



### CMP Institute 360 Feedback Report

Date Created : Fri 18 Nov 2011

Contributions Requested	
Peer	1
Manager	1
Stakeholder	1
Direct Report	1
Other	1
Self	1

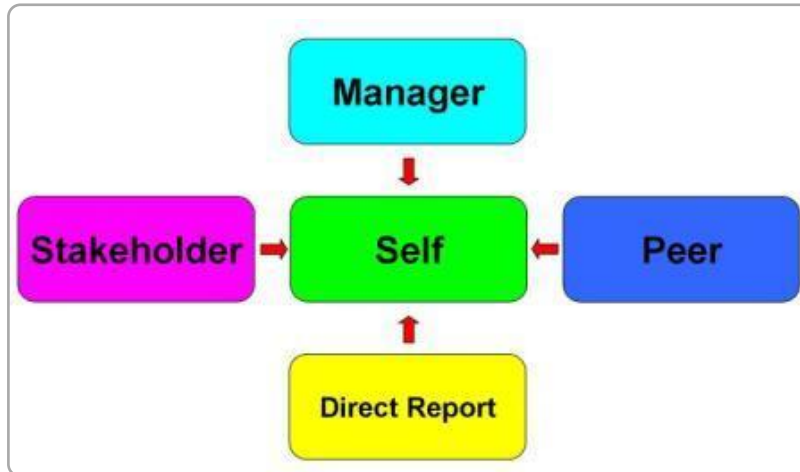
# Contents

<b>Introduction</b>	<b>4</b>
<b>Overall Combined Scores</b>	<b>5</b>
Average scores for each group of questions - shown by 'Self vs All Other Relationships'	5
<b>Overall Scores</b>	<b>6</b>
Average scores for each group of questions - shown by all relationships	6
<b>Overall Combined Scores</b>	<b>7</b>
Average scores for each group of questions - shown by 'Self vs All Other Relationships'	7
<b>Overall Scores</b>	<b>8</b>
Average scores for each group of questions - shown by all relationships	8
<b>Being Proactive</b>	<b>9</b>
Group Analysis	9
C1. Being Proactive - Supporting comments and suggestions	10
<b>Being Reliable</b>	<b>11</b>
Group Analysis	11
C2. Being Reliable - Supporting comments and suggestions	12
<b>Being Organised</b>	<b>13</b>
Group Analysis	13
C3. Being Organised - Supporting comments and suggestions	14
<b>Working with others</b>	<b>15</b>
Group Analysis	15
C4. Working with Others - Supporting comments and suggestions	16
<b>Helping the team</b>	<b>17</b>
Group Analysis	17
C5. Helping the Team - Supporting comments and suggestions	18
<b>Additional Comments</b>	<b>19</b>
C6. What is the one thing this person does really well ?	19
C7. What is the one thing this person should develop / do more of ?	19
C8. Any additional comments that would help the person increase their contribution ?	20
<b>Average scores for each group of questions</b>	<b>21</b>
<b>Strengths and Development Areas</b>	<b>22</b>
Your Areas of Strength	22
Your Areas of Development	22

Average scores for each group of questions excluding self-----	23
Stengths and Development Areas excluding self-----	24
Your Areas of Strength.....	24
Your Areas of Development.....	24
Development Review-----	25

## Introduction

### 360 Feedback



### Scoring Scale

- N/A Leave blank if no evidence
- 1 - Never
- 2 - Rarely
- 3 - Sometimes
- 4 - Mostly
- 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 the areas.

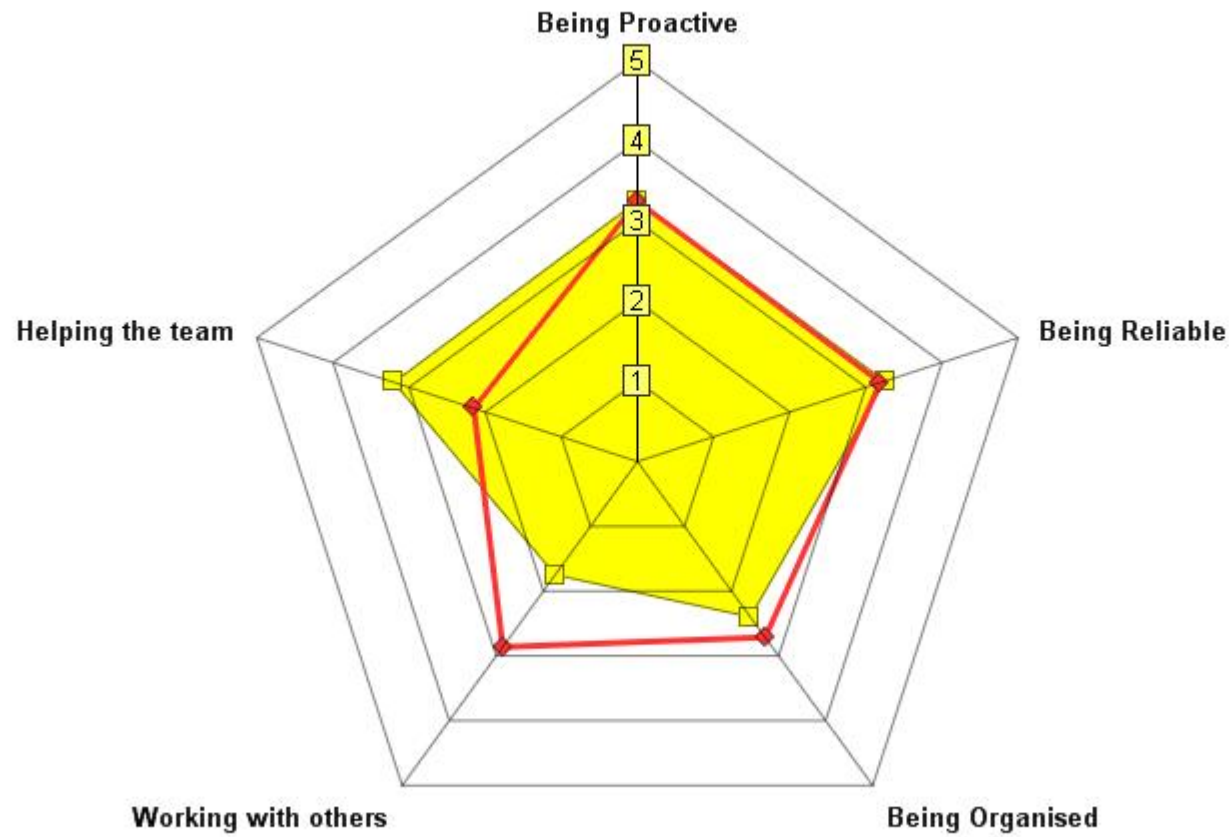
.4. Discuss your observations and conclusions.

.5. Review progress frequently.

.6. Keep this report and compare it with your next report.

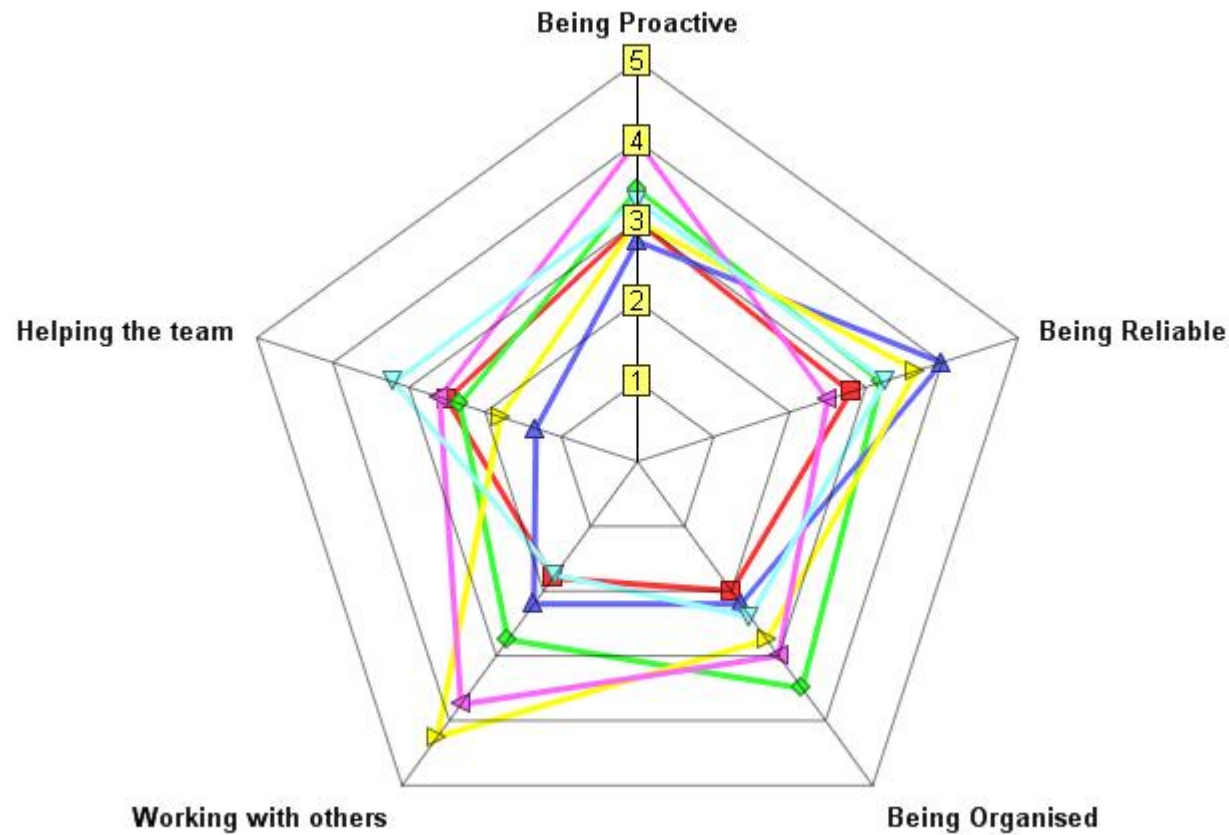
## Overall Combined Scores

Average scores for each group of questions - shown by 'Self vs All Other Relationships'



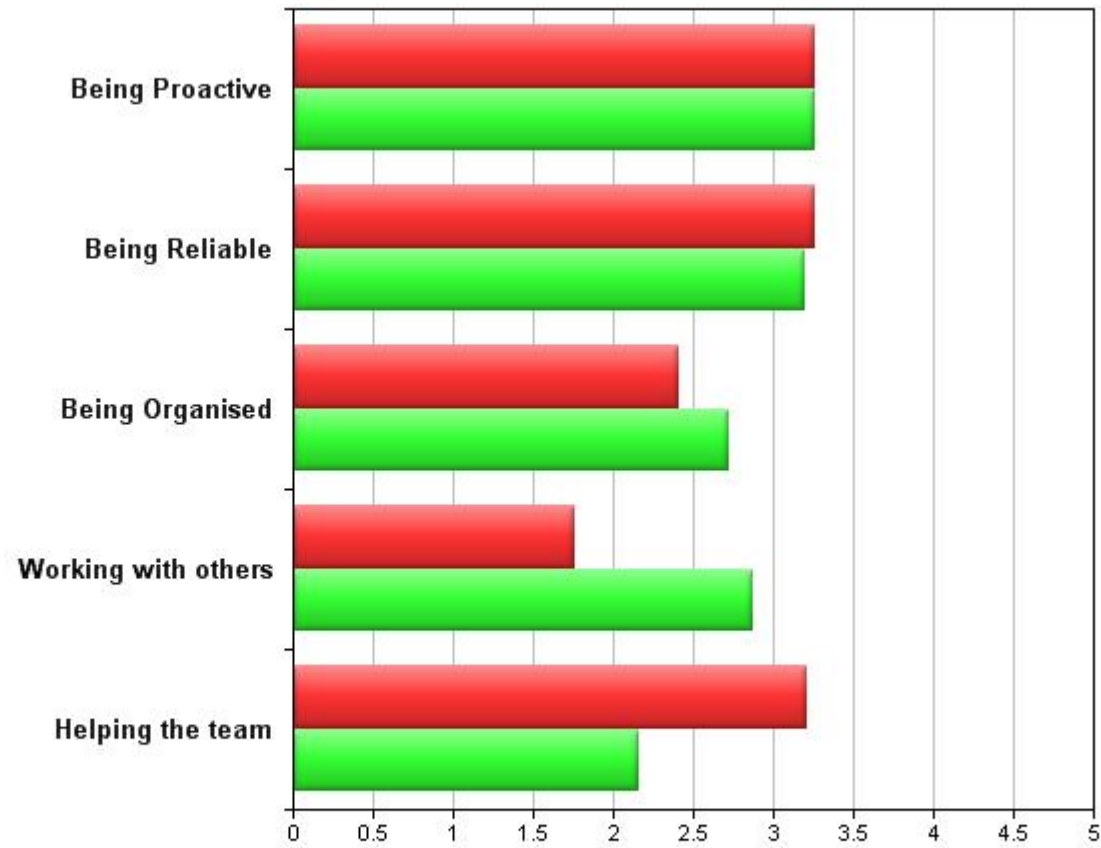
## Overall Scores

Average scores for each group of questions - shown by all relationships



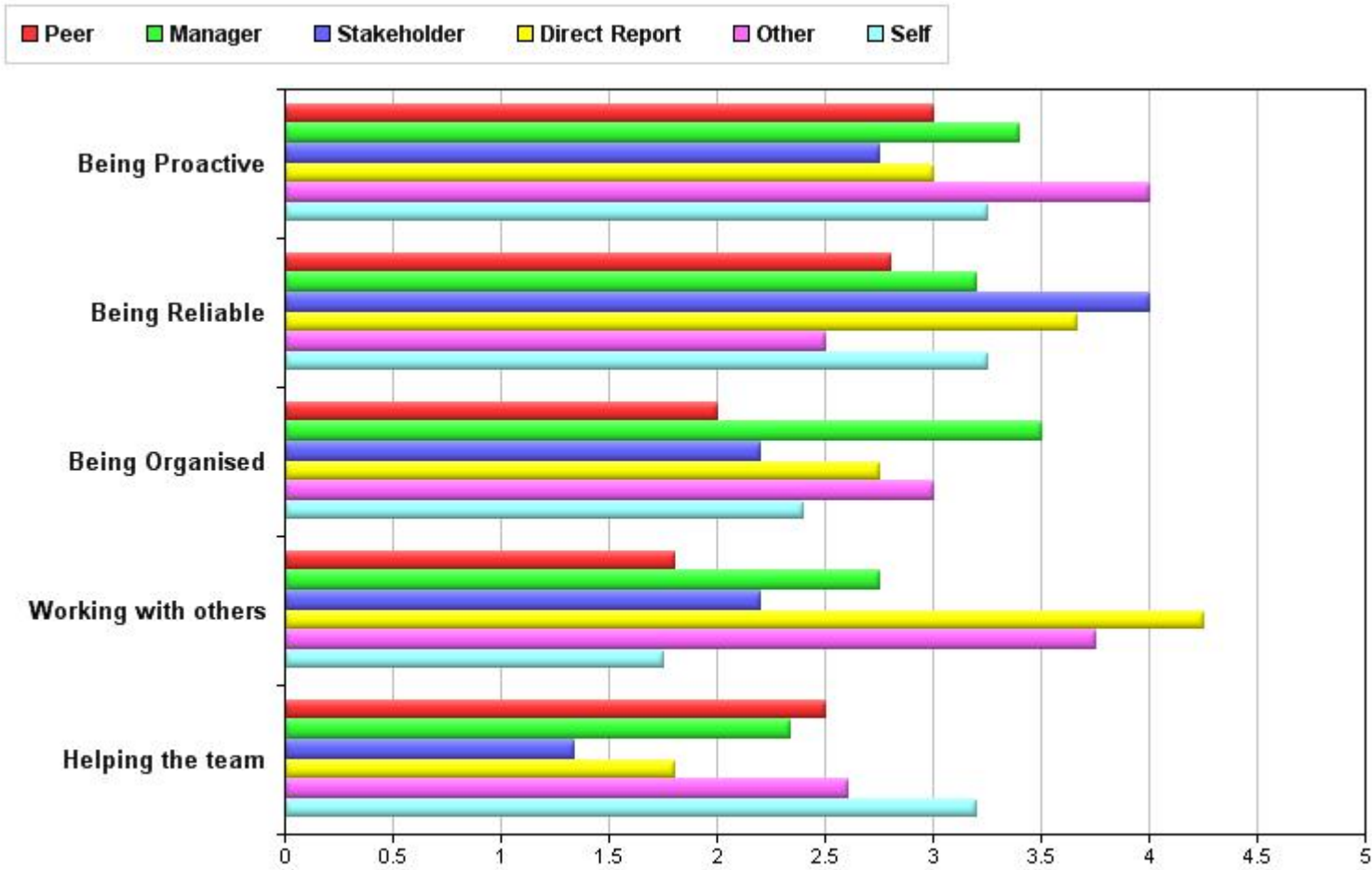
## Overall Combined Scores

Average scores for each group of questions - shown by 'Self vs All Other Relationships'



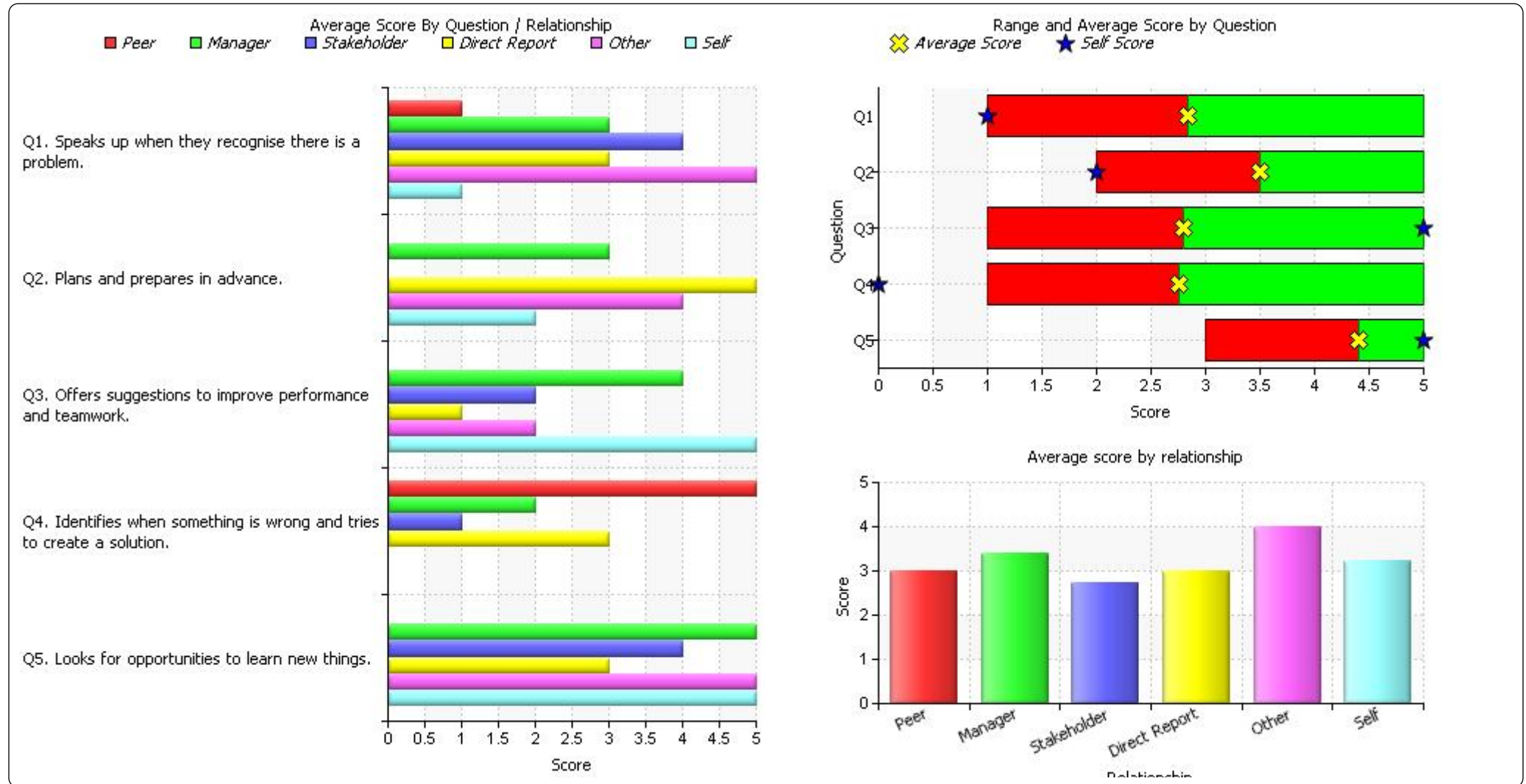
## Overall Scores

Average scores for each group of questions - shown by all relationships



## Being Proactive

### Group Analysis





## Being Proactive

### C1. Being Proactive - Supporting comments and suggestions.

#### Peer

Average performer, needs inspiring

#### Manager

Could do better at managing their time

#### Stakeholder

Poor time keeping and interpersonal skills

#### Other

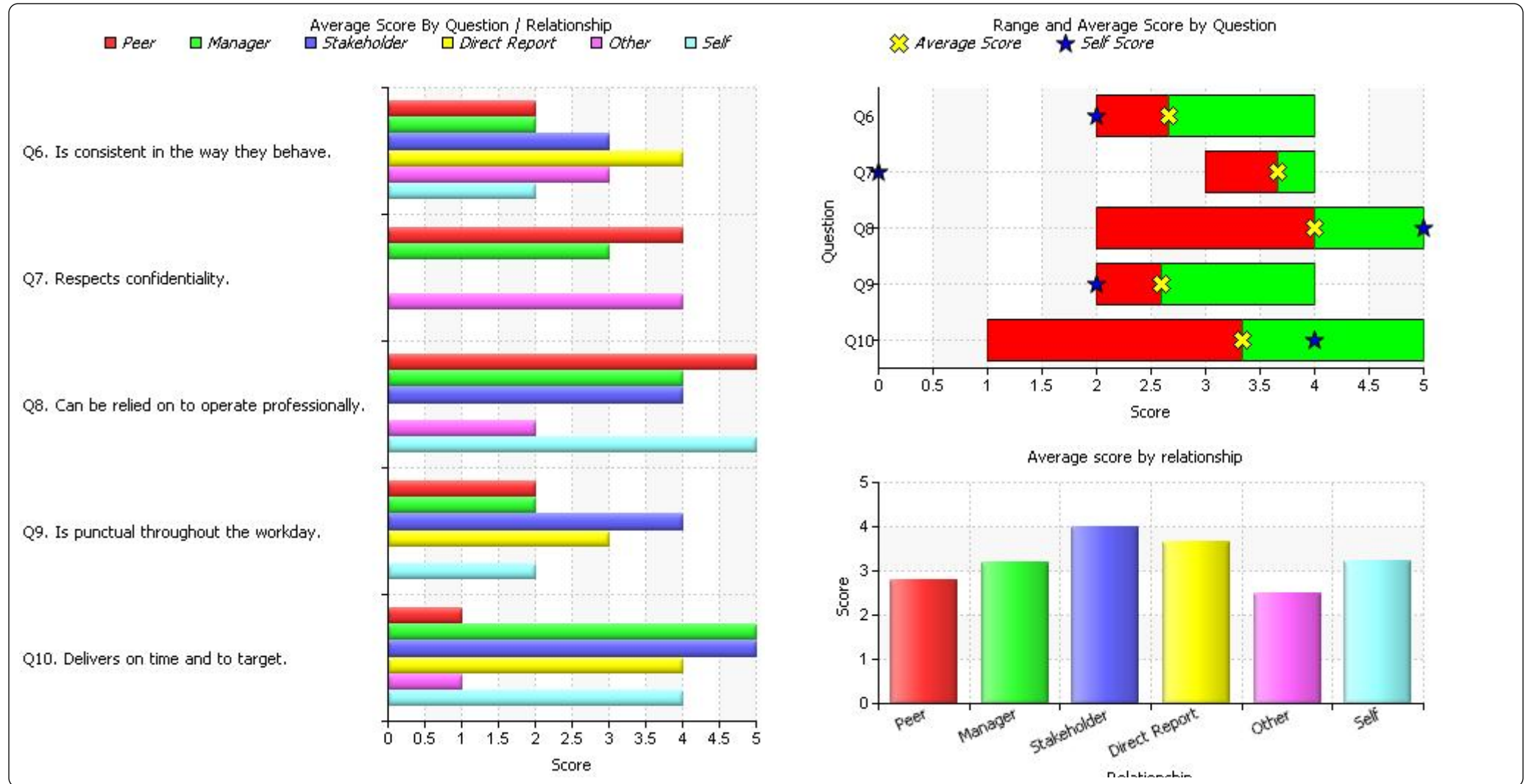
A credit to the company a really hard worker

#### Self

I cannot comment on this

## Being Reliable

### Group Analysis





## Being Reliable

### C2. Being Reliable - Supporting comments and suggestions.

#### Peer

Could do better at managing their time

#### Manager

A credit to the company a really hard worker

#### Stakeholder

This person shows willing and aptitude

#### Direct Report

A credit to the company a really hard worker

#### Other

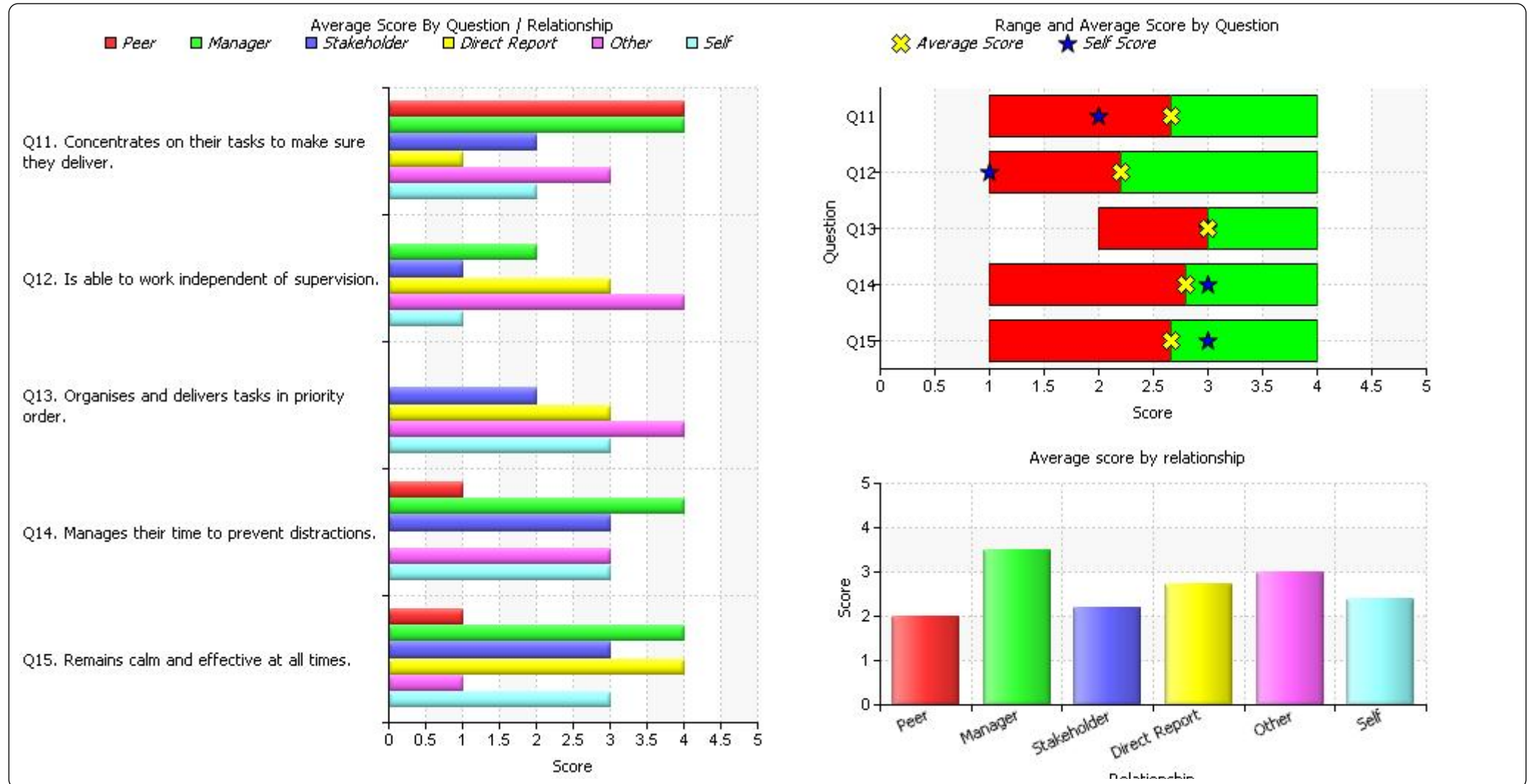
A credit to the company a really hard worker

#### Self

A credit to the company a really hard worker

## Being Organised

### Group Analysis





## Being Organised

### C3. Being Organised - Supporting comments and suggestions.

#### Peer

I cannot comment on this

#### Manager

Could do better at managing their time

#### Stakeholder

I cannot comment on this

#### Direct Report

A credit to the company a really hard worker

#### Other

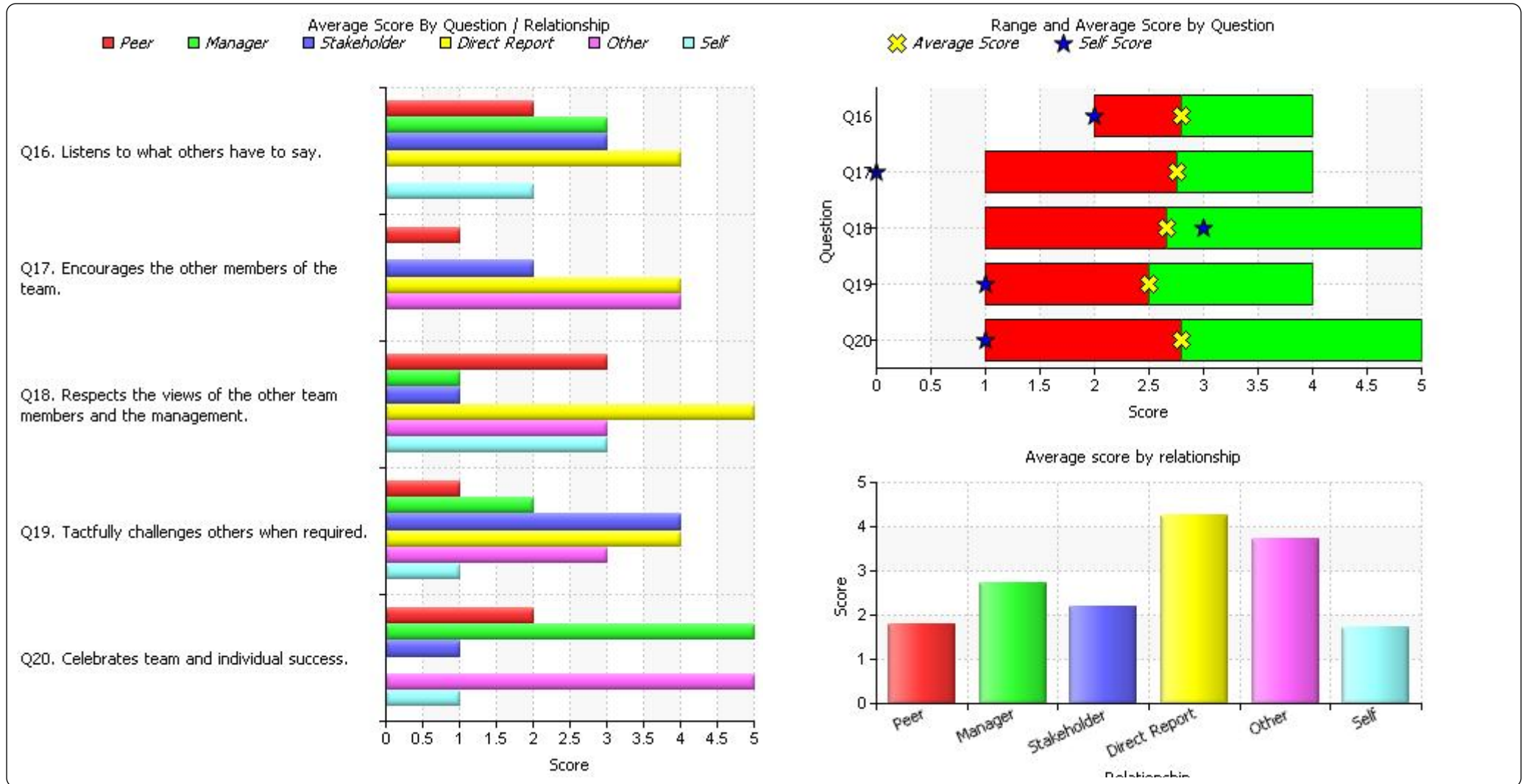
A credit to the company a really hard worker

#### Self

Could do better at managing their time

## Working with others

### Group Analysis





## Working with others

### C4. Working with Others - Supporting comments and suggestions.

#### Peer

Average performer, needs inspiring

#### Manager

A credit to the company a really hard worker

#### Stakeholder

This person should be put forward for promotion

#### Direct Report

A credit to the company a really hard worker

#### Other

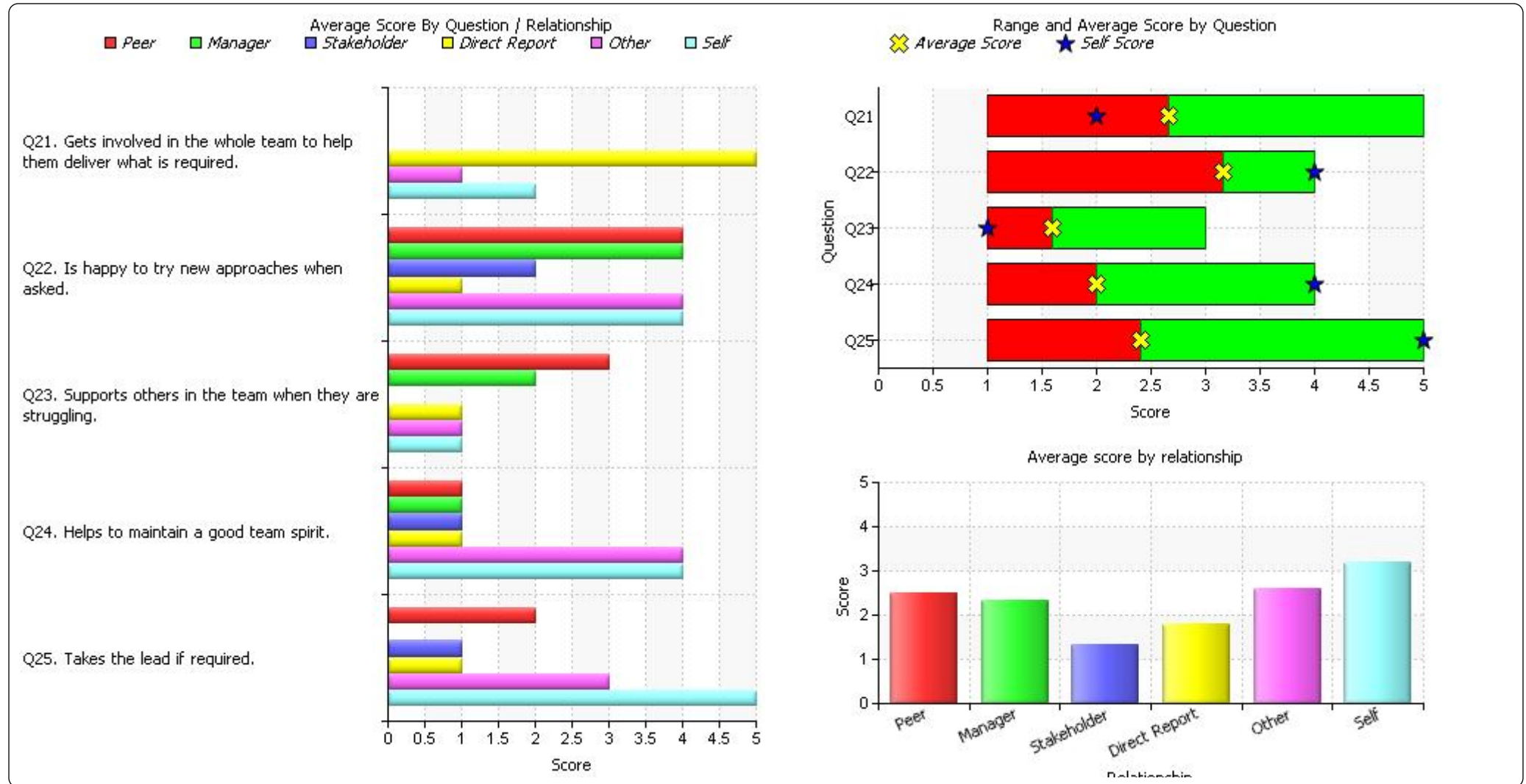
Could do better at managing their time

#### Self

Informed, Diligent and always on hand

## Helping the team

### Group Analysis





## Helping the team

### C5. Helping the Team - Supporting comments and suggestions.

#### Peer

Could do better at managing their time

#### Manager

Average performer, needs inspiring

#### Stakeholder

Excellent, a really good employee

#### Direct Report

This person shows willing and aptitude

#### Other

Could do better at managing their time

#### Self

Average performer, needs inspiring



## Additional Comments

### C6. What is the one thing this person does really well ?

#### Peer

Poor time keeping and interpersonal skills

#### Manager

A credit to the company a really hard worker

#### Stakeholder

I cannot comment on this

#### Direct Report

Excellent, a really good employee

#### Other

Could do better at managing their time

#### Self

Excellent, a really good employee

### C7. What is the one thing this person should develop / do more of ?

#### Peer

Average performer, needs inspiring

#### Manager

I cannot comment on this

#### Stakeholder

This person shows willing and aptitude

#### Direct Report

This person needs to perform better at time keeping

#### Other



This person shows willing and aptitude

**Self**

Does not show any loyalty to their workplace

**C8. Any additional comments that would help the person increase their contribution ?**

**Peer**

A credit to the company a really hard worker

**Manager**

Poor time keeping and interpersonnel skills

**Stakeholder**

Does not show any loyalty to their workplace

**Direct Report**

I cannot comment on this

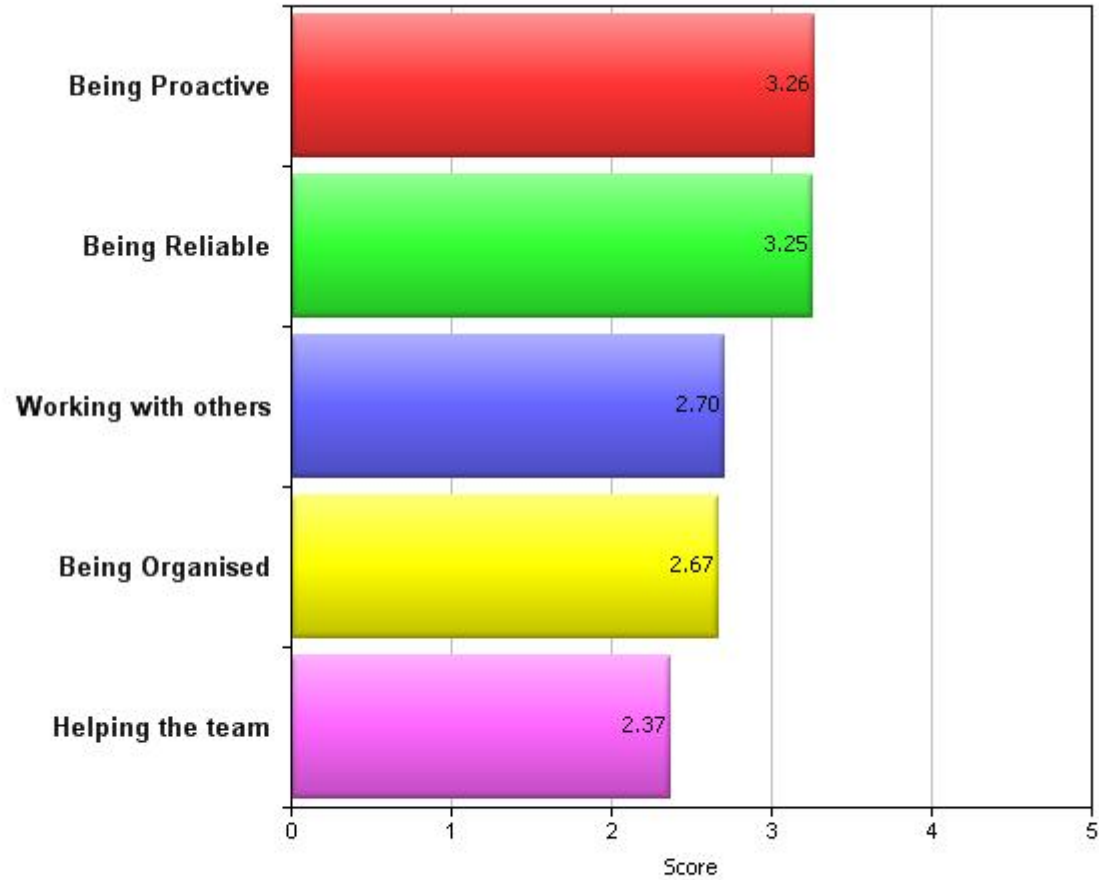
**Other**

Could do better at managing their time

**Self**

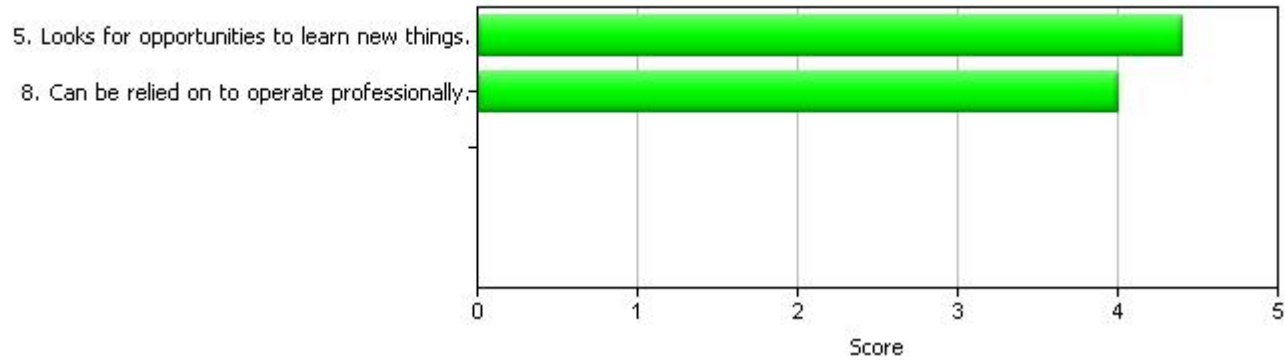
Could do better at managing their time

Average scores for each group of questions.

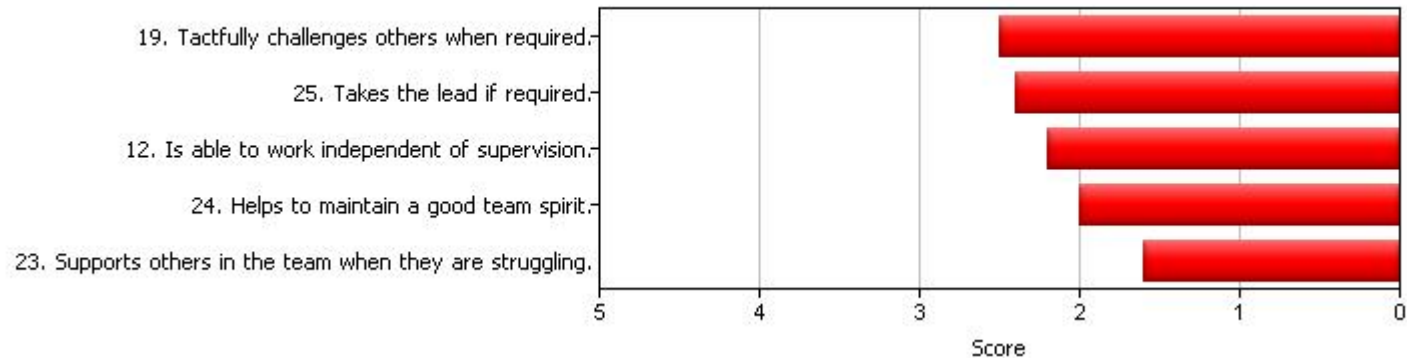


## Strengths and Development Areas

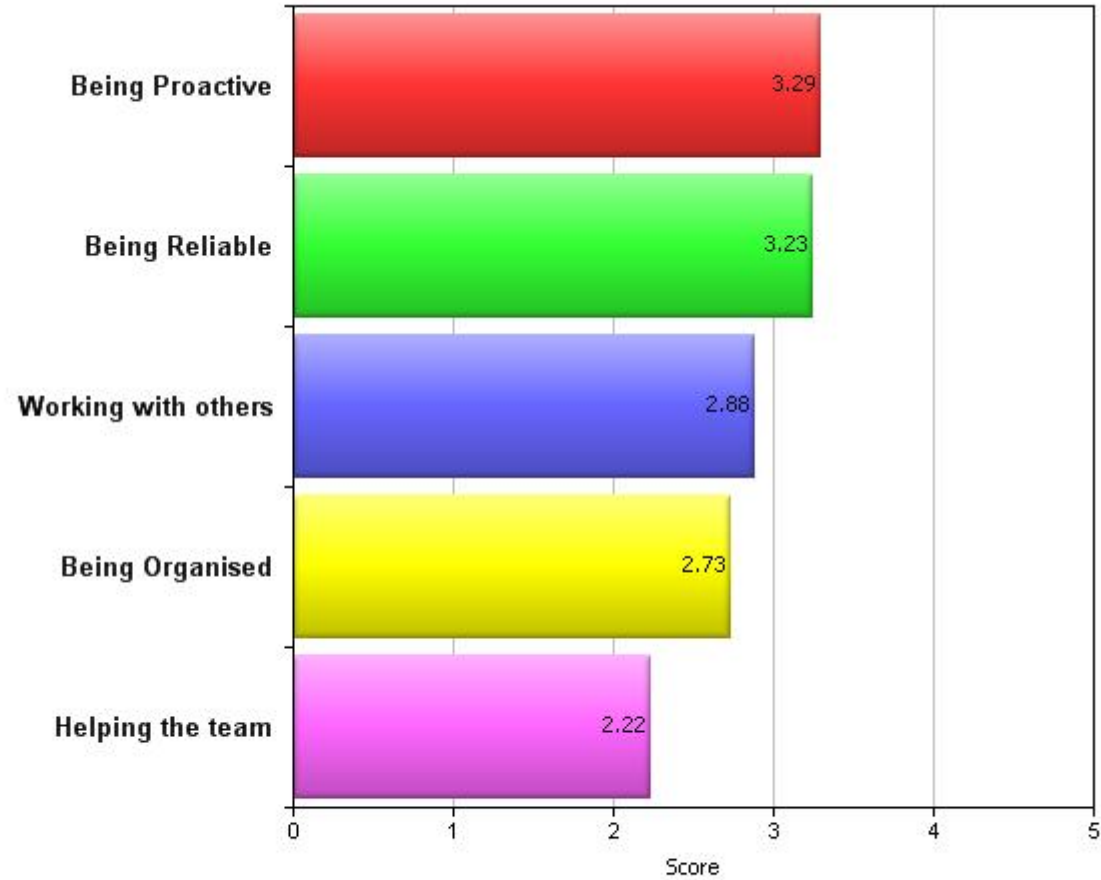
### Your Areas of Strength



### Your Areas of Development



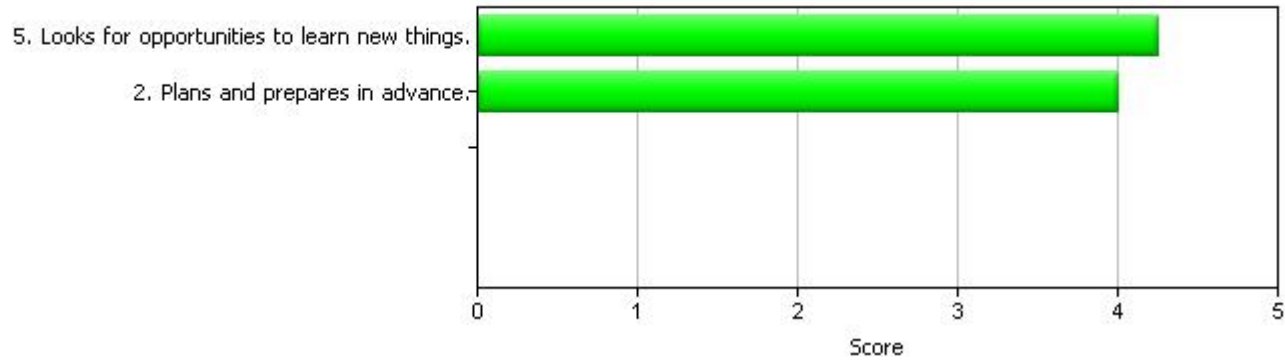
## Average scores for each group of questions excluding self



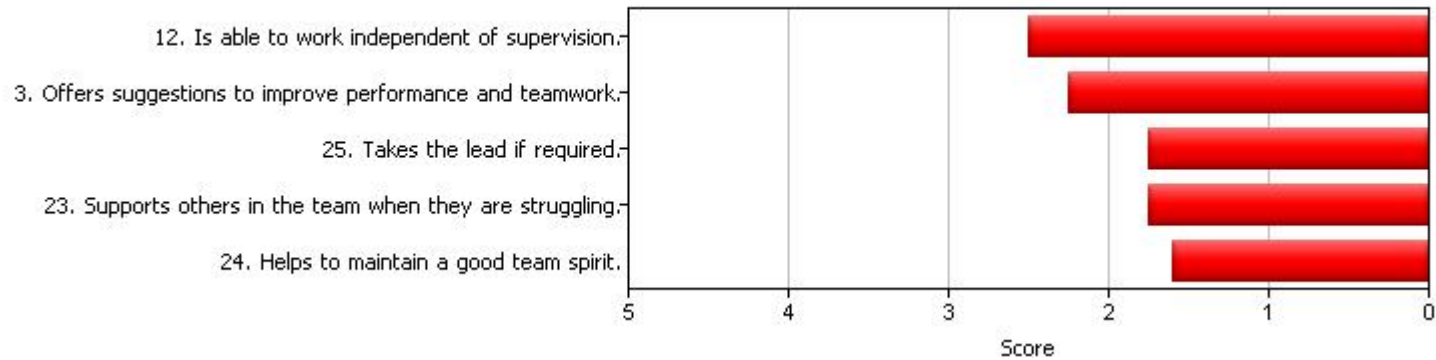


## Strengths and Development Areas excluding self

### Your Areas of Strength



### Your Areas of Development





## Development Review

Notes: