



Coaching 360

Susan Sample

Report Generated: 04-02-2021

Key

Self	1
Others	3

About this Report

This Coaching 360° Report contains highly confidential information about Susan Sample. It is designed to provide you with feedback on your leadership behaviour and the impact of this behaviour on those you work with e.g. line manager and other colleagues.

This report has been created based on the feedback received from the different people invited to complete the survey. They rated and commented on your behaviour against a number of statements, which focus on Viewpoint's Leadership model. The capabilities assessed are defined below.

Coaching 360° Competencies

The Coaching 360° competencies are critical leadership behaviours that into four clear and concise categories, allowing individuals to clearly isolate specific behaviours to develop.

Relating to others: Maximising the aspirations and commitment of others.

Building understanding: Gathering sufficient information in order to build understanding.

Managing performance: Optimising business performance through careful management.

Professional Integrity: Promotes respect and credibility whilst taking responsibility for faults.

The Coaching 360° identifies coherent strengths and development areas by asking individuals to assess current strengths, as well as any change that has occurred within a 12 month period. It also collates commentary on strengths and development areas related to each capability.

Report Content

This Coaching 360° Report contains the following content:

Coaching Profile

This section provides an overall summary of your feedback. You will see a list of the behaviours associated with the Coaching Framework. You will also see the overall ratings for competencies by rater group.

Ratings & Feedback Comments

This section provides a greater level of detail, allowing you to see the ratings & comments Susan Sample has been given for each competency.

1 = Very Poor
 2 = Poor
 3 = Neither Poor nor Strong
 4 = Strong
 5 = Very Strong

W = Weaker
 N = No Difference
 S = Stronger
 = Self-reported change

Overall **4.1**
 Self **4.0**
 Others **4.2**

Relating to Others	RATING		CHANGE		
	SELF	OTHERS	W	N	S
Maximising the aspirations and commitment of others.					
Inspires & motivates others to achieve goals	4.0	4.0	0	1	2
Creates a 'team ethic', harnessing strengths across relevant groups of individuals	4.0	4.3	0	2	1
Is assertive and convincing when communicating	4.0	4.3	0	3	0
Negotiates effectively (esp. with challenging individuals, teams and situations)	4.0	4.0	0	3	0

Comments

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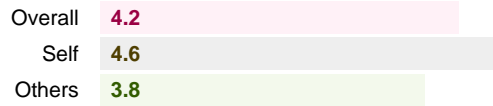
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Building Understanding	RATING		CHANGE		
	SELF	OTHERS	W	N	S
Gathering sufficient information in order to build understanding.					
Understands the company culture & priorities	5.0	4.0	0	3	0
Understands the principles & practices of their role in the company	4.0	3.7	0	3	0
Builds up a sufficient understanding to allow information to be weighed appropriately	4.0	3.0	0	3	0
Analyses & weighs information appropriately (e.g. risks / benefits / opportunities), allowing valid conclusions to be drawn	5.0	4.0	0	3	0
Demonstrates insight into individual / team / own strengths and limitations, and the underlying attitudes / perspectives / approaches of others	5.0	4.3	0	2	1

Comments

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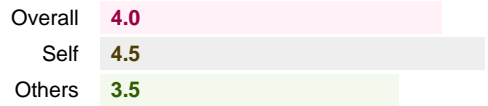
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Managing Performance	RATING		CHANGE		
	SELF	OTHERS	W	N	S
Optimising business performance through the careful management.					
Has an effective system for monitoring progress in meeting goals / expectations	4.0	3.7	0	3	0
Is organised & timely in approach to work (i.e. systematic & well-paced planning, delivery & review)	5.0	4.0	0	3	0
Has effective way of managing change / challenges (e.g. difficult individuals & complex situations)	4.0	3.3	0	3	0
Has an effective system for managing own performance/health (incl. coping strategies)	5.0	3.0	0	3	0

Comments

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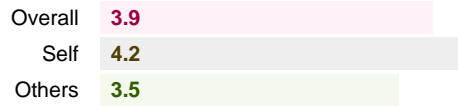
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	RATING		CHANGE		
	SELF	OTHERS	W	N	S
Professional Integrity					
Promotes respect and credibility whilst taking responsibility for faults.					
Demonstrates genuine/visible commitment to company goals within a business environment	5.0	4.0	0	2	0
Demonstrates genuine respect for others (i.e. knowledge, expertise, opinions etc)	5.0	4.0	0	3	0
Ensures company values underpin all relevant decision-making	4.0	3.0	0	3	0
Maintains company values/priorities in high-pressure situations	4.0	3.0	0	2	0
Is open & honest about own strengths & development needs (i.e. acknowledging gaps / mistakes etc)	3.0	3.7	0	3	0

Comments

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