



## Promotion 360 Feedback

**Sam Sample**

**Report Generated: 08-02-2021**



### Key

Focus	1
Manager	1
Other	1

## About this Report

This Performance 360° Report contains highly confidential information about Sam Sample. It is designed to provide you with feedback on your leadership behaviour and the impact of this behaviour on a select group of stakeholders.

While the report is set out in a clear and simple manner, we recommend that you work through the report with a trained professional who is experienced at using 360s and coaching. This will help you extract the maximum value from your feedback and build an effective development plan.

This report has been created based on the feedback received from the different people invited to complete the survey. They rated your behaviour against a number of statements (items), which are presented within the RDM-p<sup>®</sup> model.

## What is the RDM-p<sup>®</sup> model?

The RDM-p<sup>®</sup> model clusters critical leadership behaviours into four clear and concise categories, allowing individuals to clearly isolate specific behaviours to develop.

**Relationship:** Building & maintaining effective professional relationships both internally and externally.

**Diagnostics:** Demonstrating understanding, insight and an ability to make effective decisions.

**Management:** Having an effective approach for managing self, others & tasks over varied time periods.

**professionalism:** Placing importance on meeting obligations and acting professionally at all times.

## Report Content

This Report contains the following content:

### Performance 360° Leadership Profile

This section provides an overall summary of your feedback. You will see a list of the 4 behavioural competencies associated with the RDM-p<sup>®</sup> model and the overall ratings for each by rater groups.

### Item-level Feedback

This section provides a greater level of detail, allowing you to see the ratings Sam has been given for every statement within each competency. It also presents feedback comments provided by all raters in relation to two specific questions (key strengths & development areas).

### Highest and Lowest Ratings

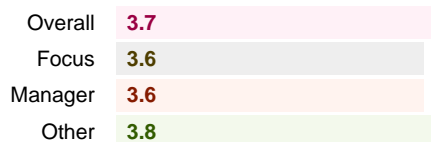
This section pinpoints standout strengths and key areas for development by presenting the 5 highest and the 5 lowest ratings across all rater groups. Sam's ratings are not used to calculate the highest and lowest items, but are included for comparison.

**RATINGS**

Performance 360°

	OVERALL	FOCUS	MANAGER	OTHER
Relating to Others	3.7	3.6	3.6	3.8
Building Understanding	3.9	3.6	4.4	3.8
Managing Outcomes	2.8	2.6	2.6	3.2
Professional Integrity	4.5	4.4	4.8	4.2

5 = Very Effective  
 4 = Effective  
 3 = Neither Effective nor Ineffective  
 2 = Ineffective  
 1 = Very Ineffective



## RATINGS

### Relating to Others

Building & maintaining effective professional relationships both internally and externally.

	OVERALL	FOCUS	MANAGER	OTHER
Negotiates effectively (esp. with challenging individuals, teams and situations)	4.0	4.0	4.0	4.0
Is assertive and convincing when communicating	3.3	3.0	4.0	3.0
Creates a 'team ethic', harnessing strengths across relevant groups of individuals	2.7	3.0	2.0	3.0
Inspires & motivates others to achieve goals	4.0	4.0	4.0	4.0
Builds & maintains genuine, supportive relationships	4.3	4.0	4.0	5.0

### Comments

**Please comment on Sam's development priorities in relation to the Relating to Others capability, referencing any specific examples of his work to support your view.**

#### Focus

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**Please comment on Sam's strengths in relation to the Relating to Others capability, referencing any specific examples of his work to support your view.**

#### Focus

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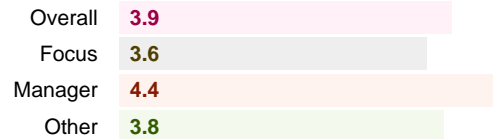
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### RATINGS

## Building Understanding

Demonstrating understanding, insight and an ability to make effective decisions.

	OVERALL	FOCUS	MANAGER	OTHER
Demonstrates insight into individual / team / own strengths and limitations, and the underlying attitudes / perspectives / approaches of others	4.3	4.0	5.0	4.0
Analyses & weighs information appropriately (e.g. risks / benefits / opportunities), allowing valid conclusions to be drawn	3.7	4.0	4.0	3.0
Builds up a sufficient understanding to allow information to be weighed appropriately	3.3	2.0	4.0	4.0
Understands the principles & practices of their role in the company	4.0	4.0	4.0	4.0
Understands the company culture & priorities	4.3	4.0	5.0	4.0

### Comments

**Please comment on Sam’s development priorities in relation to the Building Understanding capability, referencing any specific examples of his work to support your view.**

#### Focus

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**Please comment on Sam’s strengths in relation to the Building Understanding capability, referencing any specific examples of his work to support your view.**

#### Focus

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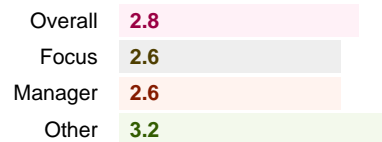
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**RATINGS**

## Managing Outcomes

Having an effective approach for managing self, others & tasks over varied time periods.

	OVERALL	FOCUS	MANAGER	OTHER
Has an effective system for managing own performance / health (incl. coping strategies)	3.0	3.0	3.0	3.0
Has an effective approach / system for managing change & other challenges (e.g. struggling or difficult individuals, and complex situations)	2.7	2.0	3.0	3.0
Is organised & timely in approach to all aspects of work (i.e. systematic & well-paced planning, delivery & review)	3.0	3.0	2.0	4.0
Has an effective system for monitoring progress in meeting goals & expectations	3.0	3.0	3.0	3.0
Establishes clear goals & expectations (within business, team & individual planning)	2.3	2.0	2.0	3.0

### Comments

**Please comment on Sam’s strengths in relation to the Managing Outcomes capability, referencing any specific examples of his work to support your view.**

**Focus**

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**Please comment on Sam’s development priorities in relation to the Managing Outcomes capability, referencing any specific examples of his work to support your view.**

**Focus**

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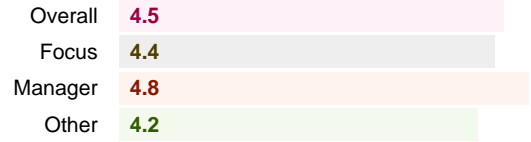
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**RATINGS**

**Professional Integrity**

Placing importance on meeting obligations and acting professionally at all times.

	OVERALL	FOCUS	MANAGER	OTHER
Is open & honest about own strengths / development needs (i.e. acknowledging errors, misjudgements etc)	4.7	5.0	4.0	5.0
Maintains company values / priorities in high-pressure situations	4.7	5.0	5.0	4.0
Ensures company values underpin all relevant decision-making	4.3	4.0	5.0	4.0
Is respectful of others (i.e. their knowledge, expertise, opinions etc)	4.3	4.0	5.0	4.0
Demonstrates a genuine, visible commitment to company goals	4.3	4.0	5.0	4.0

**Comments**

**Please comment on Sam’s development priorities in relation to the Integrity capability, referencing any specific examples of his work to support your view.**

**Focus**

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**All Others**

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**Please comment on Sam’s strengths in relation to the Integrity capability, referencing any specific examples of his work to support your view.**

**Focus**

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## Highest & Lowest Ratings

Listed below are the 5 highest & 5 lowest rated items from all feedback providers. The Focus' ratings are not used to calculate the highest and lowest but they are presented here for comparison.

### Top 5

	OVERALL	FOCUS	MANAGER	OTHER
Demonstrates insight into individual / team / own strengths and limitations, and the underlying attitudes / perspectives / approaches of others	4.5	4.0	5.0	4.0
Is open & honest about own strengths / development needs (i.e. acknowledging errors, misjudgements etc)	4.5	5.0	4.0	5.0
Builds & maintains genuine, supportive relationships	4.5	4.0	4.0	5.0
Demonstrates a genuine, visible commitment to company goals	4.5	4.0	5.0	4.0
Understands the company culture & priorities	4.5	4.0	5.0	4.0

### Bottom 5

	OVERALL	FOCUS	MANAGER	OTHER
Establishes clear goals & expectations (within business, team & individual planning)	2.5	2.0	2.0	3.0
Creates a 'team ethic', harnessing strengths across relevant groups of individuals	2.5	3.0	2.0	3.0
Has an effective approach / system for managing change & other challenges (e.g. struggling or difficult individuals, and complex situations)	3.0	2.0	3.0	3.0
Has an effective system for monitoring progress in meeting goals & expectations	3.0	3.0	3.0	3.0
Has an effective system for managing own performance / health (incl. coping strategies)	3.0	3.0	3.0	3.0

This report was generated using Viewpoint Psychology's assessment platform. For more information please go to: <https://viewpoint-psychology.com>