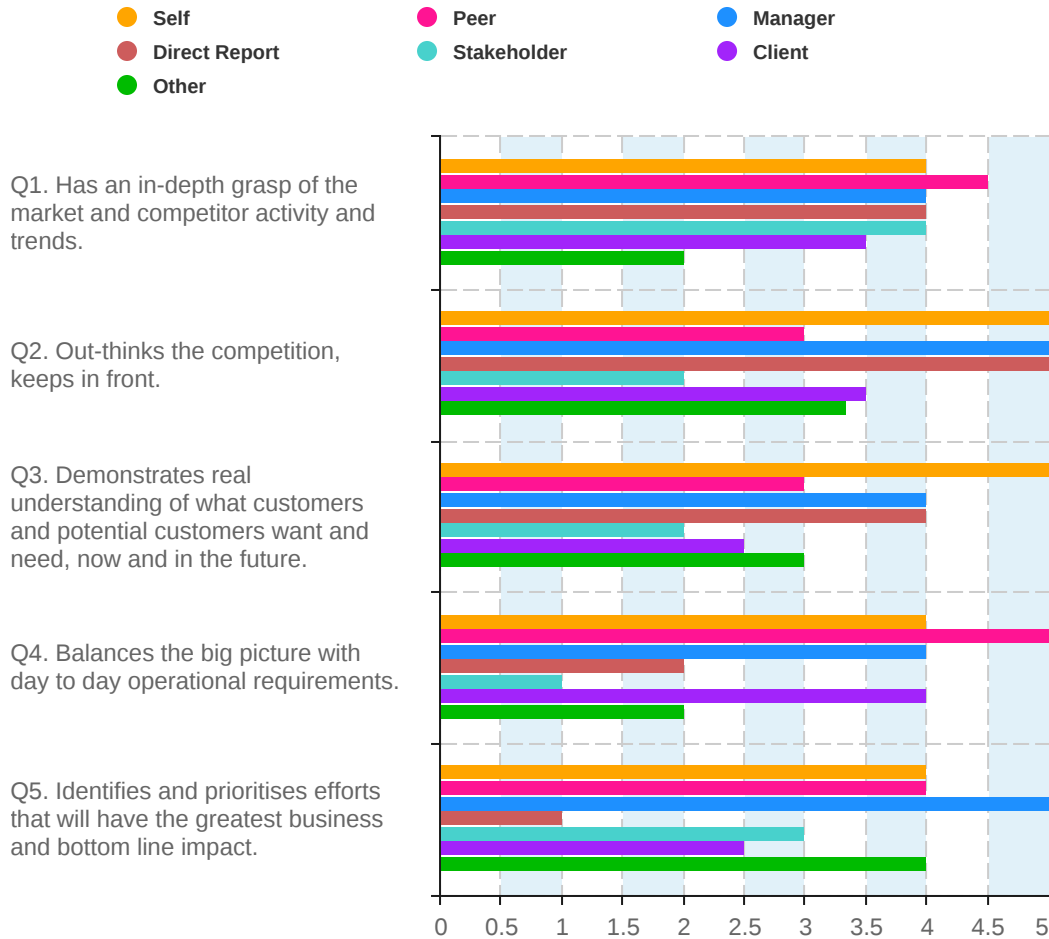


Your lowest scoring questions that fall below the cut-off showing areas where you may need to focus some development.

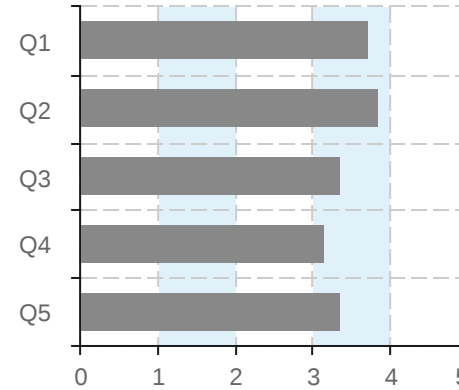


## Business leadership

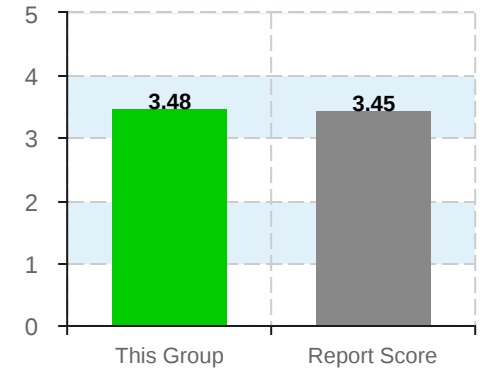
Average score by question / relationship



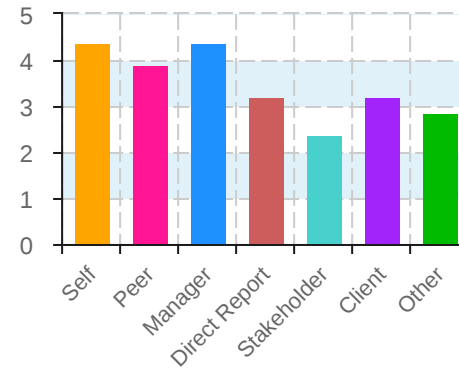
Average score by question



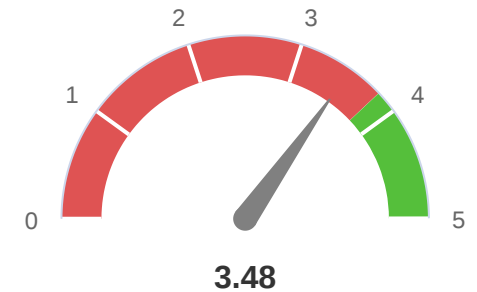
This group average vs the average for the entire report



Average group score by relationship



The overall average of this group



## Business leadership

### **C1. Within the area of Business leadership what is this persons most apparent strength.**

#### **Self**

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#### **Peer**

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#### **Manager**

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## Business leadership

### Direct Report

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### Stakeholder

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### Client

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## Business leadership

### **C2. Within the area of Business leadership what is this persons most apparent development need.**

#### **Self**

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#### **Peer**

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#### **Manager**

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## Business leadership

### Direct Report

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### Stakeholder

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### Other

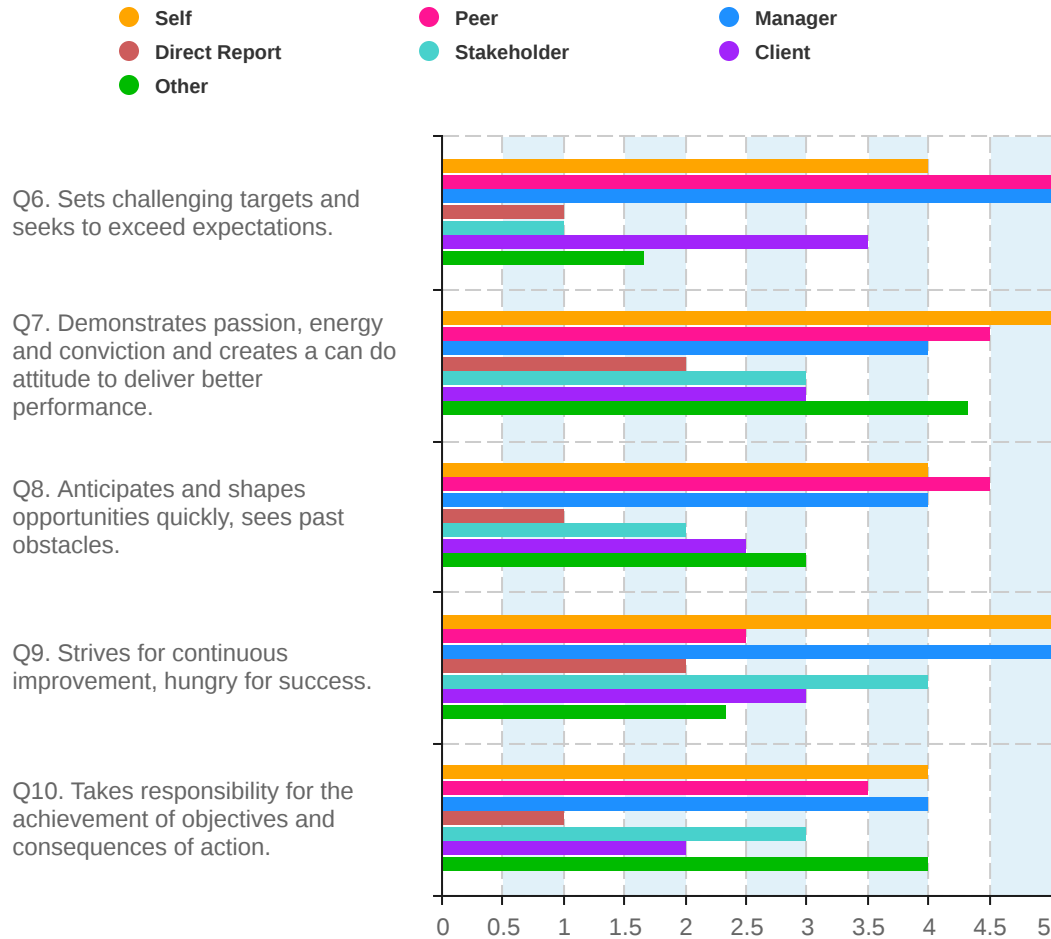
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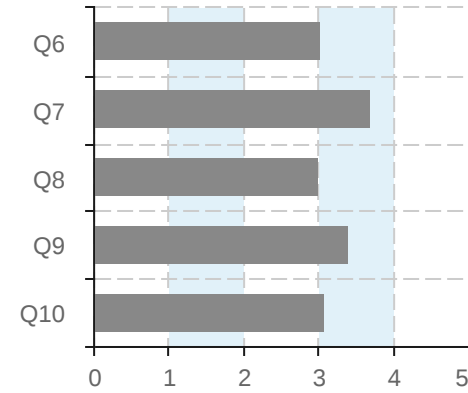
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## Delivering results

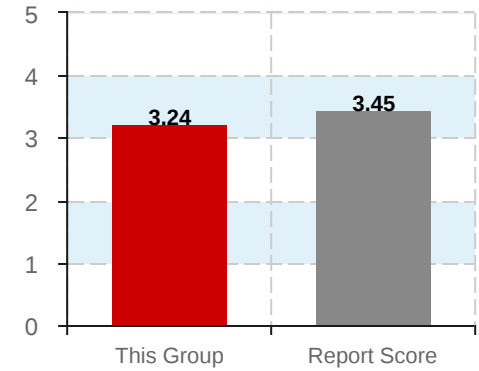
Average score by question / relationship



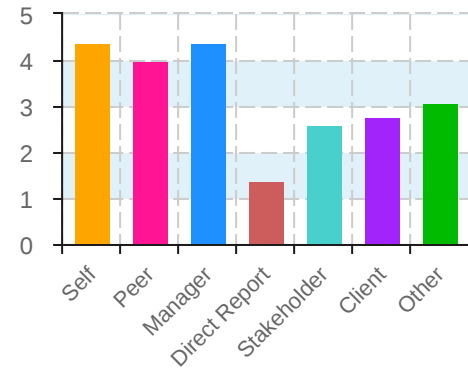
Average score by question



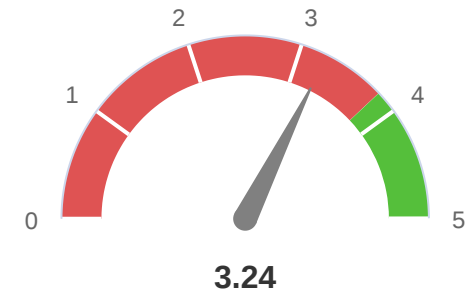
This group average vs the average for the entire report



Average group score by relationship



The overall average of this group



## Delivering results

### **C3. Within the area of Delivering results what is this persons most apparent strength.**

#### **Self**

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#### **Peer**

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#### **Manager**

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## Delivering results

### Direct Report

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### Stakeholder

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### Client

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## Delivering results

### C4. Within the area of Delivering results what is this persons most apparent development need.

#### Self

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#### Peer

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#### Manager

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## Delivering results

### Direct Report

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### Stakeholder

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### Client

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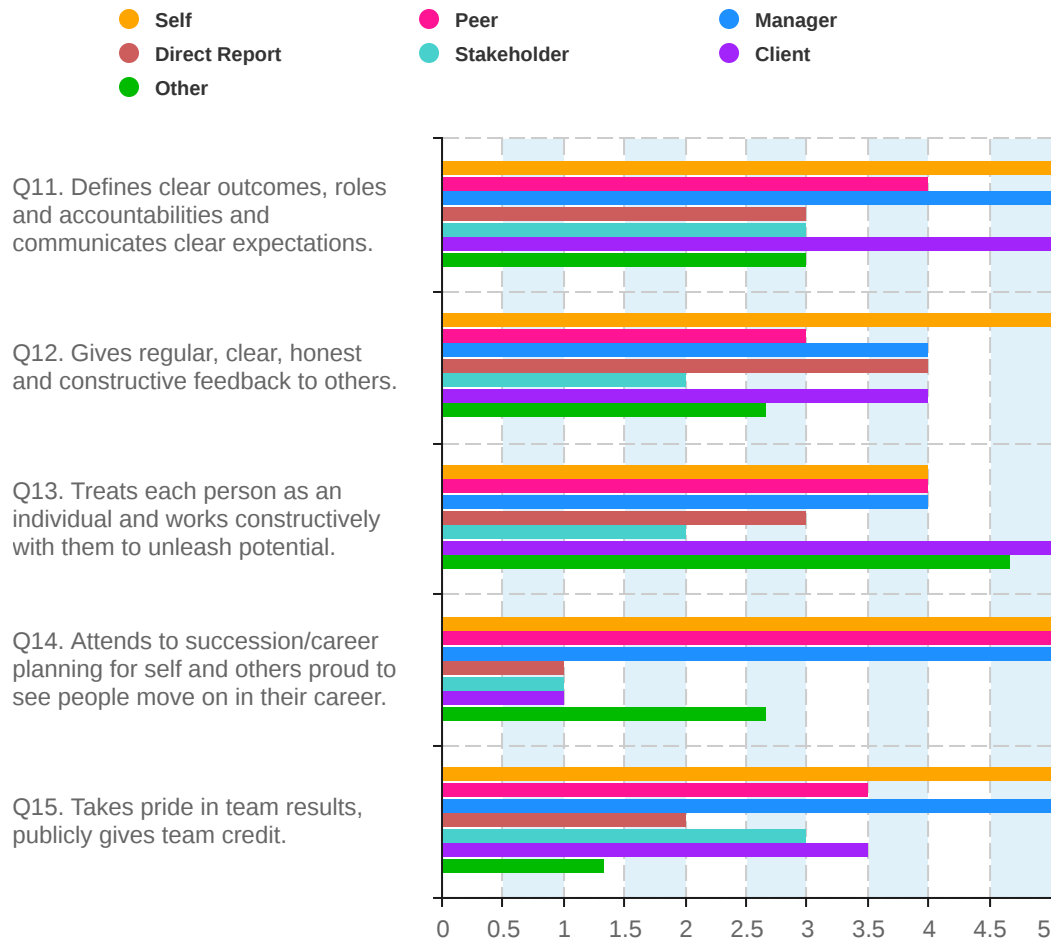
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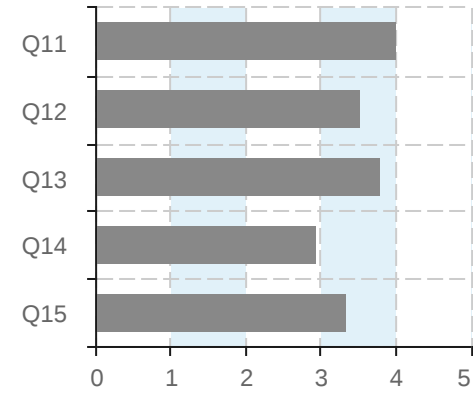


## Leading people

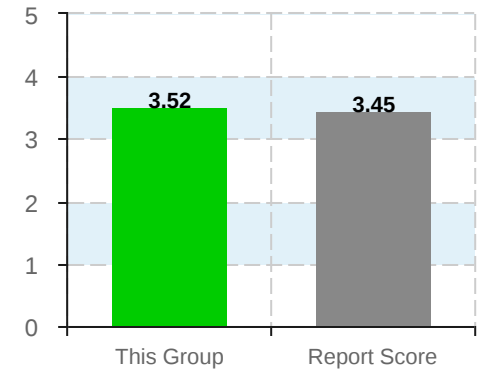
Average score by question / relationship



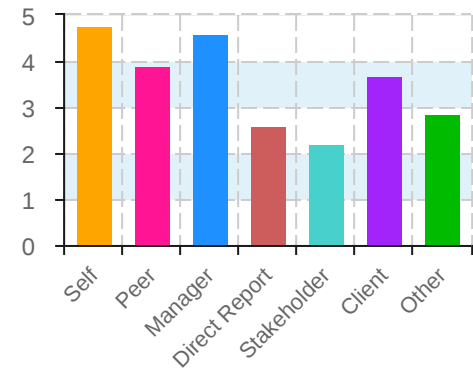
Average score by question



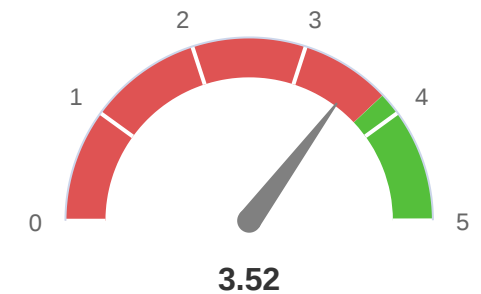
This group average vs the average for the entire report



Average group score by relationship



The overall average of this group



## Leading people

### C5. Within the area of Leading people what is this persons most apparent strength.

#### Self

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#### Peer

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#### Manager

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## Leading people

### Direct Report

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### Stakeholder

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## Leading people

### C6. Within the area of Leading people what is this persons most apparent development need.

#### Self

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#### Peer

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#### Manager

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## Leading people

### Direct Report

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### Stakeholder

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### Client

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### Other

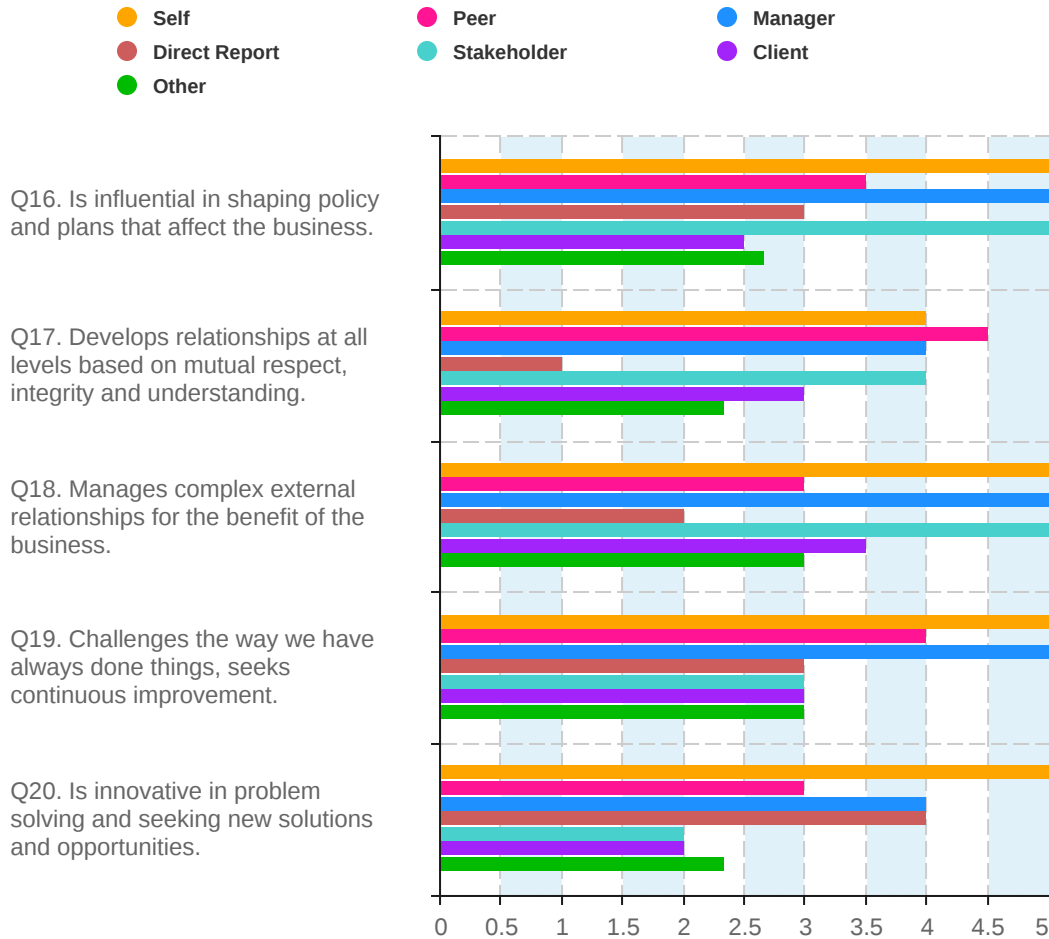
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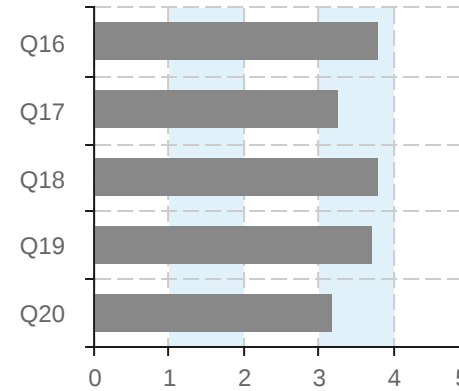
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## Impact

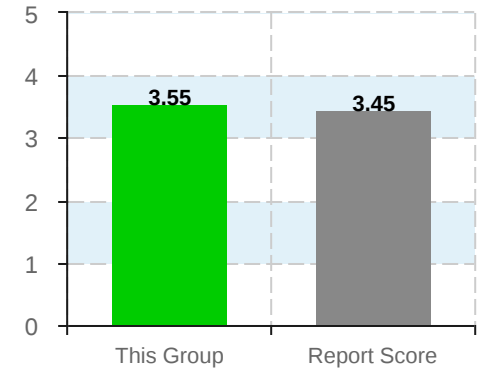
Average score by question / relationship



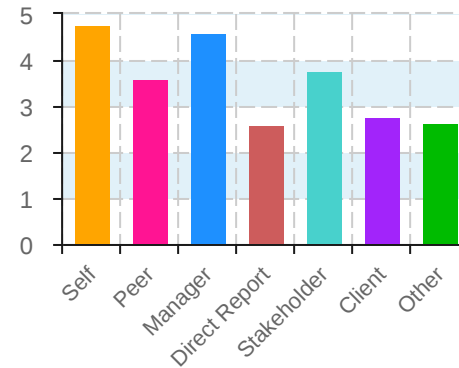
Average score by question



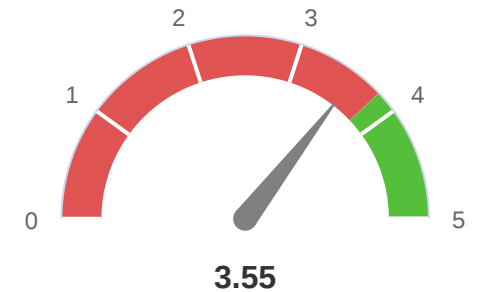
This group average vs the average for the entire report



Average group score by relationship



The overall average of this group



## Impact

### C7. Within the area of Impact what is this persons most apparent strength.

#### Self

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#### Peer

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#### Manager

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## Impact

### Direct Report

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### Stakeholder

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### Client

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## Impact

### **C8. Within the area of Impact what is this persons most apparent development need.**

#### **Self**

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#### **Peer**

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#### **Manager**

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## Impact

### Direct Report

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### Stakeholder

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### Client

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### Other

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## Overall

### C9. Using three words how would you describe this persons leadership style.

#### Self

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#### Peer

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#### Manager

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## Overall

### Direct Report

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### Stakeholder

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### Client

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## Overall

### C10. Any other comments.

#### Self

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#### Peer

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#### Manager

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## Overall

### Direct Report

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### Stakeholder

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### Other

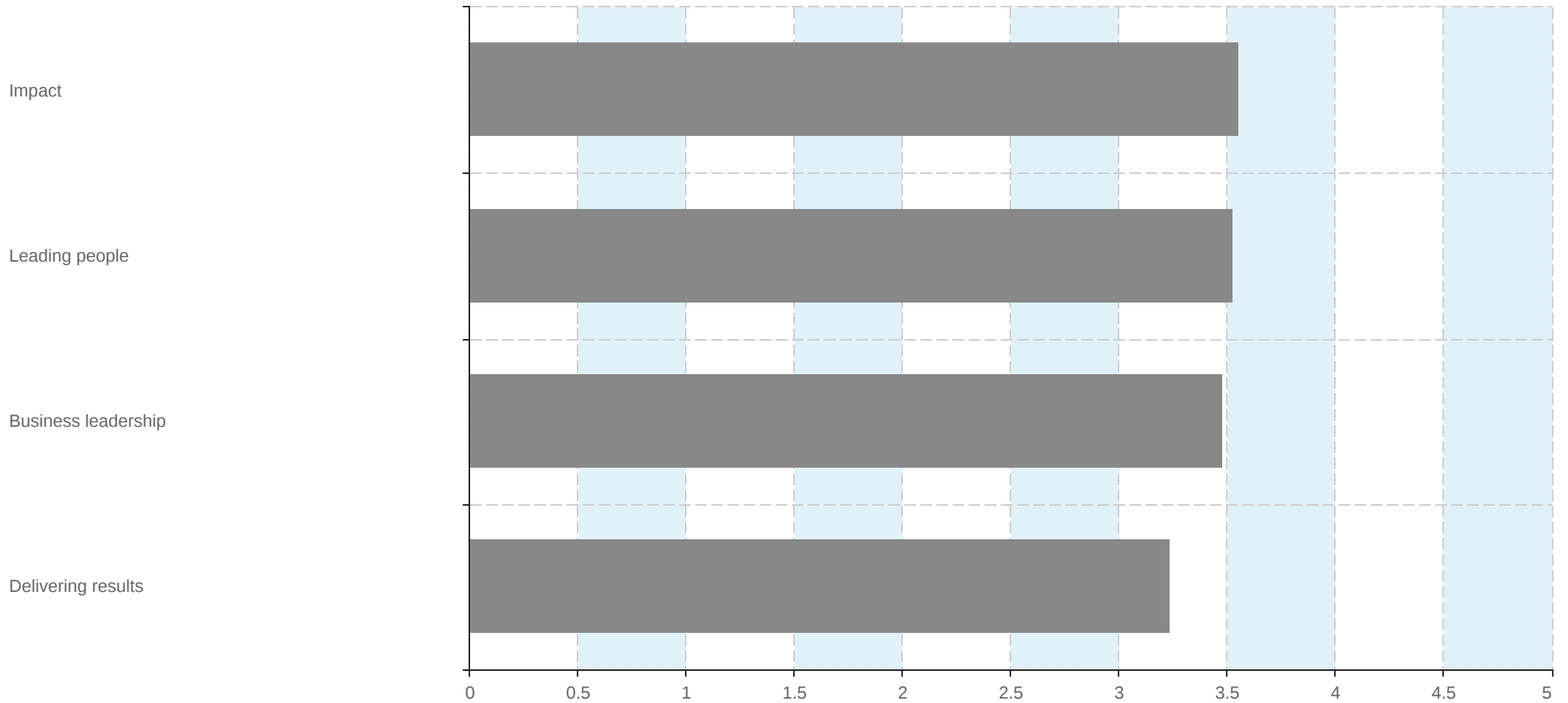
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## Groups Compared

Comparison of the overall average group score in rank order



## Development Review

The main purpose of this report is to give you insights that can help shape an action plan for the next stage in your personal development

**Looking at the charts in this report, ask yourself the following questions.**

1

- How is this chart relevant to me?
- What are the differences in perception across the people responding?
- What could be causing these differences?
- What action is required based on this?

2

**Compare these observations to comments people have provided.**

- Do the comments reinforce the charts?
- Do the comments contradict the charts?

3

**Discuss your observations and make your action plan.**

- Identify your key strengths and areas for development
- Create a realistic and effective action plan
- Make sure your plan is S.M.A.R.T
- Specific, Measurable, Attainable, Relevant, Time-based