

Employee Insights 360

Sam sample

Date: October 27th 2020

Introduction

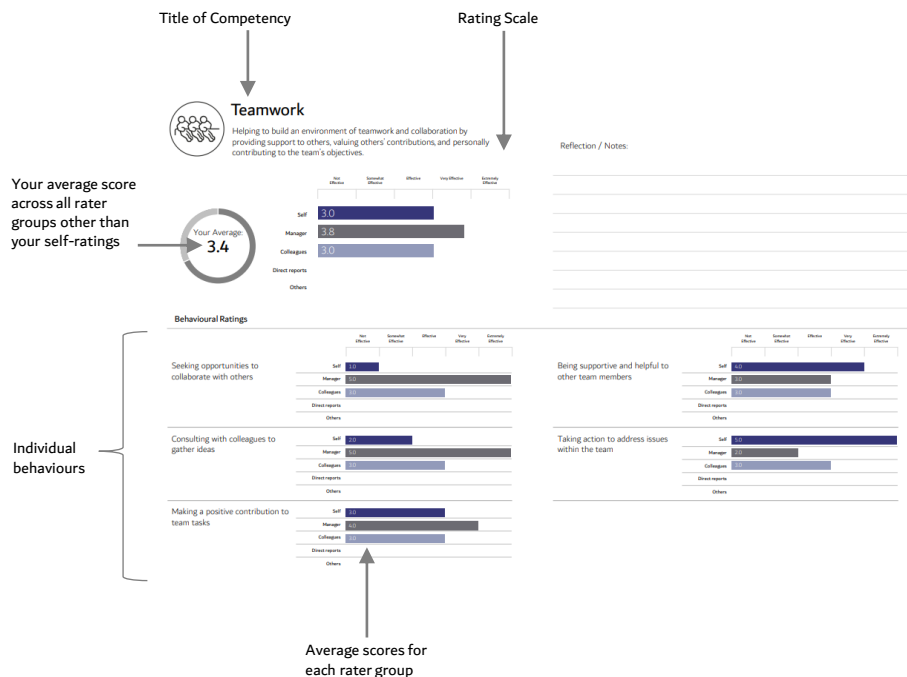
360-degree feedback questionnaires gather the views of a range of raters in order to provide a comprehensive and holistic perspective of an individual's behaviour and performance at work. Raters may include an individual's manager, colleagues, direct reports or other internal or external stakeholders.

You completed Propel's Employee Insights 360. Along with your own self-ratings, evaluations of your performance were collected from the raters detailed in the Demographic Summary.

The 360-degree feedback questionnaire asked you and your raters to provide ratings against specific job-relevant behaviours. These behaviours are aligned to broader behavioural areas or competencies.

This report is confidential to you and will not be shared with anybody else without your consent. You are encouraged to share your report with others, for example your manager or a coach, but the choice is yours.

Guidance is provided in the next section to ensure you understand how to make sense of the report and understand how different scores are calculated.



How to interpret your report:

- Review the Demographic Summary below to understand how many people completed the survey from each rater category.
- Look at the Behavioural Summary section to identify your strongest and weakest competencies, paying attention to where your own self-ratings may be similar or different from those of your raters and considering why that may be.
- Review the Behavioural Ranking section to identify your highest and lowest rated individual behaviours across all competencies.
- Further detail is provided for each of the competencies, with scores provided for each individual behaviour under each competency broken down by rater group.
- Read through the Feedback Comments to identify examples that support the numerical ratings given or provide insight into any possible contradictions or differences in opinion between your raters.

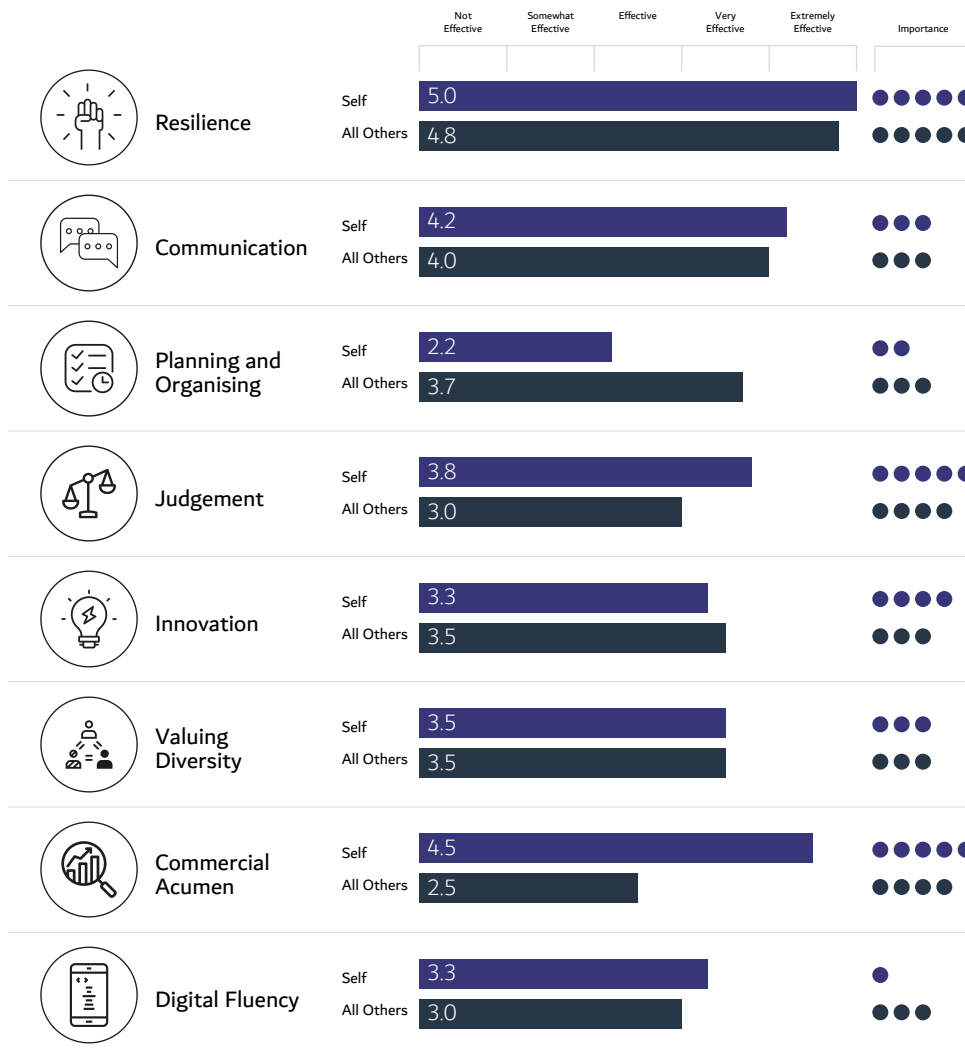
Demographic Summary:

Rater Category	Invited	Completed	Percentage
Self	1	1	100%
Manager	1	1	100%
Colleagues	1	1	100%
Direct reports	0	0	
Others	0	0	

Disclaimer: This report has been generated using the Propel Talent Portal. All content is the intellectual property of and © Propel International. The information in this report should be considered as confidential and as such this report should be stored securely and in compliance with all privacy and data protection laws. This report should be considered valid for 18-24 months.

Behavioural Summary

The chart below provides a summary of results for each behavioural area, comparing your self-rating with the average scores across all other raters. Importance ratings are shown, reflecting the relative importance you and your manager gave to each area (shown to the right of 'Self' and 'All Others' respectively).



Behavioural Ranking

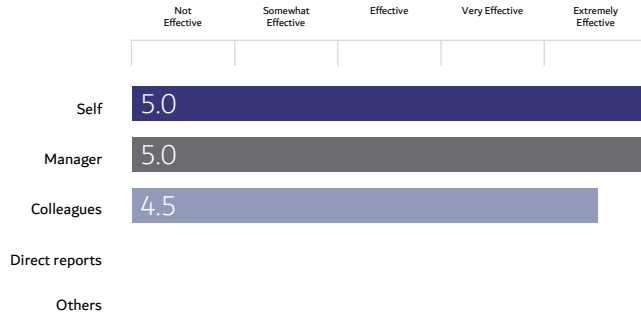
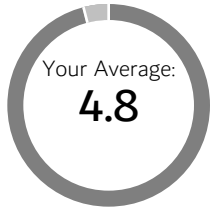
The Behavioural Ranking identifies your highest and lowest scoring behaviours. Scores are calculated as an average across all raters, excluding your own self-ratings.

Highest Scoring Behaviours	Your Score	Self-rating
Adapting own behaviour and priorities in response to changing circumstances	5.0	5.0
Staying effective and productive despite challenges and setbacks	5.0	5.0
Speaking with confidence and clarity	5.0	5.0
Seeking out and welcoming diverse views and perspectives from others	5.0	5.0
Staying positive when faced with change or ambiguity	4.5	5.0
Lowest Scoring Behaviours	Your Score	Self-rating
Identifying and seizing learning opportunities	1.0	5.0
Prioritising own workload based on urgency and importance	1.0	1.0
Drawing accurate conclusions from commercial data	1.0	4.0
Taking ownership of challenging personal goals and targets	2.0	5.0
Keeping personal commitments or promises	2.0	2.0



Resilience

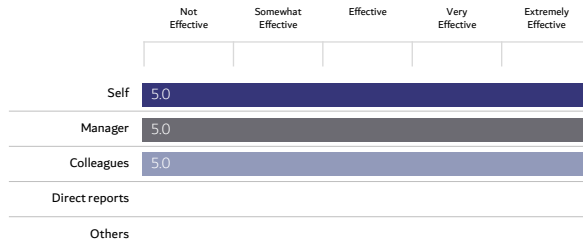
Showing agility, positivity and composure when faced with setbacks, challenge and change.



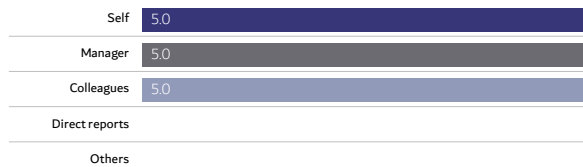
Reflection / Notes:

Behavioural Ratings

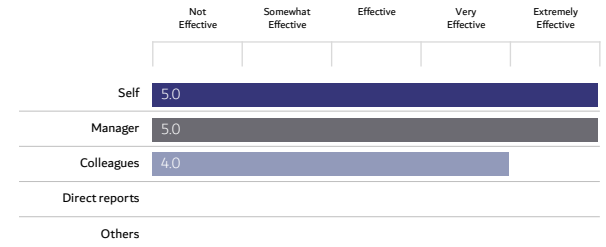
Adapting own behaviour and priorities in response to changing circumstances



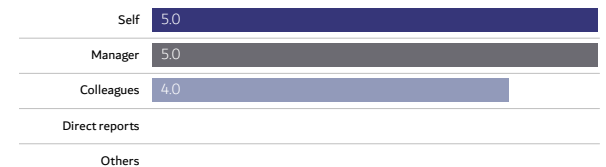
Staying effective and productive despite challenges and setbacks

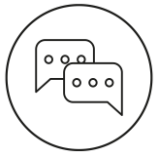


Staying positive when faced with change or ambiguity



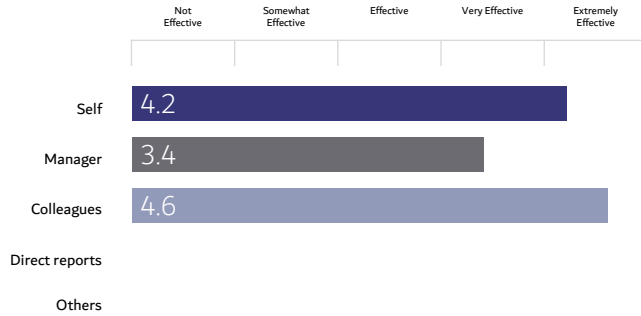
Remaining calm and composed when under pressure





Communication

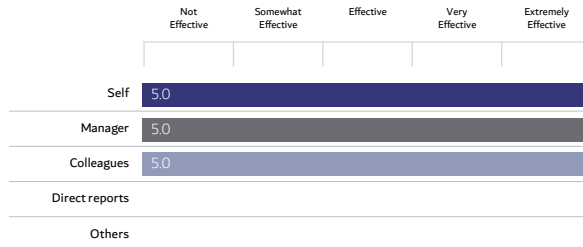
Communicating with confidence and clarity, applying diverse influencing styles to obtain commitment and understanding. Using active listening and effective questioning to understand others' perspectives.



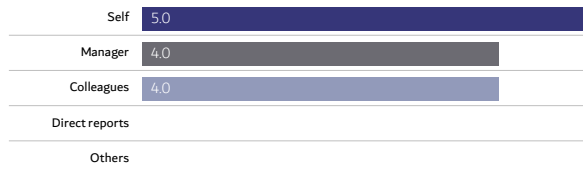
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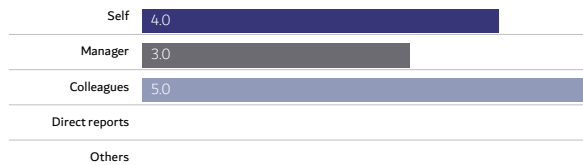
Speaking with confidence and clarity



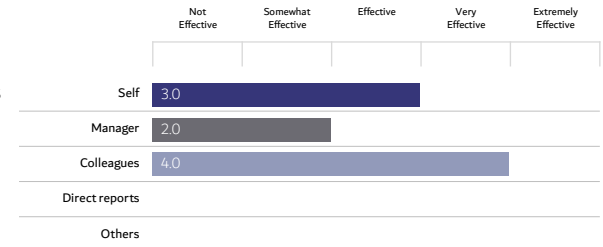
Tailoring their communication to different audiences



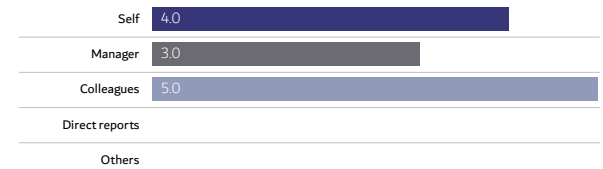
Being persuasive and able to convince others to accept their ideas



Producing written content that is clear and well-structured



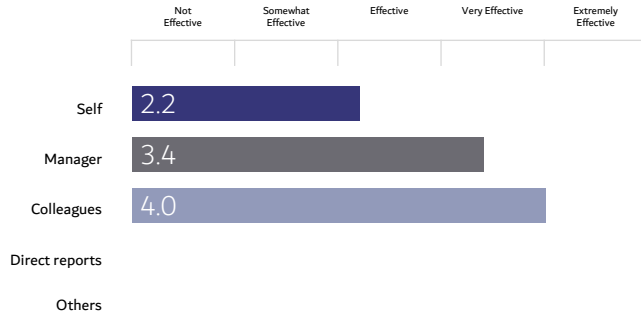
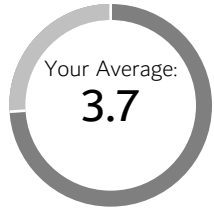
Balancing speaking and listening to understand different perspectives





Planning and Organising

Managing task delivery through effective prioritisation, planning and a structured approach.



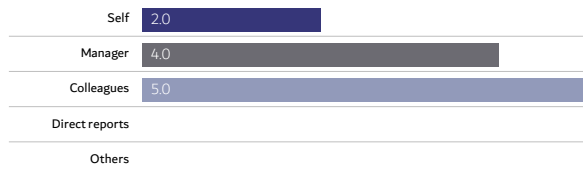
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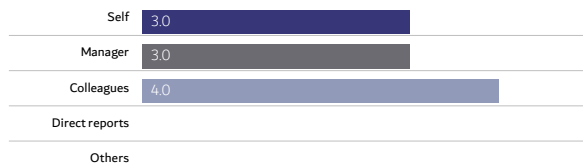
Prioritising own workload based on urgency and importance



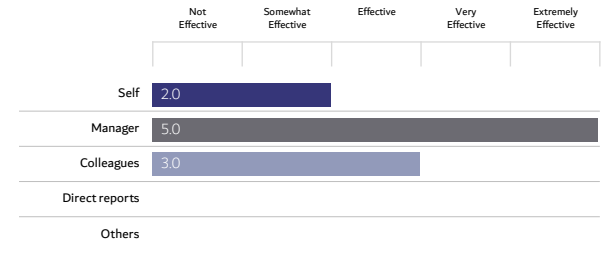
Organising own time effectively to ensure that tasks are delivered



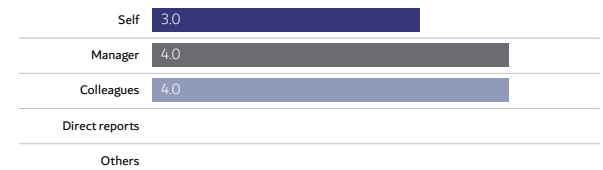
Working in an organised and systematic manner



Respecting and following organisational procedures and processes



Checking work thoroughly, ensuring that small details are not overlooked

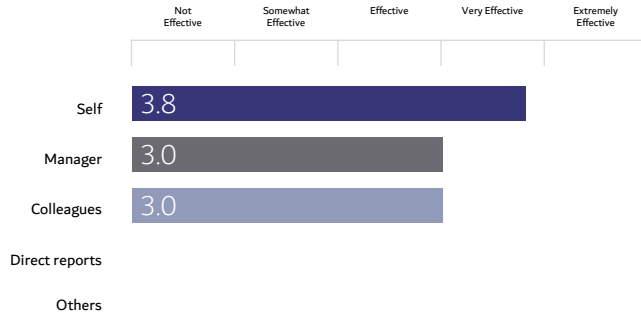


* Number of 'I don't know' ratings in the category



Judgement

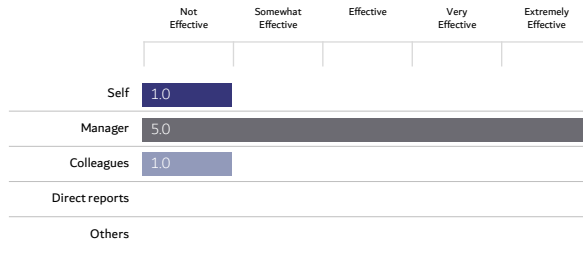
Gathering and evaluating information from a broad range of sources on which to base decisions. Undertaking critical analysis to identify errors, key points and generate insights.



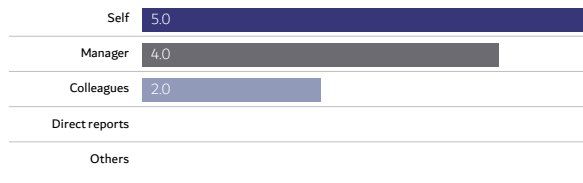
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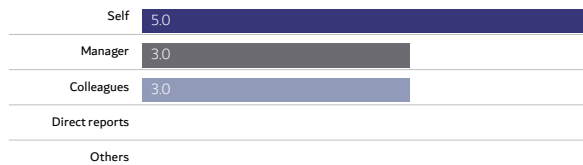
Demonstrating sound judgement based on logic and evaluation



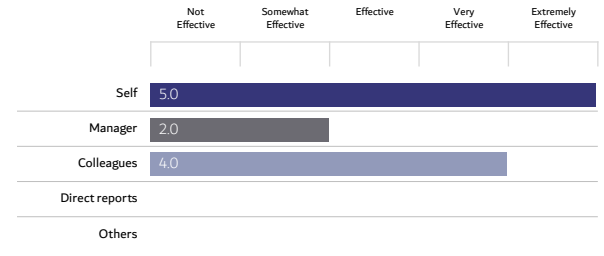
Gathering information from different sources to make decisions



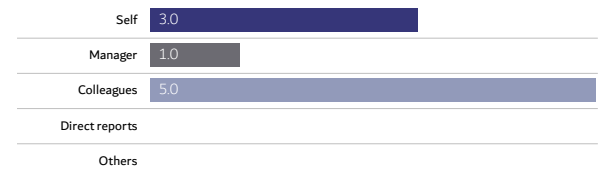
Analysing data to generate insights



Identifying solutions to problems based on sound analysis



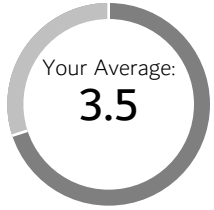
Identifying gaps and errors in data





Innovation

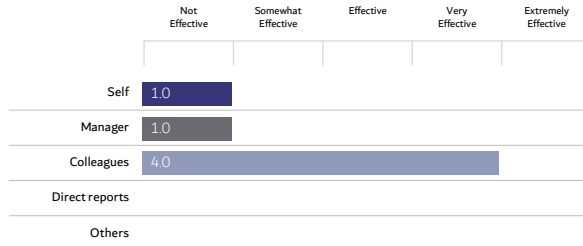
Contributing toward an innovation-orientated culture by being creative, adventurous and open to exploring with pioneering and optimal ways of working.



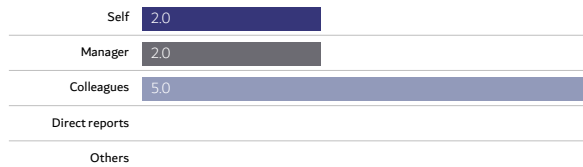
Reflection / Notes:

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Identifying creative solutions to work challenges



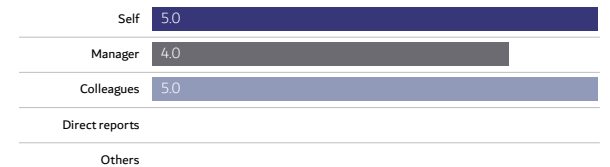
Trying out new ways of doing things



Taking risks to try out new approaches



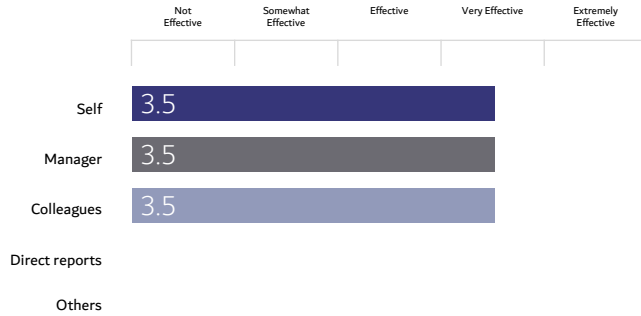
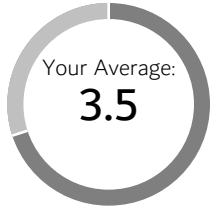
Identifying innovative ways to improve their work





Valuing Diversity

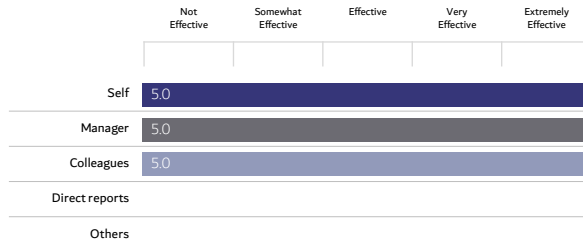
Supporting a culture of inclusion by showing respect and being an advocate for diverse perspectives. Personally modelling inclusive behaviour and encouraging others to do the same.



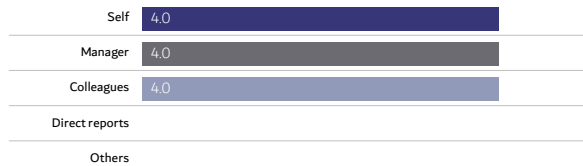
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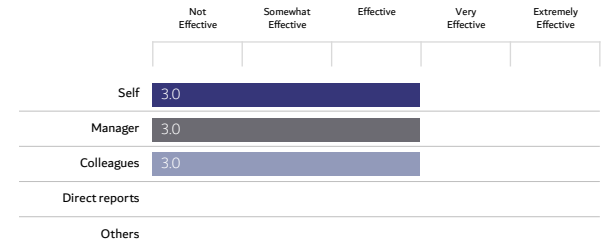
Seeking out and welcoming diverse views and perspectives from others



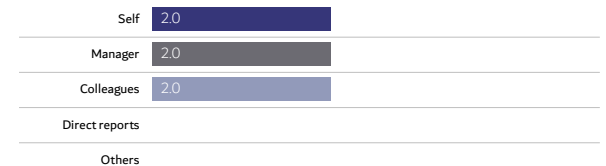
Being respectful when interacting with individuals with different backgrounds or styles



Showing openness to learn from those with different perspectives



Being considerate of cultural differences when interacting with colleagues





Commercial Acumen

Supporting a culture of inclusion by showing respect and being an advocate for diverse perspectives. Personally modelling inclusive behaviour and encouraging others to do the same.



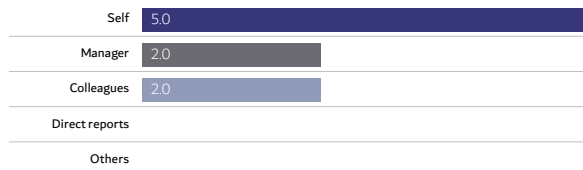
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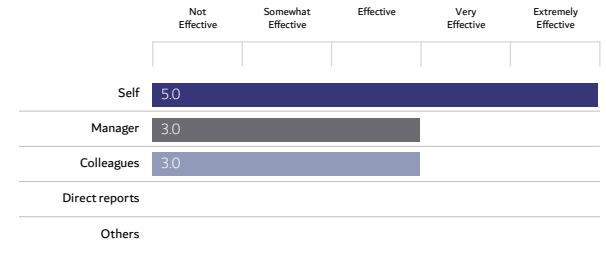
Drawing accurate conclusions from commercial data



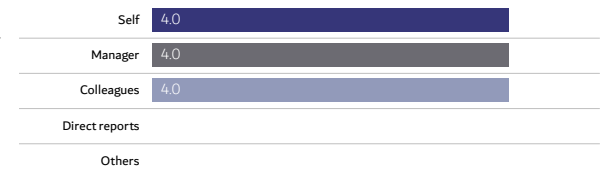
Demonstrating an understanding of how the organisation works



Showing an interest in industry developments and trends



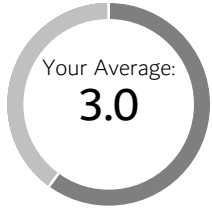
Identifying commercial opportunities within the scope of their role





Digital Fluency

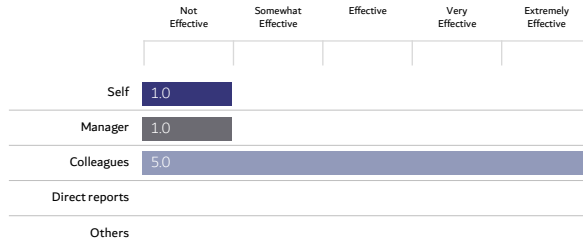
Implementing knowledge of the digital landscape and seeking out best practice to positively impact the organisation. Proactive in leveraging technology to optimise performance.



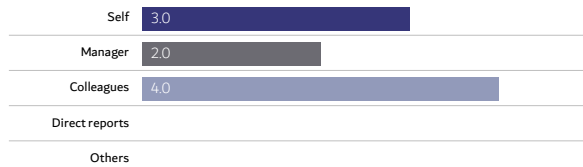
Reflection / Notes:

Behavioural Ratings

Finding ways to experiment and use the latest technology in their role



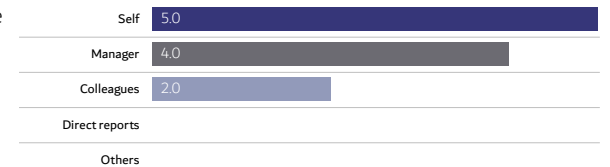
Finding out about new technologies



Adapting readily to new technology



Using technology in a responsible and compliant manner



Feedback Comments



Stop

Behaviours and habits to stop doing in order to be more effective (comments are verbatim):

- "erysreyewrwy4e"
- "drhhre"

Feedback Comments



Start

Behaviours and habits you may wish to adopt and display more frequently (comments are verbatim):

- "eryywey44"
- "dehhr"

Feedback Comments



Continue

Effective behaviours and habits that you should continue demonstrating (comments are verbatim):

- "eyyw4ewyeeey4ey"
- "hrjoty"

Development Planning

In order to make best use of the feedback provided in this report, the next step is to create a development plan with clearly defined goals and actions. A simple process to support this is defined below:

1) Define: The first step is to identify your priority development needs. You should draw on the information provided in this report to support this, but also consider other feedback and your own insights to identify focus areas. Things to consider when doing this are:

- What specific skills and behaviours do I need to focus on?
- What other gaps do I recognise in myself that I could focus on?
- What exactly do I need to do differently?
- What strengths can I look to develop even further?

You should focus on no more than three development priorities, rather than trying to develop or change too many things at once.

2) Plan: When planning your development actions you should consider:

- When and where will I do it?
- What opportunities or on-the-job situations will give me a chance to practice this behaviour or skill?
- Who else can support me in developing this behaviour or skill?

3) Do: Describe what exactly it is you will do within the learning situation in order to practice and enhance the behaviour or skill.

4) Review: The essential last step is to evaluate progress in relation to the behaviour or skill. After a learning experience:

- Reflect and think about the experience. Did you have the impact you intended to? If not, why not?
- Seek feedback from others on your behaviour to compare with your own self-review.
- Consider how you may practice and develop this skill further by going through the Plan-Do-Review process again.

Development Goal 1:
What is the specific goal or change I want to see in myself?

Plan:

- What specifically do I need to do differently?
- What support do I need?
- When will I do this?

Do:

- How will I practice or develop this behaviour / skill?
- What situations or experiences will allow me to practice this behaviour / skill?

Review:

- What was the outcome?
- What worked well?
- What worked less well?
- What will I do differently next time?

Development Planning

Development Goal 2:
What is the specific goal or change I want to see in myself?

- Plan:
- What specifically do I need to do differently?
 - What support do I need?
 - When will I do this?

- Do:
- How will I practice or develop this behaviour / skill?
 - What situations or experiences will allow me to practice this behaviour / skill?

- Review:
- What was the outcome?
 - What worked well?
 - What worked less well?
 - What will I do differently next time?

Development Goal 3:
What is the specific goal or change I want to see in myself?

- Plan:
- What specifically do I need to do differently?
 - What support do I need?
 - When will I do this?

- Do:
- How will I practice or develop this behaviour / skill?
 - What situations or experiences will allow me to practice this behaviour / skill?

- Review:
- What was the outcome?
 - What worked well?
 - What worked less well?
 - What will I do differently next time?



About Propel

Propel International is an award-winning Talent Assessment & Development Consultancy. Since 2010, our growth has been fueled by a set of unwavering core values centred around our passion for people, pioneering solutions, and lasting partnerships.

Today, almost a decade later, we stand strong as 150 Talent Management experts, Data Scientists and Occupational Psychologists across the globe, serving clients worldwide from our offices in the UAE, UK, Spain, Australia, New Zealand and the USA.

Why do the world's leading organisations choose Propel?

Our tools and technology – which blend AI, psychometrics and interactive assessment simulations – are proven to predict higher performance, decrease bias, and accelerate decision-making. We enable businesses to select and develop their workforce to deliver the best results for today while at the same time prepare their teams to face the challenges of tomorrow.

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