

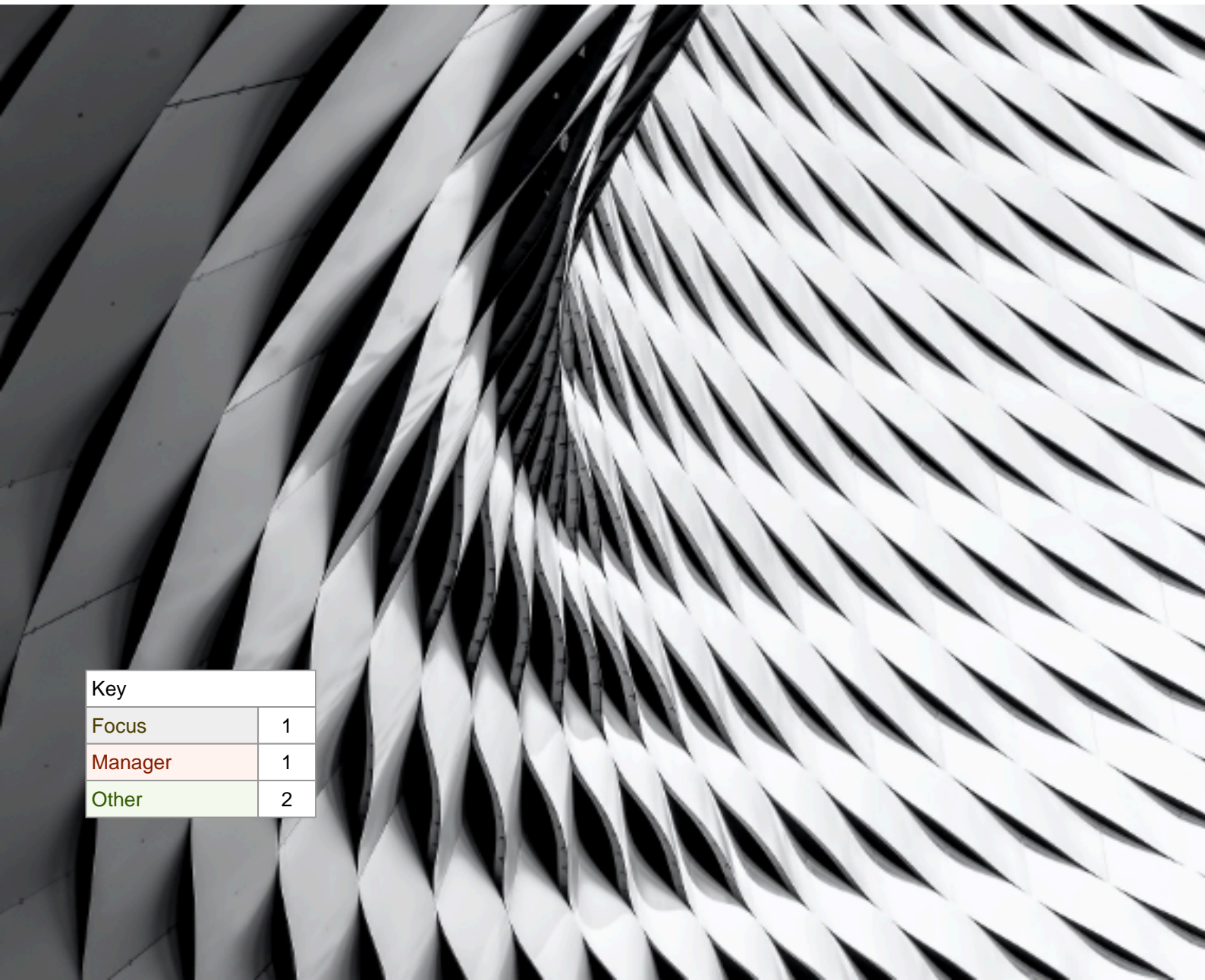


Professional Benchmark

A report for:

Sam Sample

Created 18th November 2022



Key	
Focus	1
Manager	1
Other	2

About this Report

This report contains highly confidential information about Sam Sample. It presents feedback on behaviours and the impact these behaviours can have on others e.g., line managers, peers/colleagues, direct reports, and key stakeholders (e.g., internal & external customers).

This report has been created based on the feedback received from the different people invited to complete a 360 survey. These individuals have rated Sam's behaviour against a number of statements, which are presented using a framework of 4 competencies.

Each competency has a definition and 5 behaviours, which are clustered into clear and concise categories, allowing specific behaviours to be isolated and developed.

Professional Benchmark Competencies

- 1. Relating to Others:** How an individual engages others to collaboratively solve problems.
- 2. Sound Judgement:** How an individual gathers and weighs information to make valid decisions.
- 3. Achieving Outcomes:** How an individual optimises own performance to achieve outcomes.
- 4. Role Modelling:** How an individual promotes respect and credibility whilst taking responsibility for faults.

Contents

Summary Leadership Profile

This section provides an overall summary of the feedback. It presents an average of the overall ratings for each competency, by rater group. It also presents comments made by the individuals chosen to provide feedback.

Item-level Feedback

This section provides detailed feedback for each competency. It presents the ratings given for each statement within a competency, by rater group. It also presents comments made by the individuals chosen to provide feedback, enabling greater meaning to be established from the ratings.

Highest and Lowest Ratings

This section identifies standout strengths and key areas for development. It presents the 5 highest and the 5 lowest ratings, by rater group. Sam's ratings are not used to calculate the highest and lowest items but are included for comparison.

Benchmark Comparison

This section provides a statistical and meaningful benchmark comparison of the leadership competencies. It compares Sam's against a group of high potential professionals who have also completed the same survey. The graph indicates whether the scores, on each competency, are low, mid-range or high when compared with others.

RATINGS

Professional Benchmark

	OVERALL	FOCUS	MANAGER	OTHER
Relating to Others	4.1	4.4	4.4	3.6
Sound Judgement	4.0	4.2	3.8	4.0
Achieving Outcomes	4.0	4.6	3.8	3.6
Role Modelling	4.2	4.2	4.2	4.1

Feedback Comments

Sam's key strengths and talents

Focus

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All Others

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Sam's development areas and opportunities for improvement

Focus

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All Others

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What Sam would most benefit from improving now

Focus

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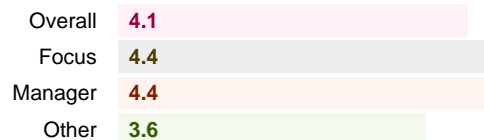
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- 5 = Strongly Agree
- 4 = Agree
- 3 = Neither Agree nor Disagree
- 2 = Disagree
- 1 = Strongly Disagree



RATINGS

Relating to Others

How an individual engages others to collaboratively solve problems.

	OVERALL	FOCUS	MANAGER	OTHER
Listens thoughtfully and patiently to all views	4.0	5.0	4.0	3.5
Communicates clearly and precisely, especially when discussing complex issues	3.8	4.0	4.0	3.5
Confidently expresses their ideas and opinions, even if others disagree	3.8	4.0	4.0	3.5
Negotiates effectively with others	4.3	5.0	5.0	3.5
Puts forward persuasive and compelling arguments, balancing logic, and emotion	4.3	4.0	5.0	4.0

Comments

Strengths:

Focus

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All Others

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Development Opportunities:

Focus

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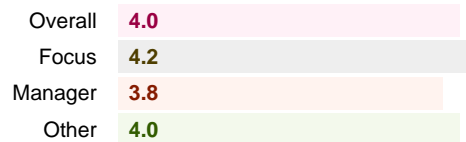
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- 2 = Disagree
- 1 = Strongly Disagree



RATINGS

Sound Judgement

How an individual gathers and weighs information to make valid decisions..

	OVERALL	FOCUS	MANAGER	OTHER
Is comfortable working in ambiguous/fluid situations	4.0	4.0	4.0	4.0
Builds up sufficient information, ensuring complex issues are properly understood	4.3	4.0	4.0	4.5
Analyses and weighs complex information appropriately (e.g., risks / benefits / opportunities), drawing valid conclusions	4.5	5.0	5.0	4.0
Makes effective decisions in a timely manner	3.0	3.0	2.0	3.5
Generates commercially viable new ideas	4.3	5.0	4.0	4.0

Comments

Strengths:

Focus

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All Others

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Development Opportunities:

Focus

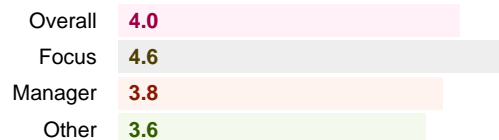
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RATINGS

Achieving Outcomes

How an individual optimises own performance to achieve outcomes.

	OVERALL	FOCUS	MANAGER	OTHER
Relentlessly seeks to improve own performance	4.0	5.0	3.0	4.0
Defines clear and ambitious goals to achieve	4.0	4.0	3.0	4.5
Understands and contributes towards broad organisational goals	4.3	5.0	4.0	4.0
Responds positively and constructively when challenged	3.8	4.0	4.0	3.5
Acts unselfishly and with a sense of personal humility	3.5	5.0	5.0	2.0

Comments

Strengths:

Focus

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All Others

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Development Opportunities:

Focus

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All Others

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5 = Strongly Agree
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 2 = Disagree
 1 = Strongly Disagree

Overall	4.2
Focus	4.2
Manager	4.2
Other	4.1

RATINGS

Role Modelling

How an individual promotes respect and credibility whilst taking responsibility for faults.

	OVERALL	FOCUS	MANAGER	OTHER
Is self-motivated, demonstrating a visible commitment to role and the wider Organisation	4.5	4.0	5.0	4.5
Respects the views & needs of all individuals, regardless of background or status	4.0	4.0	4.0	4.0
Always follows relevant policies & procedures (esp. confidentiality), to minimise risks to the Organisation	4.3	4.0	5.0	4.0
Is accountable, taking responsibility for own decisions / actions (aware of potential impact on others)	4.0	4.0	4.0	4.0
Goes above and beyond role expectations, for the team and the Organisation	4.0	5.0	3.0	4.0

Comments

Strengths:

Focus

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All Others

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Development Opportunities:

Focus

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All Others

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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
Is self-motivated, demonstrating a visible commitment to role and the wider Organisation	4.7	4.0	5.0	4.5
Builds up sufficient information, ensuring complex issues are properly understood	4.3	4.0	4.0	4.5
Analyses and weighs complex information appropriately (e.g., risks / benefits / opportunities), drawing valid conclusions	4.3	5.0	5.0	4.0
Puts forward persuasive and compelling arguments, balancing logic, and emotion	4.3	4.0	5.0	4.0
Always follows relevant policies & procedures (esp. confidentiality), to minimise risks to the Organisation	4.3	4.0	5.0	4.0

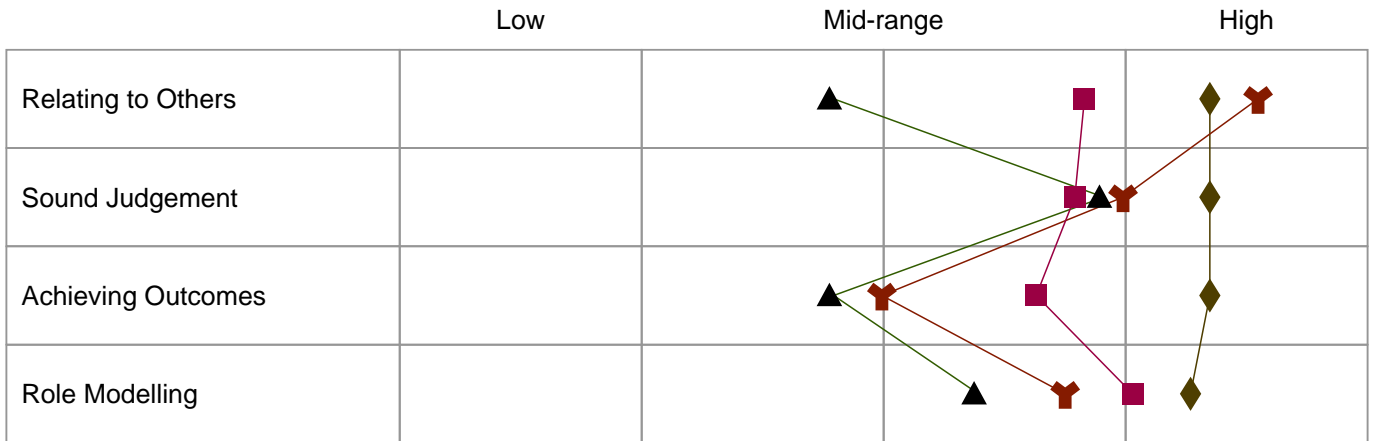
Bottom 5

	OVERALL	FOCUS	MANAGER	OTHER
Makes effective decisions in a timely manner	3.0	3.0	2.0	3.5
Acts unselfishly and with a sense of personal humility	3.0	5.0	5.0	2.0
Communicates clearly and precisely, especially when discussing complex issues	3.7	4.0	4.0	3.5
Goes above and beyond role expectations, for the team and the Organisation	3.7	5.0	3.0	4.0
Listens thoughtfully and patiently to all views	3.7	5.0	4.0	3.5

Benchmark Comparison

The following graph provides a statistical benchmark comparison of Sam's competency scores, against a group of others who have also completed the same survey. The graph indicates whether Sam's scores, on each competency, are low, mid-range or high when compared with others.

■ Overall
 ◆ Focus
 ⌵ Manager
 ▲ Other



This report was produced by Viewpoint Psychology Ltd.

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