

A Sample

360°
Feedback
Report



totem

Reading this report

- An introduction

Your report has been developed from the data provided by your nominated respondents. Each respondent was asked to provide feedback on what they know of you. Some questions were free type and for other questions they were asked to rate statements according to their view of you.

Your report is arranged under a number of headings in order to help you to sort through all the information. Allow yourself some time to read through and digest the information. There is space on each page for you to write notes and reminders.

Stop : Start : Continue

Page 3

This section contains both the free type answers and forced choice answers provided by all your respondents. It is essentially an overview of all the feedback.

Competencies Overview

Page 4 - 20

This provides a summary of each competency and how your personal ratings compare with those of your nominated respondents.

Stop : Start : Continue

- An overview of the feedback

Stop

What do you need to stop doing? Why?
 What impact is it having? This may be a behaviour that you need to stop in order to start doing something else. Or simply something you doing that is having a negative impact.

Start

What could you start doing? What would others like to see you doing on a regular basis? Why? What impact might this have?

Continue

What should you continue doing? What would others like to see more of? Why? What is the impact of that behaviour?

This section contains both the free type answers and forced choice answers provided by all your respondents. It is essentially an overview of all the feedback.

Stop

Focusing on the day-to-day.
 Micro-managing other people.
 Being narrow in focus of work – we are a broad business department and it would be good to see you working across that breadth.

Start

Focusing on the bigger picture.
 Consider long-term goals and how you can support people in reaching them.
 Pull back out of the detail and support your team to deliver the outputs.
 Communicate more widely across the business – there are other departments you could be working more closely with to enhance team-working.

Continue

Great attention to detail.
 High social and relationship building skills – one of the best in the department at this.
 Technical knowledge of the systems we use and policies we have to operate under – and you communicate these really well so the rest of us understand them!

Competencies Overview

- This provides a summary of each competency and how your personal ratings compare with those of your nominated respondents. **A rating of 0 indicates that the behaviour has not been observed.**

Business and Financial Focus:

- Drives for and focuses on business success and profitability; shows concern for financial stewardship and the proper management of financial resources.

Your own ratings

Your Boss' ratings

Your Team's ratings

Business and Financial Focus



Additional:

Competencies Overview

Risk and Professional Behaviour:

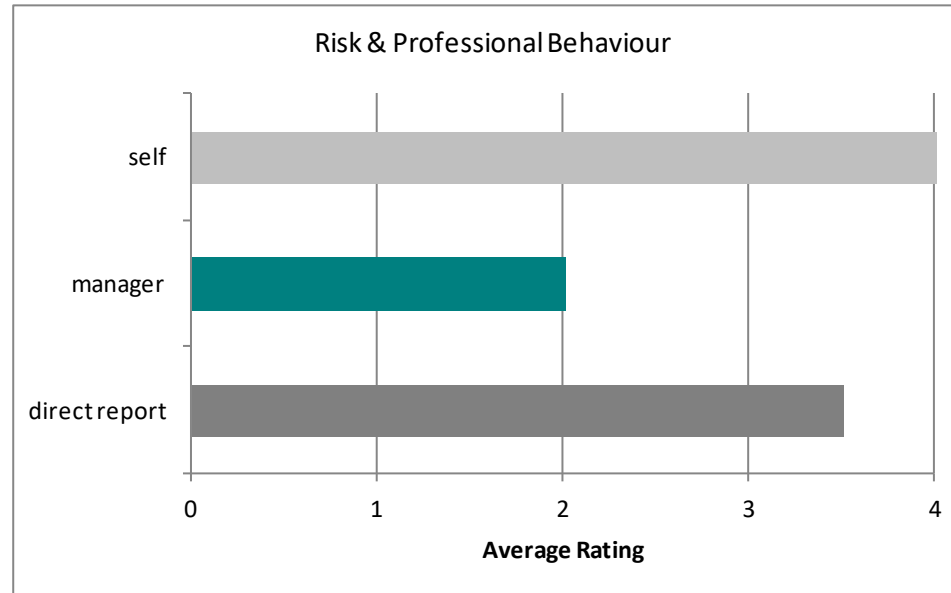
- Dependable, reliable and accountable for own behaviour. Additionally, acts within professional, legal, ethical and risk boundaries and guidelines, including the UBS Code of Conduct and Risk Management & Control Principles currently in place.

Your own ratings

Your Boss' ratings

Your Team's ratings

Risk and Professional Behaviour



Additional: