

# i360° review prepared for **Phil Brown**



## Feedback from the people who work with you

Self	1
Manager	1
Colleague	3
Report	2
Other	2

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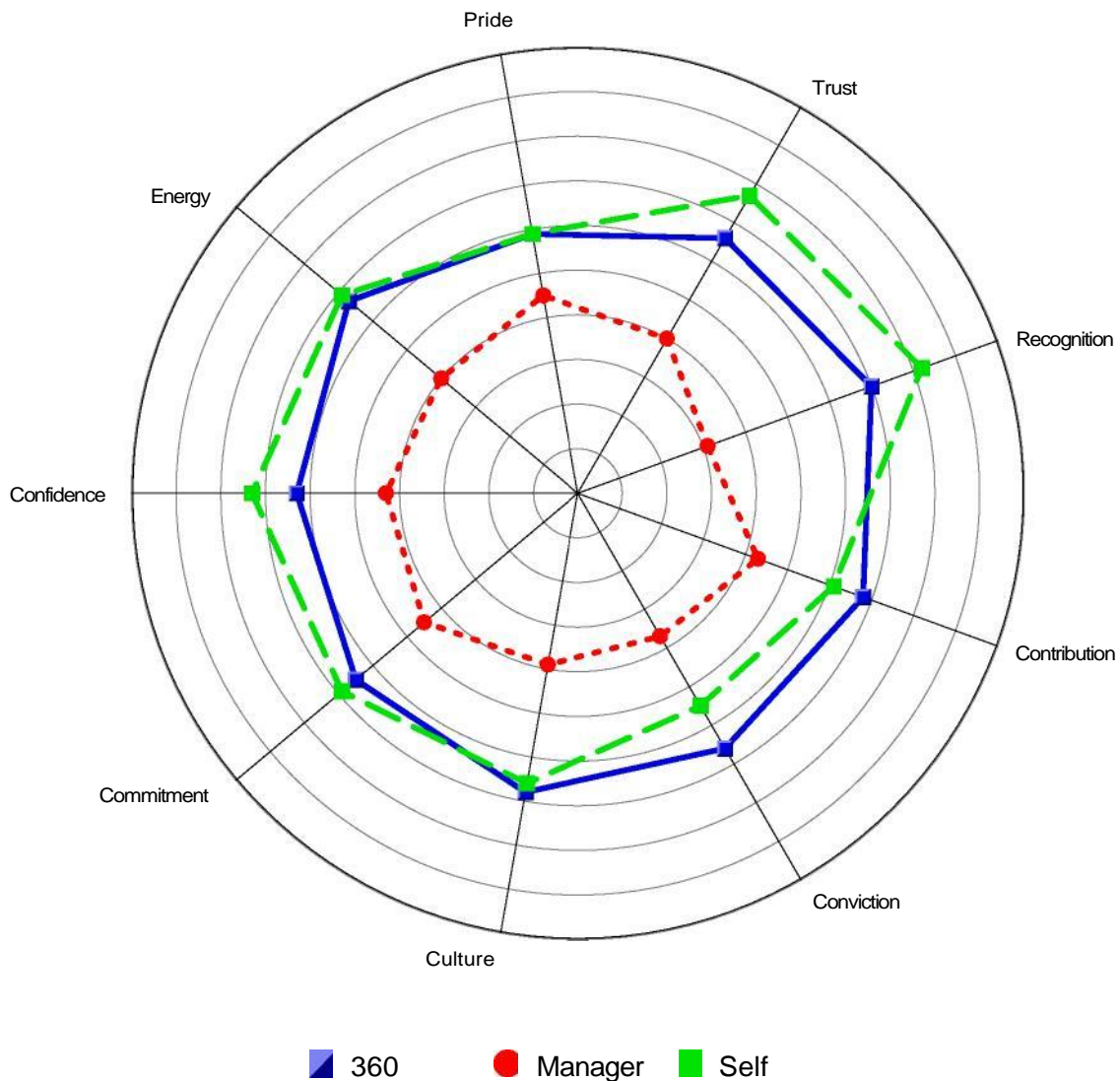
# i360° Overview

The following radar plot shows the perceptions of yourself against that of your manager(s), peers, direct reports and others in the organization. This aims to provide a visual reference of views of you against behaviors that influence performance in the workplace.



0%	I do not have enough data to comment on this behavior indicator
0-17%	Demonstrates unsatisfactory performance
18-33%	Demonstrates room for improvement
34-49%	Demonstrates this to a satisfactory level
50-66%	Demonstrates this well
67-83%	Consistently demonstrates this very well
84-100%	Acts as an outstanding role model for others

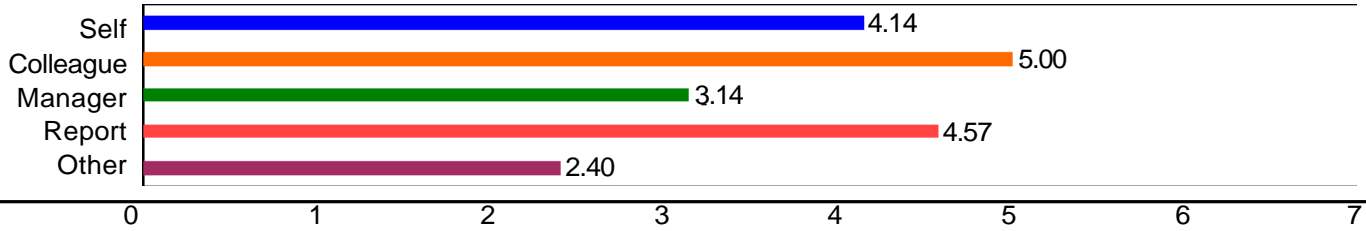
## Your i360° Overview



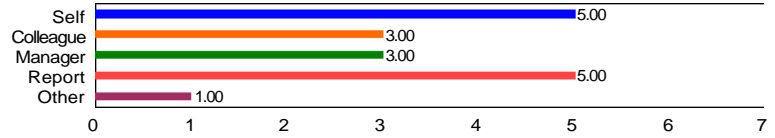
# Pride

Is about the feelings and satisfaction you generate regarding your function, team and organization

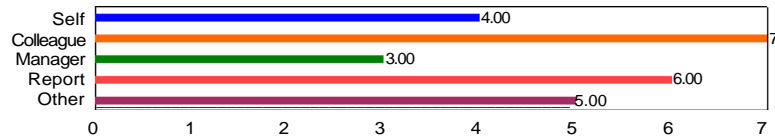
## Summary



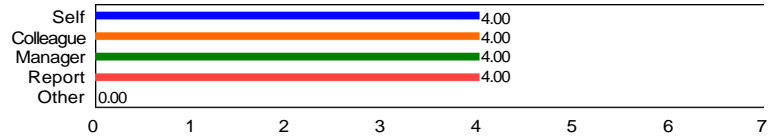
## Behaves in a way that conveys pride in your function



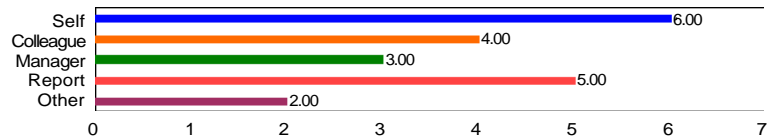
## Behaves in a way that conveys pride in your organization



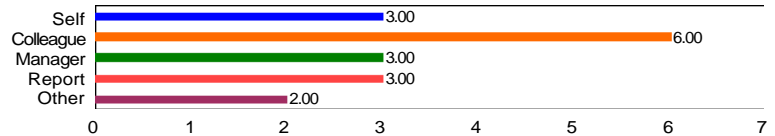
## Behaves in a way that conveys pride in your team



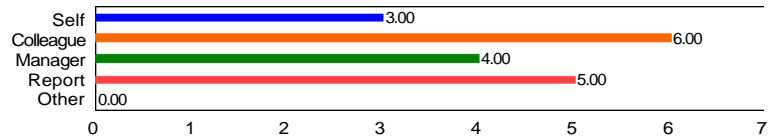
## Celebrates team and organizational success



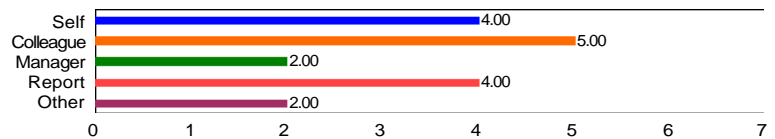
## Connects all roles to the bigger purpose of the organization



## Feeds back team and organizational success



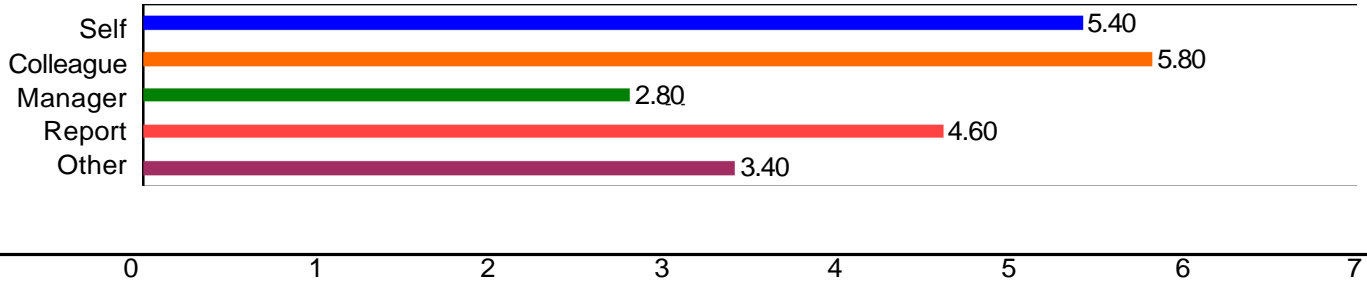
## Links contribution to organizational success



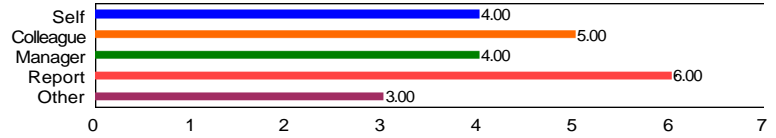
# Trust

Is about the beliefs and expectations you generate about your organization

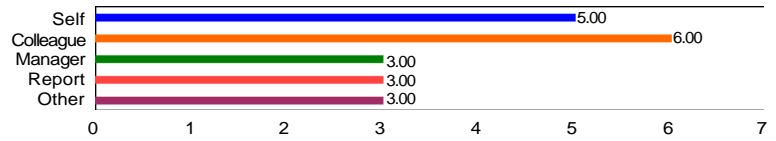
## Summary



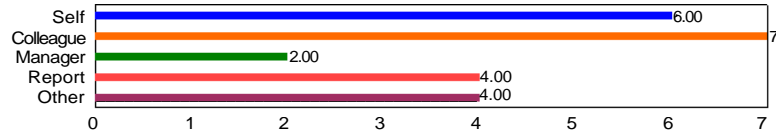
## Discloses information appropriately to build personal connections



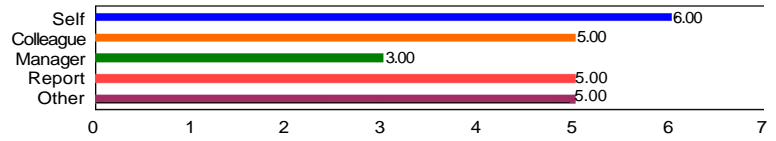
## Enables others to honour their commitments



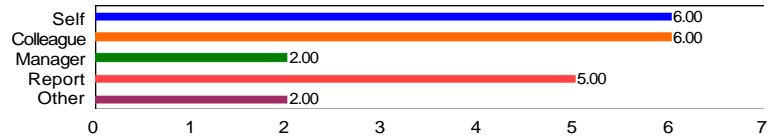
## Honours commitments to others



## Respects confidentiality



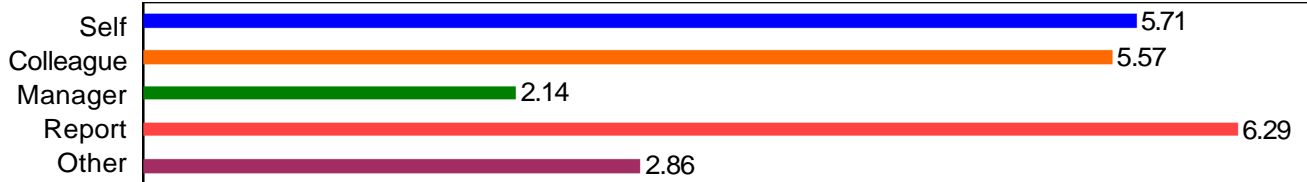
## Shows consistent actions towards others



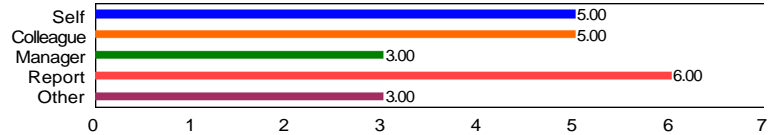
# Recognition

Is about the acknowledgments you give to others in your team and organization i.e. words, time, gifts and treats, touch, acts of service, symbols of achievement, checking-in

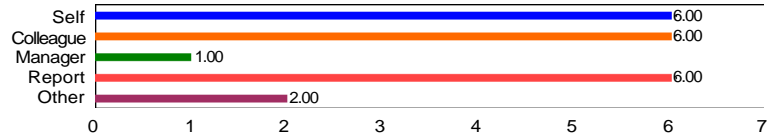
## Summary



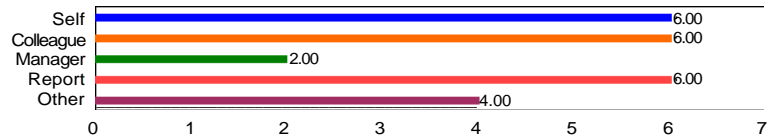
**Distinguishes between effort a person makes and their natural ability**



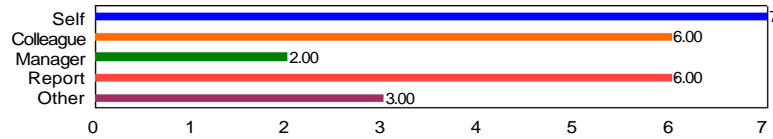
**Has conversations about how people want to be recognized**



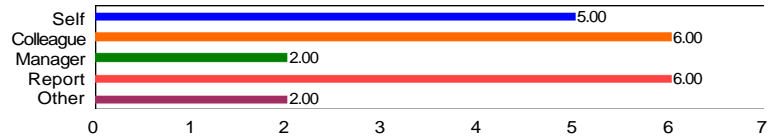
**Provides a range of types of recognition**



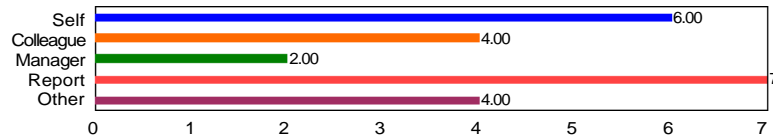
**Provides recognition at an appropriate time**



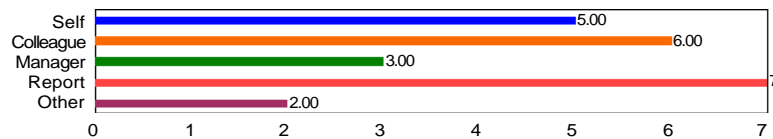
**Provides recognition in keeping with individuals preference**



**Provides recognition to the right individual or team**



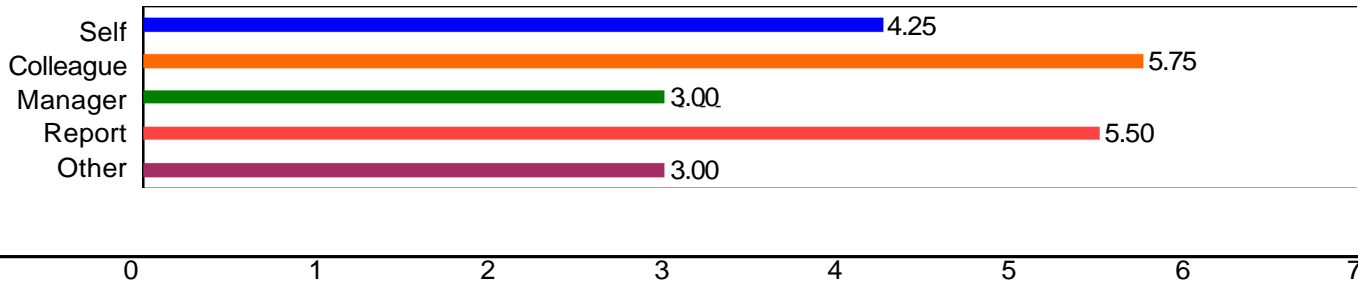
**Understands what to give recognition for**



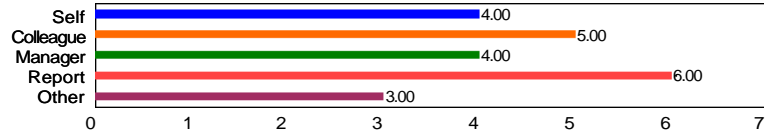
# Contribution

Is about the effort you make and your perception of it

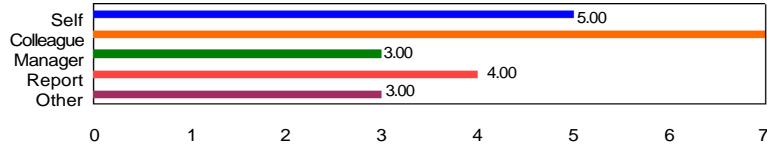
## Summary



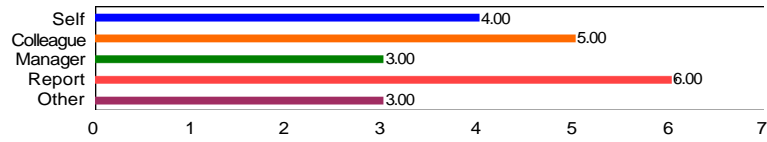
## Behaves respectfully to others; shows care and courtesy



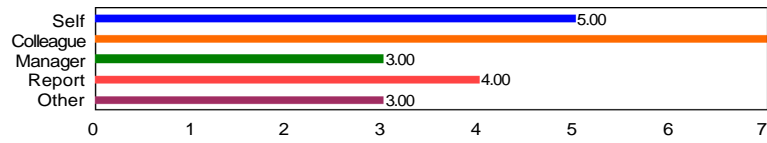
## Co-creates clear goals and objectives that link to overall purpose of the organization



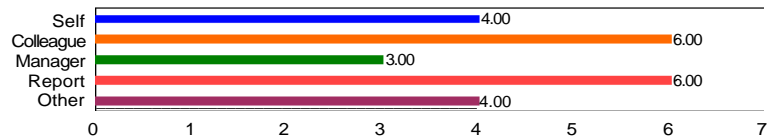
## Listens to others



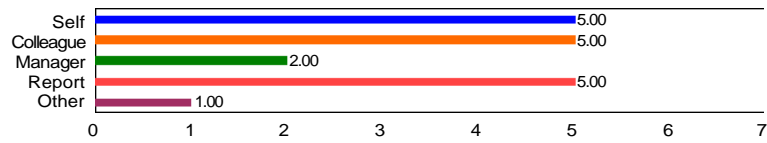
## Makes people feel secure in their jobs by demonstrating confidence in their abilities



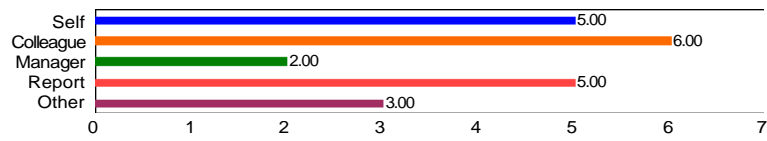
## Picks the right people for the job



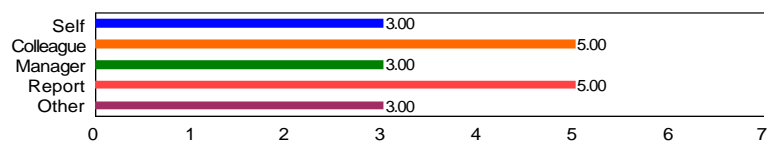
## Provides actionable feedback to others to close performance gaps



## Provides positive feedback to others when a job has been well done



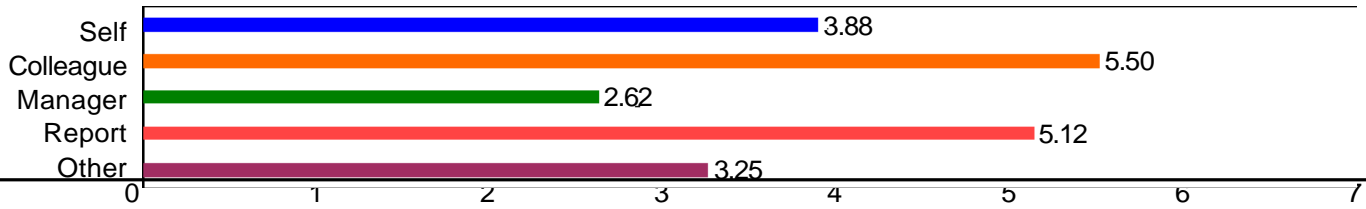
## Responds in a way that demonstrates listening



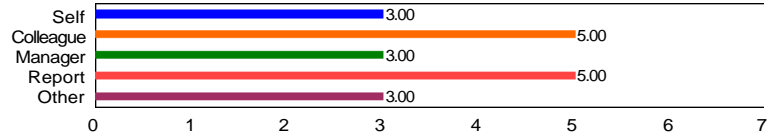
# Conviction

Is about the motivation you have to perform

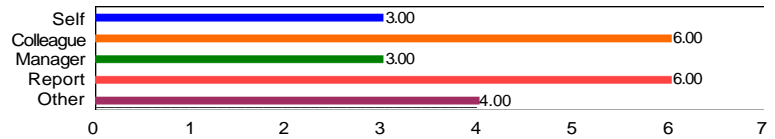
## Summary



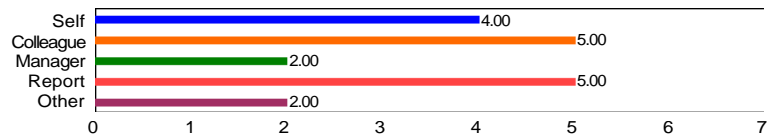
**Allows others to choose (where appropriate) how they go about tasks**



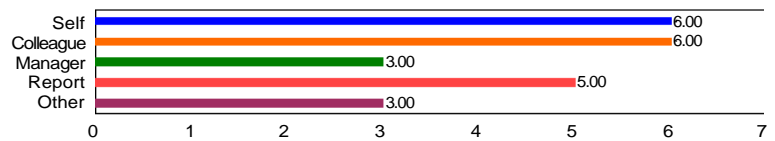
**Enables others to develop choices in their work**



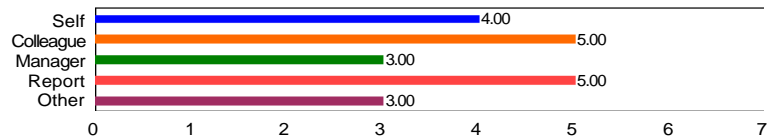
**Helps others to see the impact of their work in the overall scheme of things**



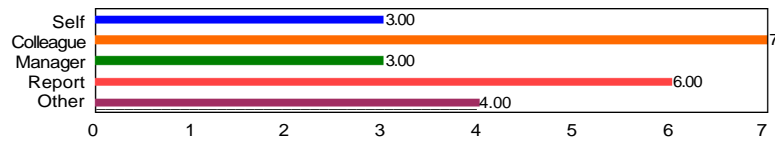
**Models enthusiasm for the job**



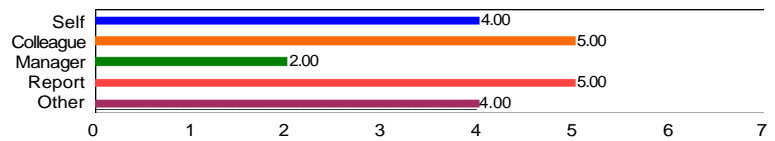
**Nurtures good relations with others**



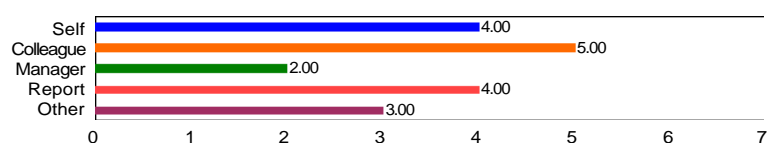
**Recognizes the effort others put into achieving their goals**



**Shows appreciation for others**



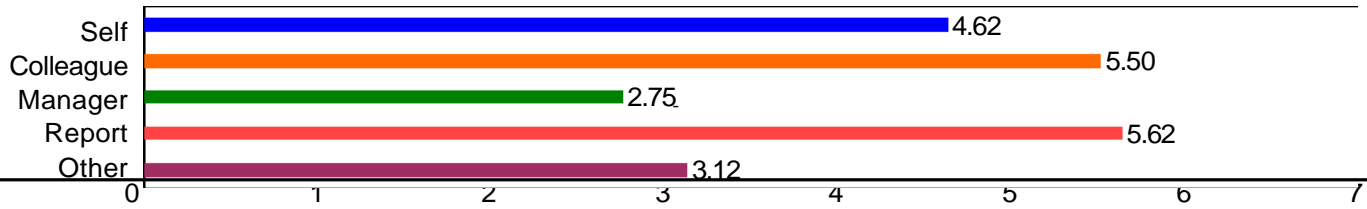
**Works with others to agree how competence is developed**



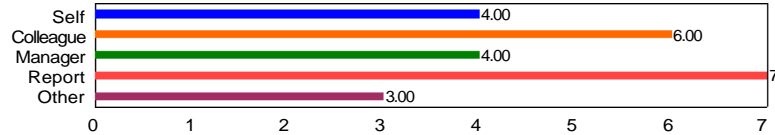
# Culture

Is about how well you feel you fit at work

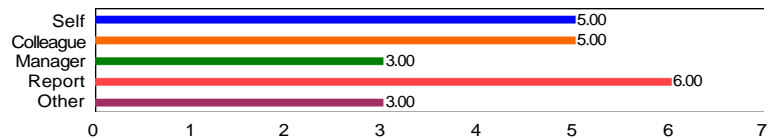
## Summary



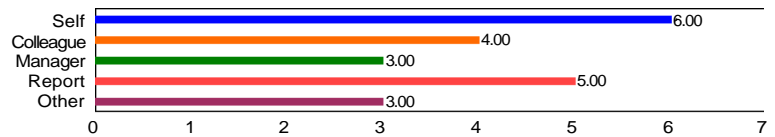
**Conveys the organization's vision in a meaningful way to others**



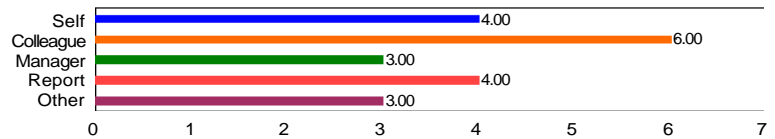
**Creates an atmosphere where positive emotions are valued**



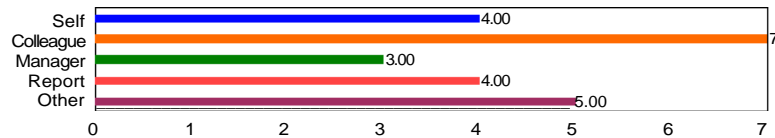
**Encourages others to build on and invest in the tasks and relationships they enjoy**



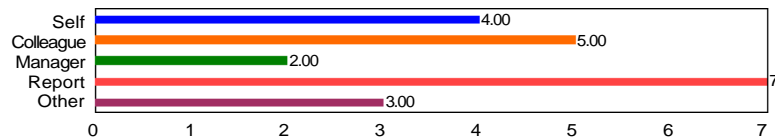
**Encourages others to cross personal and organisational boundaries appropriately to help people feel as if they 'fit in'**



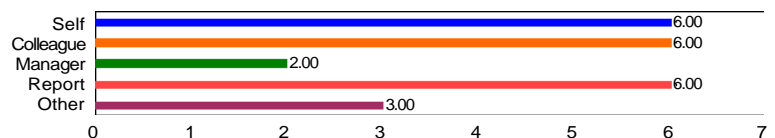
**Generates a respectful environment**



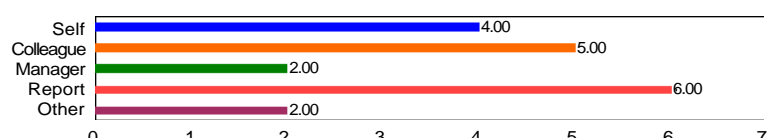
**Helps others see that what they do has value and is worthwhile**



**Recognises what interests others in their work**



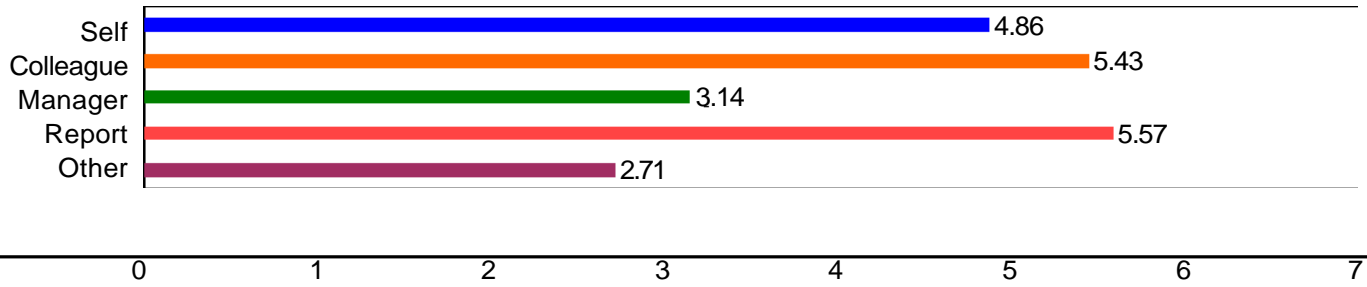
**Supports others to explore new things**



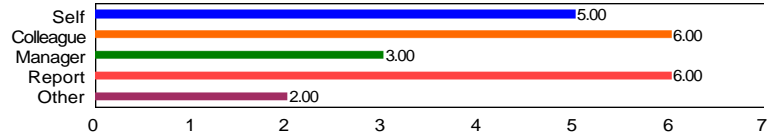
# Commitment

Is about the extent to which you are engaged with your work

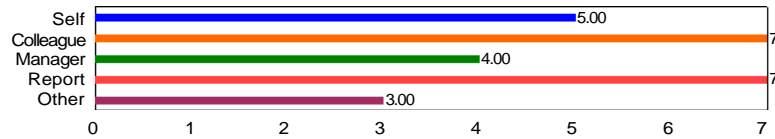
## Summary



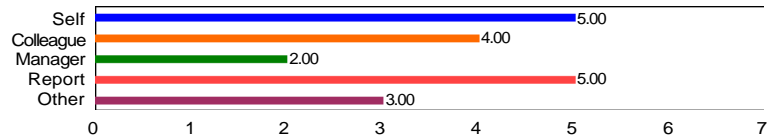
**Allows others to choose how they accomplish their tasks where appropriate**



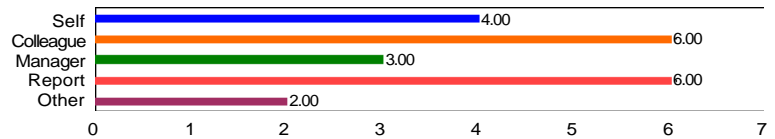
**Communicates the values of the organization**



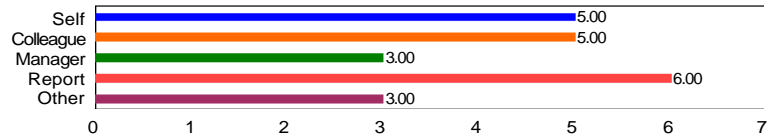
**Creates a climate where open communications flow between all parties in the organization**



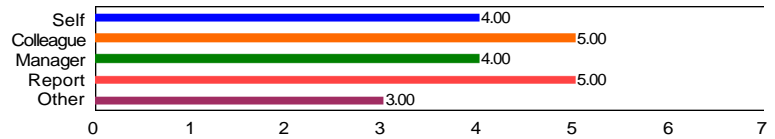
**Encourages high levels of personal investment in the team and organization**



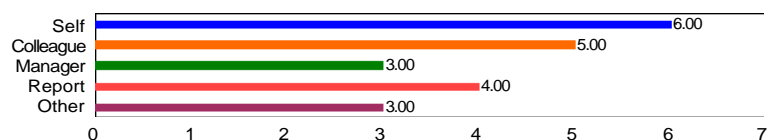
**Fosters team interactions (formal and informal)**



**Models the values of the organization**



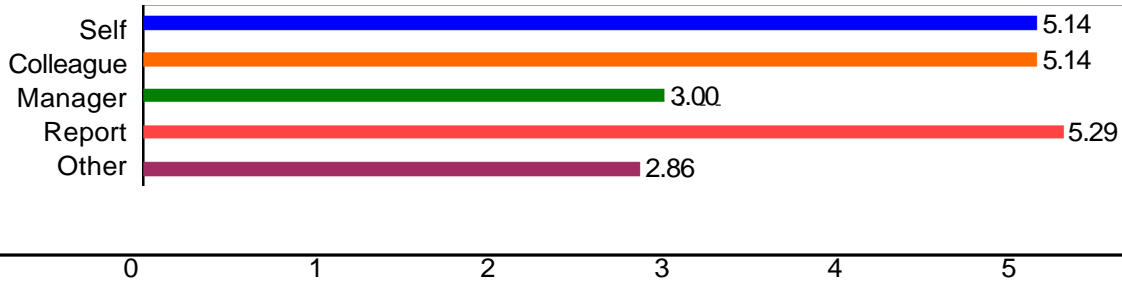
**Treats others fairly and transparently**



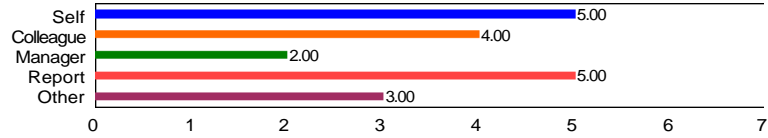
# Confidence

Is about the sense of belief you have in yourself and your job

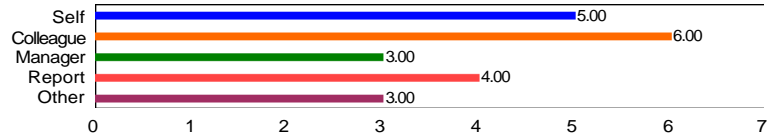
## Summary



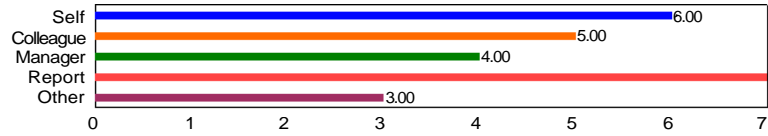
**Asks others about the extent to which they feel they are achieving their potential**



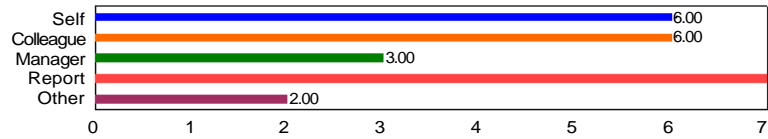
**Checks in with others to ensure the job fits with their expectations**



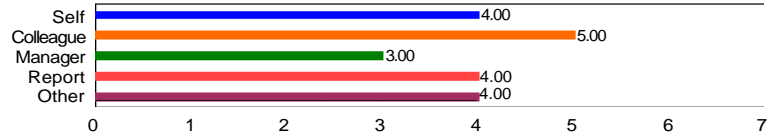
**Develops self-belief in others**



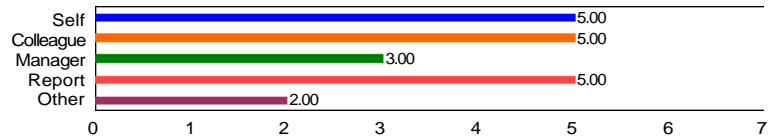
**Encourages others to do things in the way they see fit**



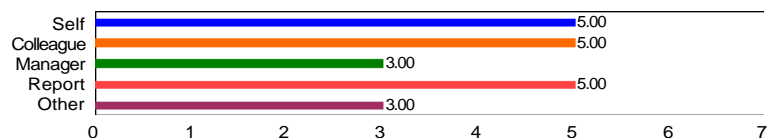
**Helps others to accept new and appropriate challenges**



**Removes obstacles to goal accomplishment**



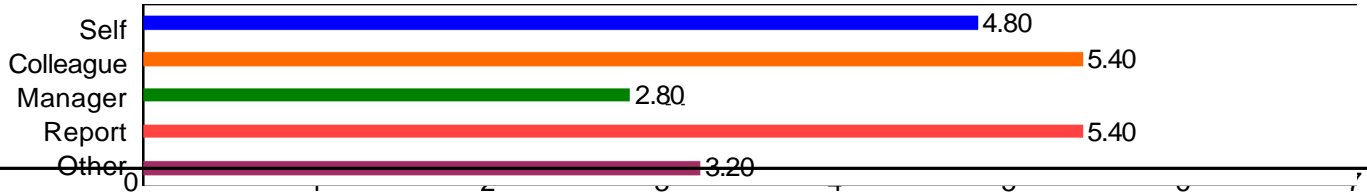
**Supports and provides opportunities that enable others to achieve their potential**



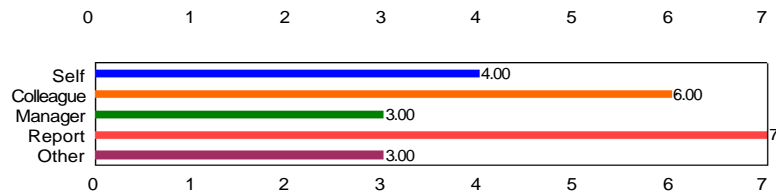
# Energy

Is about the get up and go you have

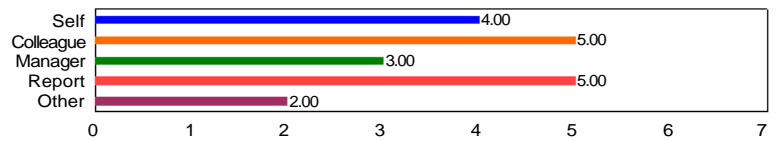
## Summary



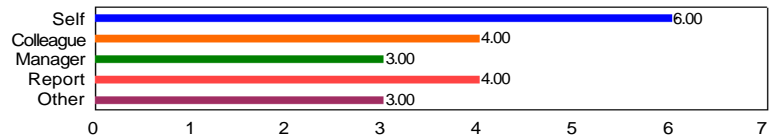
## Demonstrates oomph (get up and go)



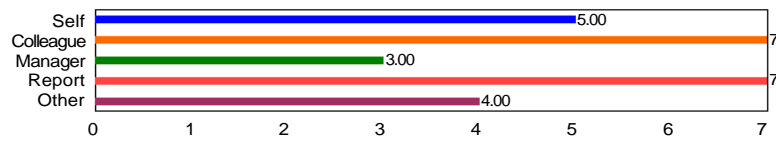
## Energizes others appropriately



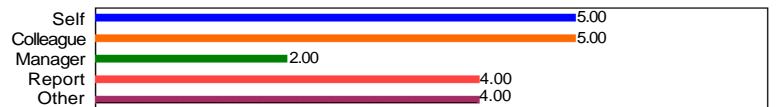
## Maintains energy when challenged



## Puts energy into calming others appropriately



## Puts the right amount of energy into the right things



# Respondent highlights

These are comments added by respondents to illustrate their perceptions of you

**In thinking about Phil Brown and their performance at work and your perception of them in relation to the behaviors you have reviewed, please add comments below that illustrate the following:**

## **Behaviors that are values**

- ° Great performance
- ° To achieve my goals as agreed
- ° Be more outgoing and communicate more.
- ° Hold more team meetings.
- ° To focus on given tasks and not get too involved with the detail.

## **Behaviors that Phil Brown may want to develop and why doing this would be helpful:**

- ° Needs to work on presentation skills.
- ° Timekeeping could improve!
- ° To recognise good achievements in others.
- ° Consider that not everyone has the same amount of knowledge you do on the company and processes. ° Could be more outgoing.

# Gap Analysis

The following tables detail the six behaviors where your opinion differs most from those around you. The first table ranks the behaviors where your perception is higher than those around you, and the second table ranks those where your perception is lower. The % difference will indicate how great the learning opportunity might be.

## Where others perception of you is lower than your own

Competence	Behavior	%
Conviction	Recognizes the effort others put into achieving their goals	38
Pride	Feeds back team and organizational success	36
Conviction	Enables others to develop choices in their work	33
Contribution	Co-creates clear goals and objectives that link to the overall purpose of the organization	29
Pride	Behaves in a way that conveys pride in your organization	29
Contribution	Picks the right people for the job	19

## Where others perception of you is greater than your own

Competence	Behavior	%
Energy	Maintains energy when challenged	(33)
Pride	Celebrates team and organizational success	(33)
Commitment	Treats others fairly and transparently	(29)
Culture	Encourages others to build on and invest in the tasks and relationships they enjoy	(29)
Pride	Behaves in a way that conveys pride in your function	(29)
Recognition	Provides recognition at an appropriate time	(29)

# Most Successful Behaviors and Development Opportunities

Provides detail of your top ten highest behavior ratings and your bottom ten lowest behavior ratings.

## MOST SUCCESSFUL BEHAVIORS

Rank	Competence	Behavior	%
1	Contribution	Co-creates clear goals and objectives that link to the overall purpose of the organization	79
2	Commitment	Communicates the values of the organization	75
3	Energy	Puts energy into calming others appropriately	75
4	Pride	Behaves in a way that conveys pride in your organization	75
5	Conviction	Recognizes the effort others put into achieving their goals	71
6	Culture	Conveys the organization's vision in a meaningful way to others	71
7	Pride	Feeds back team and organizational success	71
8	Confidence	Develops self-belief in others	68
9	Contribution	Picks the right people for the job	68
10	Conviction	Enables others to develop choices in their work	68

## DEVELOPMENT OPPORTUNITIES

Rank	Competence	Behavior	%
1	Pride	Behaves in a way that conveys pride in your function	43
2	Contribution	Provides actionable feedback to others to close performance gaps	46
3	Pride	Links contribution to organizational success	46
4	Commitment	Creates a climate where open communications flow between all parties in the organization	50
5	Confidence	Asks others about the extent to which they feel they are achieving their potential	50
6	Conviction	Helps others to see the impact of their work in the overall scheme of things	50
7	Conviction	Works with others to agree how competence is developed	50
8	Energy	Maintains energy when challenged	50
9	Pride	Celebrates team and organizational success	50
10	Pride	Connects all roles to the bigger purpose of the organization	50