



# 360 Feedback Report

of Dinup Mathew

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This 360 Feedback Report is a product of Discover Assessments.

This report contains the 360 degree feedback result prepared using the system designed by Discover Assessments.

## Introduction

The development of an individual is a continuous process as an individual gains experiences, assumes greater levels of responsibility, and faces a growing complexity of organizational problem solving demands. The 360 degree feedback report assists in the human resources development through two fundamental objectives.

The first objective is on an individual level. For the individual, the process provides with unique data perspectives of their abilities as viewed by their peers, subordinates, those in supervisory roles, and self-examination. The best use of this data for individuals is to design a personal development plan to address areas of concern surfaced through the assessment.

The purpose of 360 degree feedback for the individual includes:

- To develop an awareness of your perceived behaviour within the workplace.
- To focus on changes that you may need to make in order to be more effective.
- To provide you with information that will allow you to build upon what you do well.
- To allow you the opportunity to explore the reasons for the scoring.
- To pave the way for you to take action.
- To give you the opportunity to take responsibility for your own development.
- To enable you to take action on aspects which helps creating and building your perspectives

The second objective is to improve overall organizational performance. As an organization's leaders develop their abilities to work, manage, and lead, the performance and attitudes of corresponding workgroups will improve. Therefore, the entire organization stands to benefit as individuals improve.

## Interpretation of 360 Data

This report provides you with a summary of the scores based on the online 360 feedback questionnaire. These scores are summarized for each section / competency if applicable.

The analysis of the statements identifies the average rating for each section / competency (excluding self) and shows the range of scores that were given to you.

In addition, information is presented graphically for your better understanding.

## Ratings

The 360 feedback questionnaire has been rated on a scale of 1 to 5 with 1 being the lowest and 5 being the highest rating.

## Overall Scores

For each of the sections / competencies, the overall scores are calculated by taking the mean of the related ratings from everyone who completed the assessment for you (supervisors, peers, and subordinated). There is also a median and mode score.

**Your self-assessment score is not included while calculating the overall scores.**

## Qualitative Data

Comments provided by you or by those taking the assessment are reported.

## Focus Areas

The Focus Areas identifies your highest and lowest scores across all items in your assessment.

### Highest Scores





S.No.	Section	Questions	Self	All Others
1	Leading Self	Understands and manages one's own leadership style for best impact.	2	3.67
2	Leading Business	Leverages external ideas and best practices to improve performance	0	3.17
3	Leading Business	Is knowledgeable about all operational and functional aspects needed for optimum store performance	0	3.17

### Lowest Scores

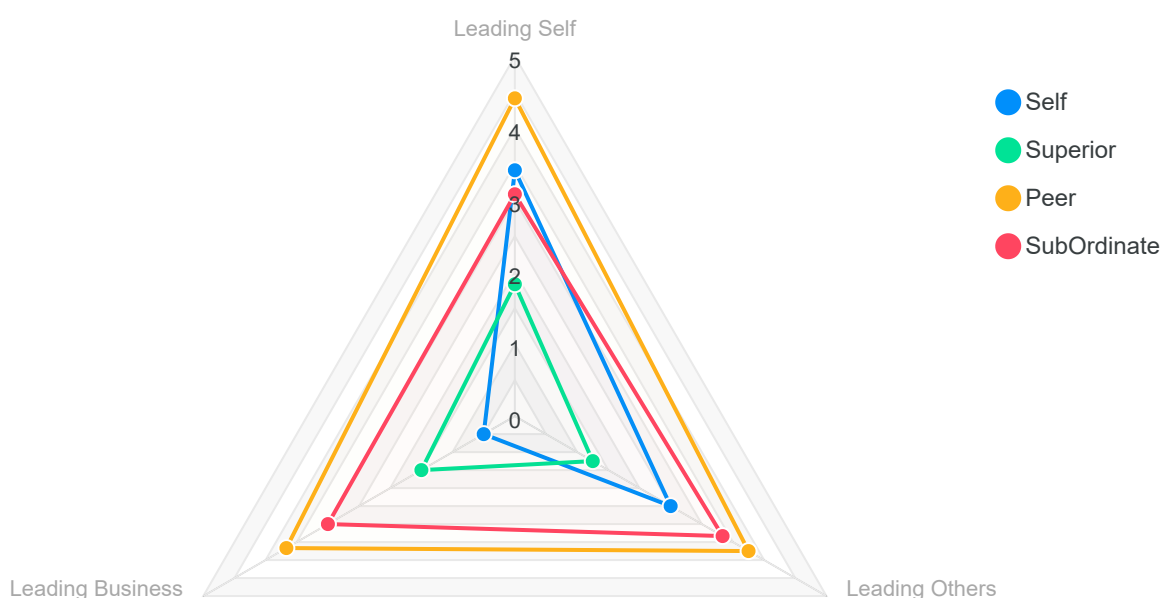
S.No.	Section	Questions	Self	All Others
1	Leading Business	Actively seeks ways to exceed store performance targets	0	2.33
2	Leading Business	Anticipates and adjusts to changing market conditions and customer needs	3	2.33
3	Leading Business	Constantly reviews store productivity striving for continuous improvement	0	2.5

## Your Overall Profile

Your overall profile shows the combined scores of all the questions by all the raters.

-  The Self score is an average of the ratings of all the questions that you have given yourself.
-  The Superior score is an average of the ratings of all the questions that all your superior(s) have given for you.
-  The Peer score is an average of the ratings of all the questions that all your peer(s) have given for you.
-  The Subordinate score is an average of the ratings of all the questions that all your subordinate(s) have given for you.

Section Name	Self	Superior	Peer	SubOrdinate
Leading Self	3.42	1.83	4.42	3.08
Leading Others	2.50	1.25	3.75	3.33
Leading Business	0.50	1.50	3.67	3.00

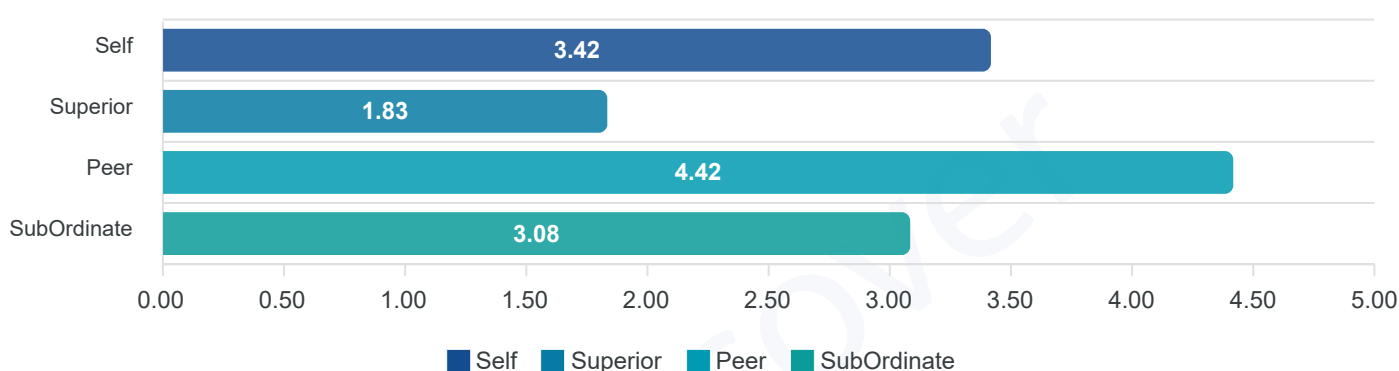


## In-depth Section Wise / Competency Scores

The chart below illustrates the scores given by all the raters for the section / competency.

### Leading Self

Note: The chart below shows the rater mean scores of Leading Self



S.No.	Questions	Self	Superior	Peer	SubOrdinate
1	Understands and manages one's own leadership style for best impact.	2	5	3	3
2	Is open to learning and demonstrates a drive for self-improvement.	4	1	5	3.5
3	Has noticeable 'presence' and respect with customers and the team.	4	1	5	3

## In-depth Section Wise / Competency Scores

### Leading Self

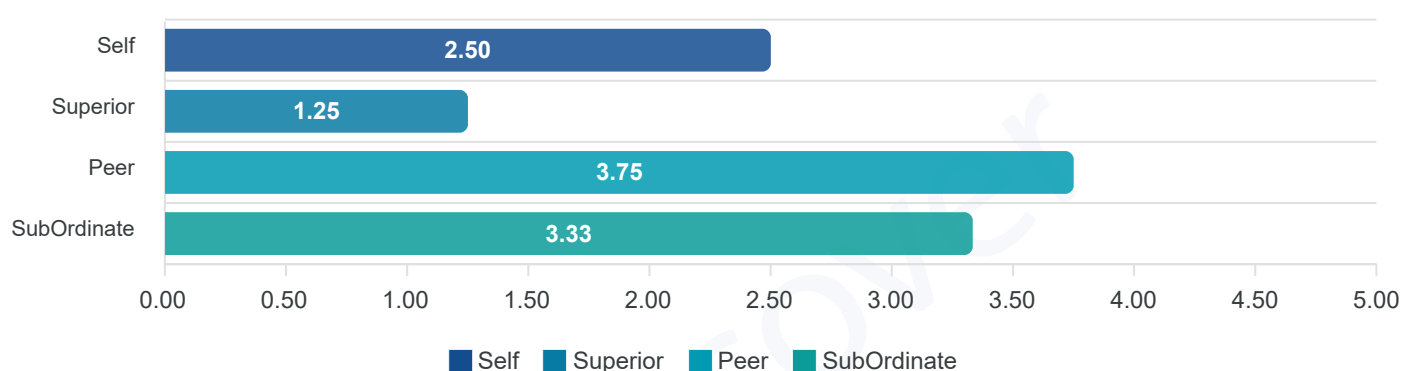
S.No.	Questions	Self	Superior	Peer	SubOrdinate
4	Focuses on critical aspects of store performance and prioritizes own time accordingly.	4	1.5	5	3
5	Is confident taking decisions at the appropriate level for a store manager.	4	1	5	3
6	Is self-motivated, demonstrates initiative and a 'can do' attitude.	2.5	1.5	3.5	3

## In-depth Section Wise / Competency Scores

The chart below illustrates the scores given by all the raters for the section / competency.

### Leading Others

Note: The chart below shows the rater mean scores of Leading Others



S.No.	Questions	Self	Superior	Peer	SubOrdinate
1	Accepts others viewpoints and is receptive to feedback	2.5	1.5	4	3.5
2	Insists on quality and efficiency from every effort and addresses poor performance effectively	2	1.5	3.5	3.5
3	Regularly coaches and guides team members to develop their skills	2	1.5	3.5	3



## In-depth Section Wise / Competency Scores

### Leading Others

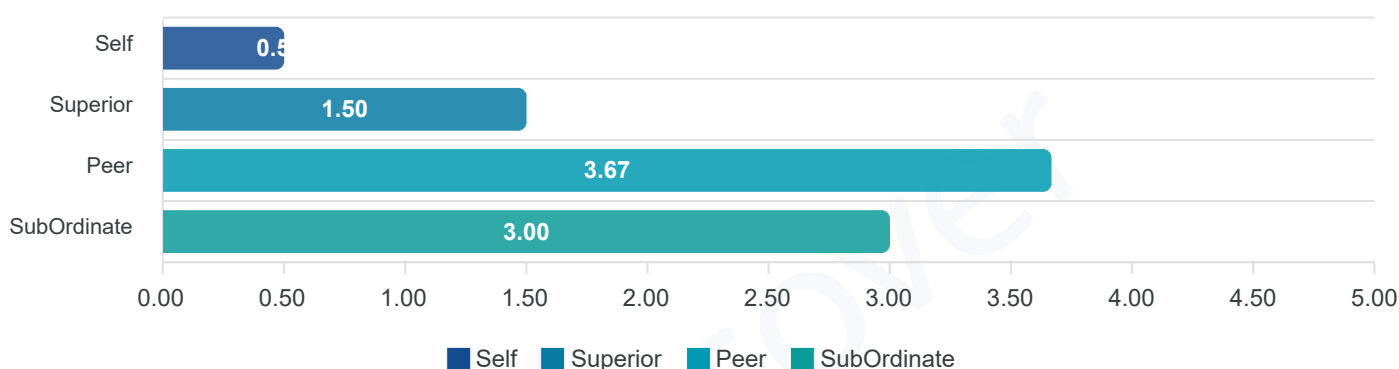
S.No.	Questions	Self	Superior	Peer	SubOrdinate
4	Understands individuals' strengths and uses them to best effect	2.5	1	3.5	3.5
5	Builds an inclusive culture in the team; breaks down barriers and encourages team members to support each other to the maximum	2.5	1	3.5	3.5
6	Is a role model for the team; walks the talk, leads by example	3.5	1	4.5	3

## In-depth Section Wise / Competency Scores

The chart below illustrates the scores given by all the raters for the section / competency.

### Leading Business

Note: The chart below shows the rater mean scores of Leading Business



S.No.	Questions	Self	Superior	Peer	SubOrdinate
1	Actively seeks ways to exceed store performance targets	0	2	3.5	1.5
2	Leverages external ideas and best practices to improve performance	0	1.5	4	4
3	Constantly reviews store productivity striving for continuous improvement	0	2	4	1.5

## In-depth Section Wise / Competency Scores

### Leading Business

S.No.	Questions	Self	Superior	Peer	SubOrdinate
4	Is knowledgeable about all operational and functional aspects needed for optimum store performance	0	1	4	4.5
5	Adopts a customer-centric mindset in all actions and decisions	0	1.5	3.5	3.5
6	Anticipates and adjusts to changing market conditions and customer needs	3	1	3	3

## Qualitative Data

### Leading Self

Any comments or feedback?
Good self
Peer OK self
Boss self fine

## Qualitative Data

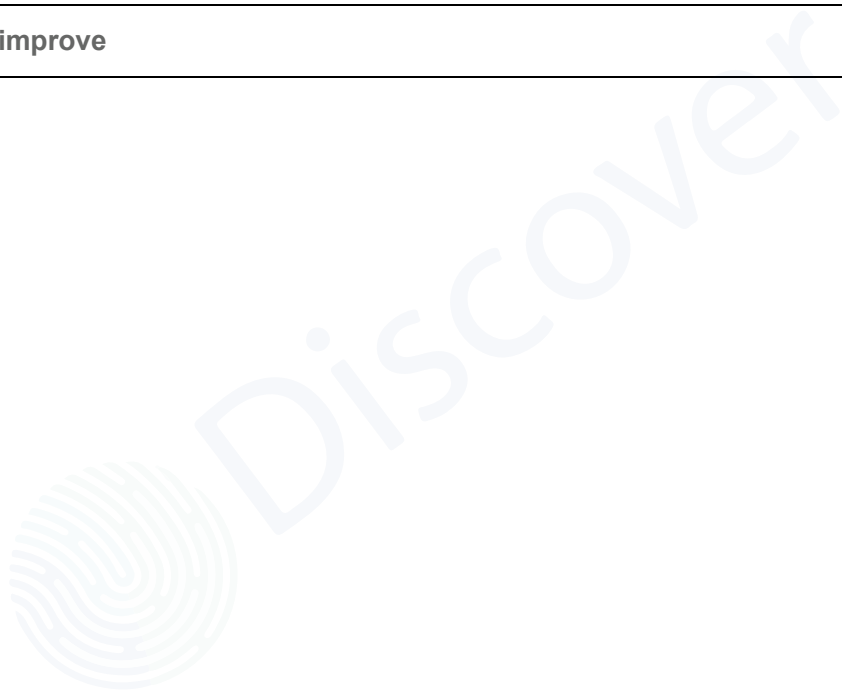
### Leading Others

Any comments or feedback?
Leads others well
Other ok peer
Boss other sort of ok

## Qualitative Data

### Leading Business

Any comments or feedback?
Business is ok
Business super peer
Boss business improve



## Individual Development Plan

Individual development planning is a tool and resource used to enhance an individual's capabilities through a dual process of thoughtful introspection balanced with the input from external data sources. The 360 feedback assessment provides the individual external data from those serving in roles as supervisory, peer or direct report, and qualitatively and as well as quantitatively, illustrates the perceptions others have of an individual's relative areas of strength and areas of potential improvement. These data allow one to create an IDP by translating this information into actionable items for self-development thus producing a framework for continuous improvement.

The process of creating an IDP begins with recognizing that "I might have something to learn from what others perceive about me and what I honestly think about my own abilities". In creating an IDP, considerations should be made in context of your career.

The IDP creation sequence continues with identification of developmental areas, which are uniquely different for each individual. The 360 Feedback process provides these data by reporting the relative high and low scoring attributes. Higher scoring areas might and should be viewed as a sense of accomplishment. Lower scoring areas might serve as a catalyst for self-development and viewed with a sense of opportunity. There is a temptation to be disgruntled or anxious about lower scoring areas. However, it is important to remember that we all are better at some things than we are at others.

Identifying development areas and determining where to start requires thoughtful consideration. Lower scores along with the qualitative feedback could be a starting point. This, along with the opportunities available for you to develop, your current responsibilities and your future role, should form the basis for creating your IDP.

As areas for development are identified, they need to be translated into development goals. A developmental goal should be statement with clear purpose. Each goal should be linked to a solid plan containing actionable items, related criteria, needed support contribution and reasonable timeframes.

## Your Strengths – Build On Them

Based on your feedback, briefly list and describe your strengths and talents.



## Your Development Areas - Work On Them

Based on your feedback, briefly list and describe the development gaps between rater groups.





# IDP

Let's put a plan to develop yourself

Name	Emp ID	Date	Department	Manager Name

Strengths: (What are key strengths?)

Opportunity Areas: (What are your key development areas?)

Employee Review		Manager Review		
Development Goal	Development Activity	Support Required	Target Completion Date	Key Job Results