



360 Degree Review Report Sample



We Go the Extra Miles with you





It is an easy-to-administer questionnaire for reviewing leaders at any level of management. It captures confidential feedback from the individual manager, his/her own manager, peers, and direct reports. The report provides a measure of the individual's key strengths and areas of improvement.

4Ps Leadership Competency Model



People

The combination of observable and measurable knowledge, skills, abilities and personal attributes that are key to get results from others.

Performance

The combination of observable and measurable knowledge, skills, abilities and personal attributes that contributes to an enhanced performance of oneself and others.

Plasticity

The combination of observable and measurable knowledge, skills, abilities and personal attributes that contribute to flexible, adaptable and growing persons.

Presence

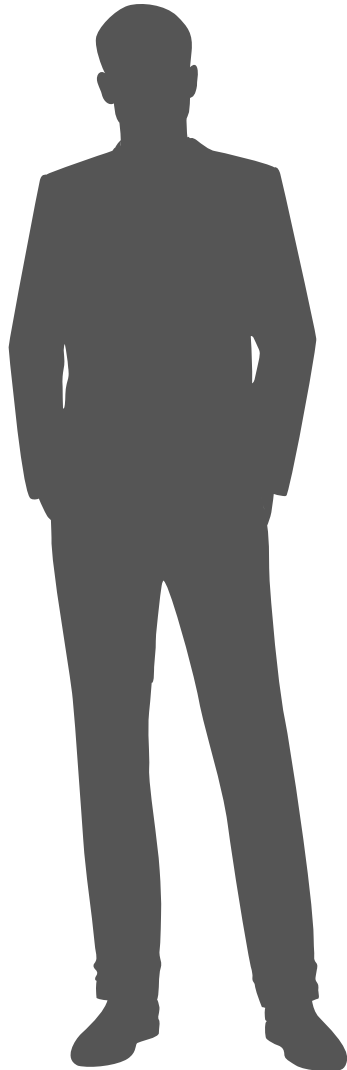
The leader's combination of characteristics or qualities that form an individual's distinctive character.

4Ps of Leadership-Competencies Basket

Competency

People	Performance	Plasticity	Presence
Relationship Focus	Capability	Strategy Focus	Emotional Resilience
Developing others	Accountability	Leading Change	Integrity
Effective Communication	Result Focus	Openness to ideas and technology	Vulnerability/ Humility
Human Care	Decision Making	Learning Agility	Ambition
Empowering	Efficiency	Customer Focus	Social Confidence

The leader's "Ideal Profile"



People

- Relationship builder
- Good communicator
- Caring
- People developer

Performance

- Result oriented
- Decisive
- Accountable
- Knows his/her field

Plasticity

- Visionary
- Change Agent
- Open to new ideas
- Customer-centric

Presence

- Ethical
- Emotionally resilient
- Open to feedback
- Socially Confident

This 360° feedback report provides you with insights into your strengths and your leadership practices as observed by the people you work with. We hope you find your feedback both insightful and useful as a foundation for reflection and development.

Rating Scale

A 5-point rating scale was used in the 360° survey. The below table lists the level descriptions and the numerical values associated to each score. These numerical values form the basis for all further analysis and data representation.

Response	Response Score
Never demonstrates this	1
Rarely demonstrate this	2
Sometimes demonstrates this	3
Usually demonstrates this	4
Always demonstrates this	5

Each peer, direct report, self, direct manager will response to multiple statements by selecting one of the following responses reflecting their experience with the candidate in question:



Never

Rarely

Sometimes

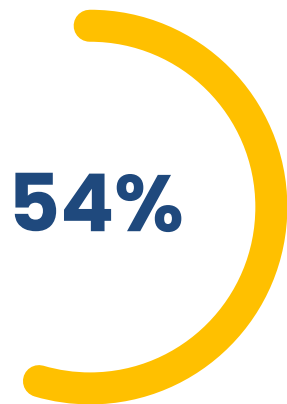
Usually

Always

Name	Ahmed Awadh
Position	CTO
Date	1 Jan 2024
Raters	(1) Self (1) Direct Manager (5) Peers (5) Direct Reports

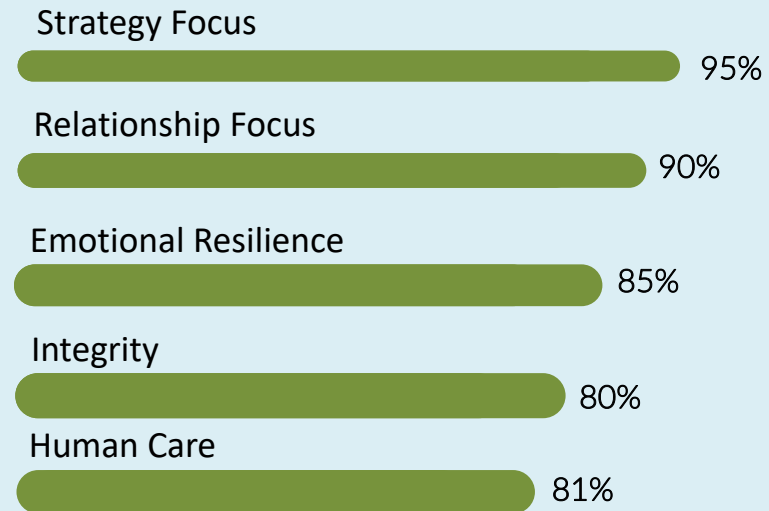
Overall Score

based on responses of all participants

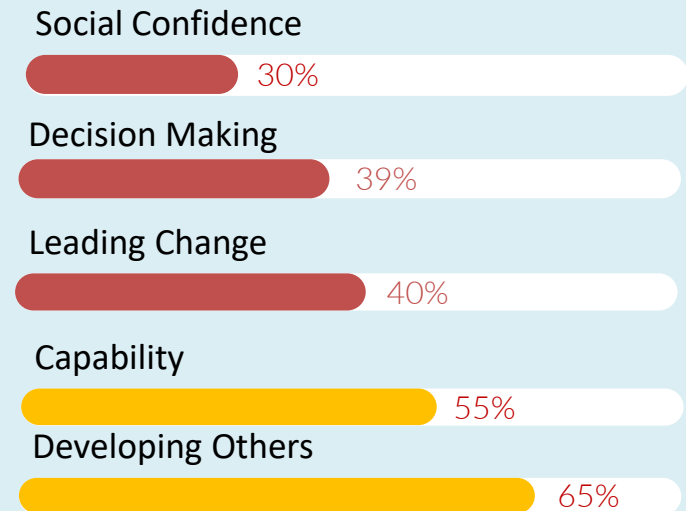


Key Strengths and Development Areas

Key Strengths



Key Development Areas



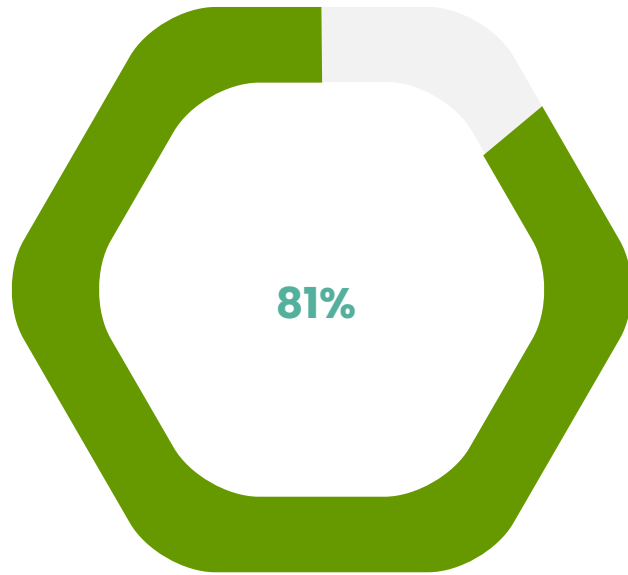
Leadership Competencies Assessment Result

= or <50% ■ Primary Development Area
 (50-80%) ■ Secondary Development Area
 > 80% ■ Non-Development Area

<p>People</p>  <p>81%</p>	<p>Performance</p>  <p>40%</p>	<p>Plasticity</p>  <p>65%</p>	<p>Presence</p>  <p>85%</p>
Relationship Focus	Capability	Strategy Focus	Emotional Resilience
Developing others	Accountability	Leading Change	Integrity
Effective Communication	Result Focus	Openness to ideas and technology	Vulnerability/ Humility
Human Care	Decision Making	Learning Agility	Ambition
Empowering	Efficiency	Customer Focus	Social Confidence

Hidden Strengths and Blind Spot

Self Assessment Score
(Your Identity)



Other Raters' Score
(Your Brand)



VS

Hidden Strengths:

- Emotional Resilience
- Leading Change
- Social Confidence

Blind Spot:

- Integrity
- Accountability
- Relationship Focus