



## FINAL REPORT

Demo - 360° EQ Feedback

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## INTRODUCTION

This report is the result of a 360° feedback review by TCC online s.r.o.

## EVALUATED COMPETENCIES

- Assertiveness
- Stress management
- Recognition of emotions in others
- Relationship building

## EVALUATION SCALE

The following scale was used for the feedback review:

Cannot evaluate	0
Disagree	1
Rather disagree	2
Rather agree	3
Agree	4

## EVALUATION SCALE - IMPORTANCE

Evaluators could also express how important the evaluated items are for them on a scale: 1 2 3 4 5

The evaluated person could also express how important the evaluated items are for him/her on a scale:

1 2 3 4 5

Values on the significance scale are as follows: 1 - It is of key importance to me, 2 - It is very important to me, 3 - It is quite important to me, 4 - It is not very important to me, 5 - It is not important to me.

In case there are no data for importance, there is the sign: ?

These values are labeled later in this report as "importance".

## EVALUATORS

EVALUATORS	EVALUATED
Colleague	4
Manager	1
Subordinate	5
Self-assessment	1

Throughout the output report, results for Self-assessment and an average result for other evaluators are compared. This average is then labeled as Feedback from others.

## HOW DOES THE SELF-ASSESSMENT COMPARE TO THE FEEDBACK GIVEN BY OTHER EVALUATORS WITHIN THE COMPETENCES

	SELF-ASSESSMENT	FEEDBACK FROM OTHERS	difference
1. Stress management	2.5 <span style="color: blue;">2.0</span>	2.25 <span style="color: orange;">3.0</span>	0.25
2. Assertiveness	2.25 <span style="color: blue;">2.3</span>	2.07 <span style="color: orange;">2.9</span>	0.18
3. Recognition of emotions in others	2 <span style="color: blue;">2.5</span>	2.06 <span style="color: orange;">3.1</span>	-0.06
4. Relationship building	2 <span style="color: blue;">3.3</span>	2.16 <span style="color: orange;">3.0</span>	-0.16
Average rating across competences	<b>2.19</b>	<b>2.14</b>	

Those areas where you rated yourself better than others rated you are highlighted. Purple indicates those areas where your rating is significantly different from the rating from others. The intensity of the colour signifies the degree of the difference on the evaluation scale:

- difference in results: less than 25% of the evaluation scale
- difference in results: 25-50% of the evaluation scale
- difference in results: 50-75% of the evaluation scale
- difference in results: above 75% of the evaluation scale

In addition to the evaluation result, in a colour circle the table also shows the importance assigned to the given item by the evaluated person and the evaluators.

## EVALUATOR GROUPS SORTED BY VARIATION OF FEEDBACK

	Self-assessment	Colleague	Manager	Subordinate	range
1 Stress management	2.5	2.17	↓ 1.2	↑ 2.42	1.22
2 Relationship building	2	2.14	↑ 2.6	↓ 1.94	0.66
3 Recognition of emotions in others	2	2.06	↓ 1.8	↑ 2.21	0.41
4 Assertiveness	2.25	2.1	↓ 2	↑ 2.13	0.13
average result across competences	<b>2.19</b>	<b>2.12</b>	<b>↓ 1.9</b>	<b>↑ 2.18</b>	

Note: The arrow pointing down indicates the lowest values; the arrow pointing up indicates the highest values. The range is the difference between the highest and lowest values of the evaluator feedback.












- difference in results: less than 25% of the evaluation scale
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- difference in results: above 75% of the evaluation scale

## SUMMARY FOR INDIVIDUAL QUESTIONS BY EVALUATION FOR INDIVIDUAL GROUPS OF EVALUATORS

### COLLEAGUE

You will find here a summary for all individual evaluated items that are ordered from the best evaluated ones by all evaluators. There are data shown in these charts for following groups of evaluators in this order:

	Colleague	Self-assessment	Number of ratings	importance of ratings
Contributes to good relationships and a positive atmosphere.	3		4 0	3.3 ?
Is sensitive to the emotions of others and the atmosphere in the team.	3		2 0	3.0 ?
Even in challenging situations, has a positive and optimistic attitude.	3		4 0	2.3 ?
Can say "no."	3		4 0	3.0 ?
Names and acts on priorities.	2.75		4 0	3.5 ?
Reasonably asserts their thoughts, ideas, and needs, but not at the expense of others.	2.5 2		3 1	4.0 1.0
Respects the views of others and works with them.	2.33		4 0	2.3 ?
In challenging situations, focuses on the task at hand and is not distracted.	2.25 3		4 1	3.5 1.0
Actively involves others in cooperation.	2.25 2		4 1	3.0 2.0
Reacts appropriately to aggression or attack.	2 3		4 1	2.0 3.0
Accepts criticism and responds constructively.	2 2		4 1	2.5 1.0
Remains calm under pressure and controls their emotions.	2 2		4 1	2.0 3.0
Expresses emotions constructively and in a way that is understandable to partners.	2		3 0	3.0 ?
Responds appropriately to other people's expressions of emotion.	2 1		4 1	2.5 2.0
Is an attentive and focused listener.	2 4		4 1	2.0 3.0
Is empathetic and able to see things through the eyes of others.	2		2 0	3.5 ?
Actively participates in the team.	2 1		3 1	1.5 4.0

Can ask others for help or favors.	1.75 	4 0	2.5 ?
Is interested in others, their opinions, and attitudes.	1.75 	4 0	3.7 ?
Anticipates other people's reactions and acts accordingly.	1.67  2 	4 1	2.7 2.0
Actively listens and asks questions.	1.67  1 	4 1	3.7 3.0
Is helpful and willing to give selfless advice.	1.5  3 	3 1	3.5 4.0
Openly communicates what they like and dislike.	1.33  2 	4 1	3.7 4.0
Approaches problems proactively, and seeks and proposes solutions.	1 	2 0	3.0 ?

**MANAGER**

You will find here a summary for all individual evaluated items that are ordered from the best evaluated ones by all evaluators. There are data shown in these charts for following groups of evaluators in this order:

	Manager	Self-assessment	Number of ratings	importance of ratings
Can say "no."	3		1 0	4.0 ?
Actively involves others in cooperation.	3	2	1 1	2.0 2.0
Is helpful and willing to give selfless advice.	3	3	1 1	3.0 4.0
Is interested in others, their opinions, and attitudes.	3		1 0	3.0 ?
Contributes to good relationships and a positive atmosphere.	3		1 0	4.0 ?
Actively listens and asks questions.	3	1	1 1	2.0 3.0
Anticipates other people's reactions and acts accordingly.	3	2	1 1	2.0 2.0
Reasonably asserts their thoughts, ideas, and needs, but not at the expense of others.	2	2	1 1	2.0 1.0
Openly communicates what they like and dislike.	2	2	1 1	5.0 4.0
Can ask others for help or favors.	2		1 0	3.0 ?
Approaches problems proactively, and seeks and proposes solutions.	2		1 0	2.0 ?
Actively participates in the team.	1	1	1 1	3.0 4.0
Expresses emotions constructively and in a way that is understandable to partners.	1		1 0	1.0 ?
Remains calm under pressure and controls their emotions.	1	2	1 1	2.0 3.0
Is an attentive and focused listener.	1	4	1 1	2.0 3.0
Accepts criticism and responds constructively.	1	2	1 1	4.0 1.0
Responds appropriately to other people's expressions of emotion.	1	1	1 1	1.0 2.0
In challenging situations, focuses on the task at hand and is not distracted.	1	3	1 1	4.0 1.0
Is sensitive to the emotions of others and the atmosphere in the team.	1		1 0	2.0 ?

Names and acts on priorities.

1

1  
0

2.0  
?

## SUBORDINATE

You will find here a summary for all individual evaluated items that are ordered from the best evaluated ones by all evaluators. There are data shown in these charts for following groups of evaluators in this order:

	Subordinate	Self-assessment	Number of ratings	importance of ratings
Remains calm under pressure and controls their emotions.	3.2	2	5 1	3.4 3.0
Approaches problems proactively, and seeks and proposes solutions.	3		4 0	2.7 ?
Responds appropriately to other people's expressions of emotion.	3	1	5 1	3.2 2.0
Even in challenging situations, has a positive and optimistic attitude.	2.75		5 0	3.0 ?
Openly communicates what they like and dislike.	2.67	2	5 1	2.3 4.0
Is helpful and willing to give selfless advice.	2.5	3	4 1	3.0 4.0
Actively listens and asks questions.	2.5	1	4 1	3.5 3.0
Is sensitive to the emotions of others and the atmosphere in the team.	2.5		4 0	3.0 ?
Contributes to good relationships and a positive atmosphere.	2.4		5 0	3.8 ?
Names and acts on priorities.	2.4		5 0	2.8 ?
Reacts appropriately to aggression or attack.	2.33	3	4 1	2.3 3.0
Is interested in others, their opinions, and attitudes.	2.25		5 0	3.2 ?
Actively participates in the team.	2	1	5 1	3.2 4.0
Reasonably asserts their thoughts, ideas, and needs, but not at the expense of others.	2	2	5 1	3.0 1.0
Accepts criticism and responds constructively.	2	2	5 1	3.3 1.0
Can ask others for help or favors.	2		3 0	2.0 ?
Is empathetic and able to see things through the eyes of others.	2		5 0	3.5 ?
Can say "no."	1.75		4 0	2.5 ?



Anticipates other people's reactions and acts accordingly.	1.75 2	5 1	2.7 2.0
Expresses emotions constructively and in a way that is understandable to partners.	1.67	5 0	3.3 ?
In challenging situations, focuses on the task at hand and is not distracted.	1.5 3	5 1	4.0 1.0
Actively involves others in cooperation.	1.5 2	5 1	2.2 2.0
Is an attentive and focused listener.	1.5 4	4 1	4.5 3.0
Respects the views of others and works with them.	1	5 0	2.0 ?

## EVALUATION OF INDIVIDUAL BEHAVIOURS WITHIN THE COMPETENCES COVERED

In the final part of the report, you can find information about how individual evaluators evaluated individual questions.

Try to focus here on specific areas for development in competences (even in a competence that is evaluated as high in general, there could be a specific area with a lower score - or vice versa).

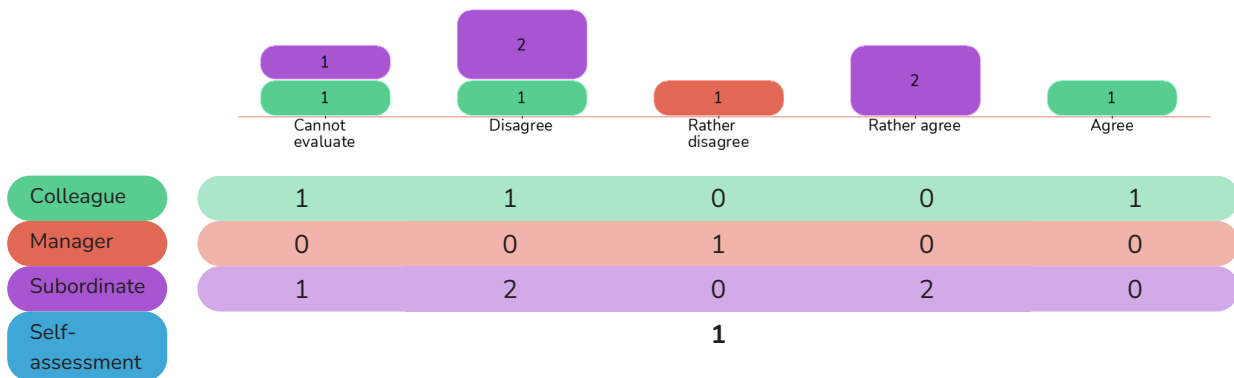
Another important piece of information for you could be a match or a differences in answers of individual evaluators on a given scale. E.g. you can see whether an average value of "3" means that everybody evaluated you the same, with score "3", or whether e.g. some part of evaluators chose the value "2" and a different part of them the value "4". These details can help you to choose your priorities and topics for your further development better and also set specific goals.

### REASONABLY ASSERTS THEIR THOUGHTS, IDEAS, AND NEEDS, BUT NOT AT THE EXPENSE OF OTHERS.

average evaluation for all evaluators: 2.14

importance

3.1 1.0

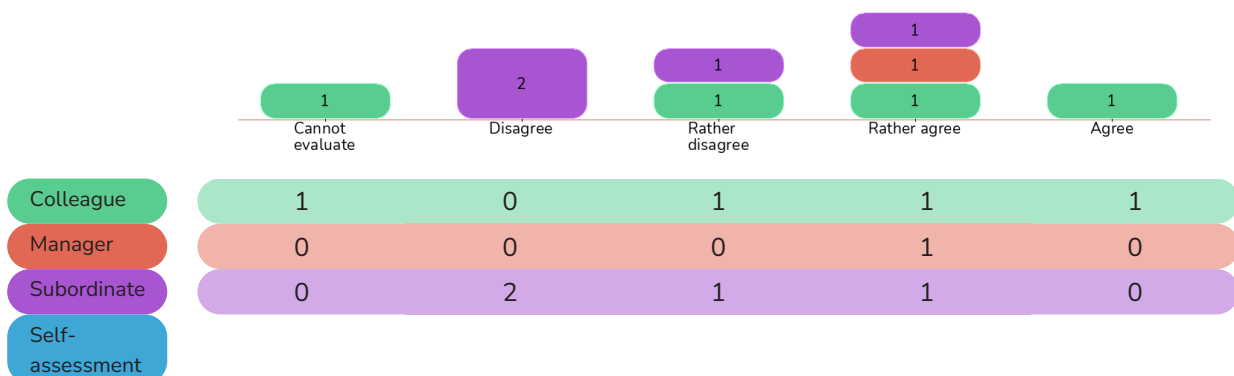


### CAN SAY "NO."

average evaluation for all evaluators: 2.38

importance

2.9 ?

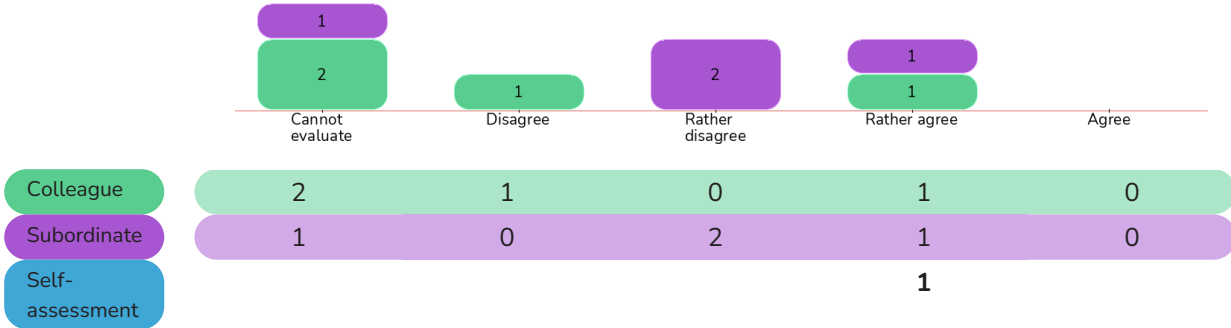


**REACTS APPROPRIATELY TO AGGRESSION OR ATTACK.**

average evaluation for all evaluators: 2.2

importance

2.2 3.0

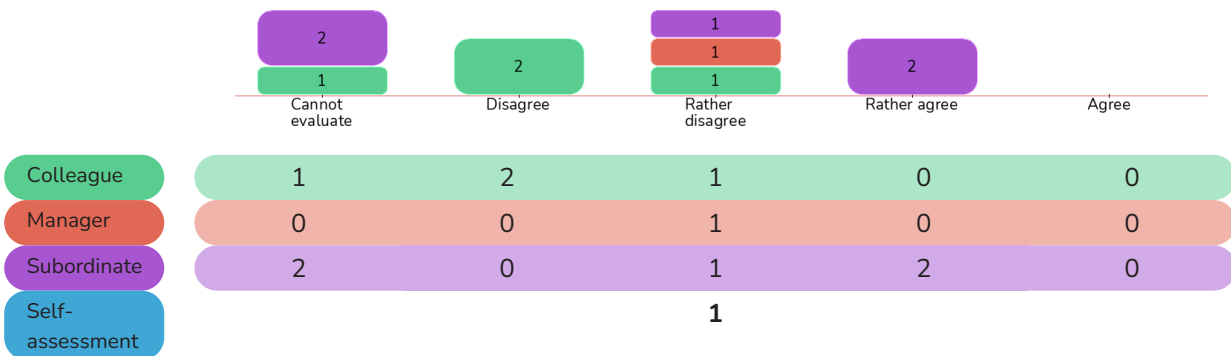


**OPENLY COMMUNICATES WHAT THEY LIKE AND DISLIKE.**

average evaluation for all evaluators: 2

importance

3.3 4.0

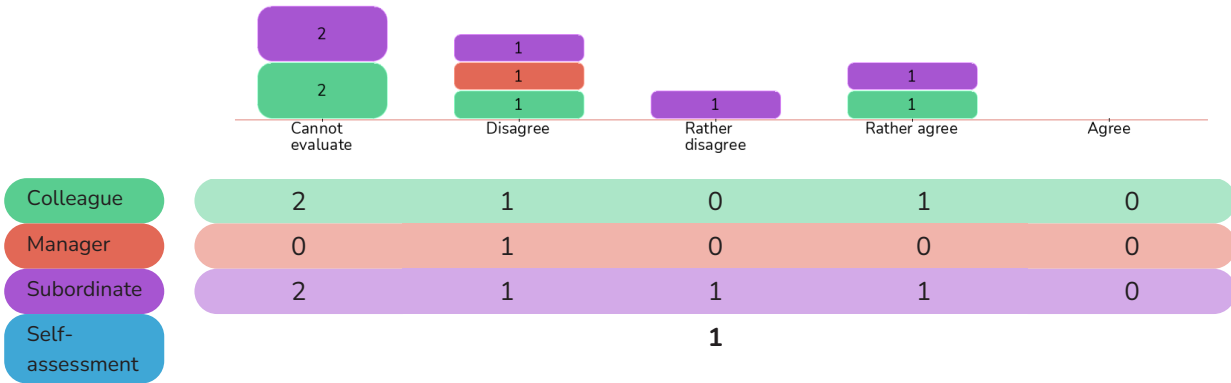


### ACCEPTS CRITICISM AND RESPONDS CONSTRUCTIVELY.

average evaluation for all evaluators: 1.83

importance

3.2 1.0

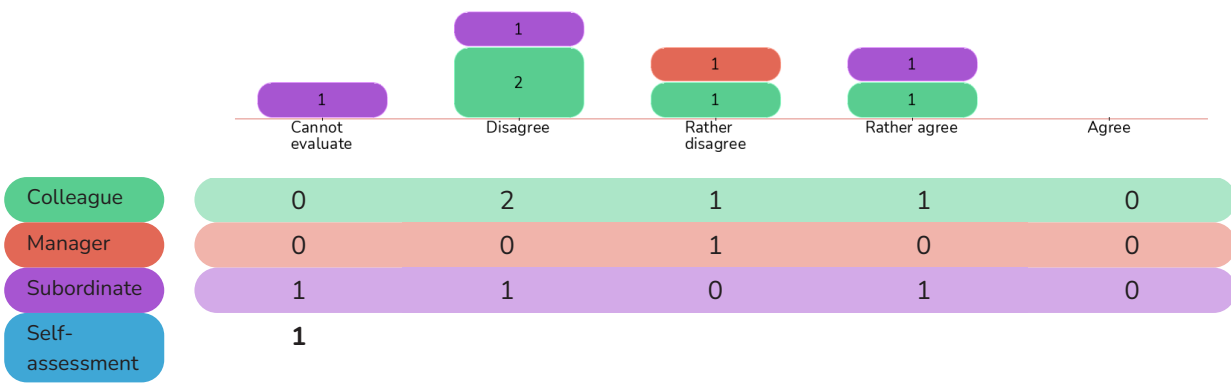


### CAN ASK OTHERS FOR HELP OR FAVORS.

average evaluation for all evaluators: 1.86

importance

2.4 ?

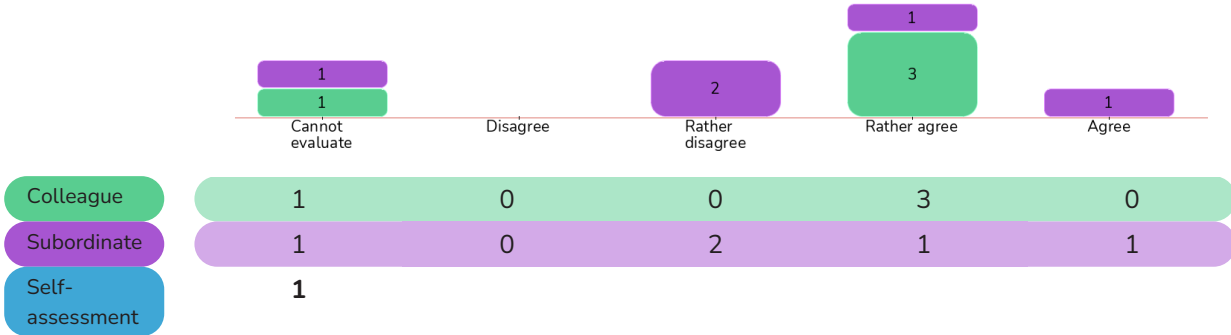


**EVEN IN CHALLENGING SITUATIONS, HAS A POSITIVE AND OPTIMISTIC ATTITUDE.**

average evaluation for all evaluators: 2.86

importance

2.7 ?

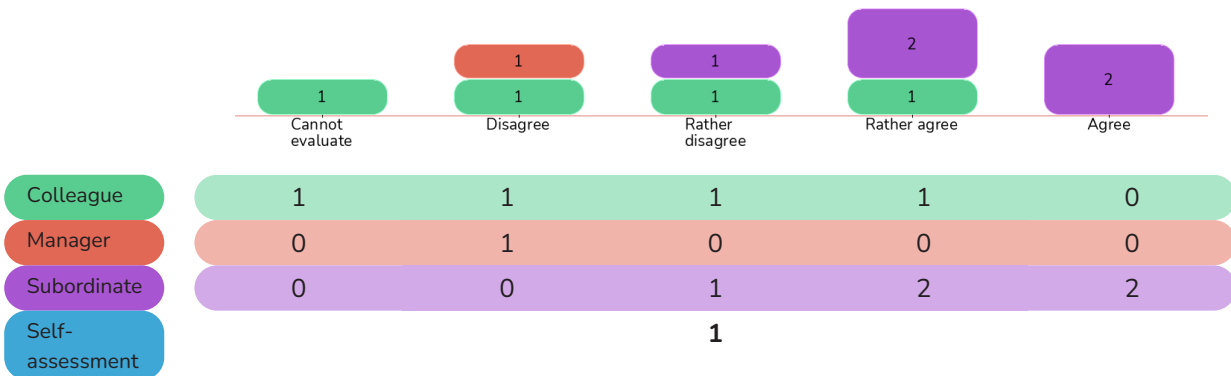


**REMAINS CALM UNDER PRESSURE AND CONTROLS THEIR EMOTIONS.**

average evaluation for all evaluators: 2.56

importance

2.8 3.0

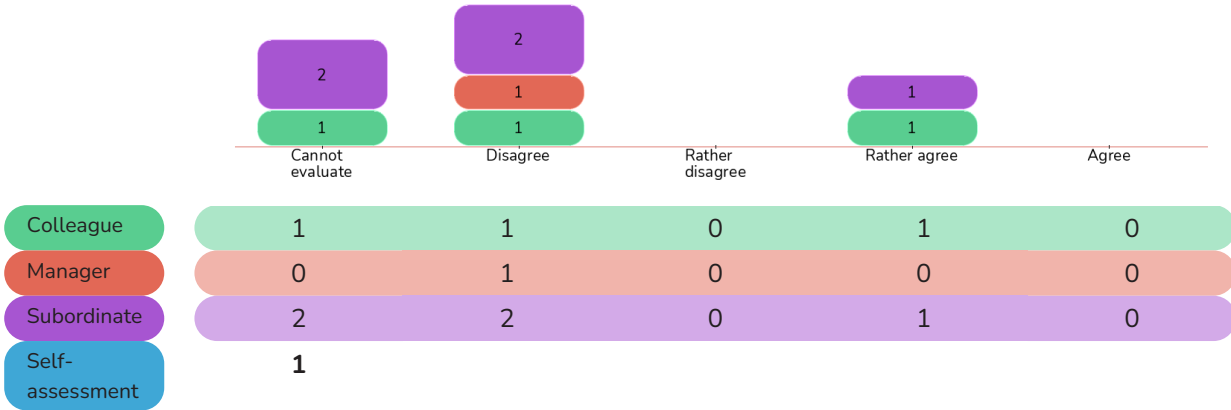


**EXPRESSES EMOTIONS CONSTRUCTIVELY AND IN A WAY THAT IS UNDERSTANDABLE TO PARTNERS.**

average evaluation for all evaluators: 1.67

importance

2.8 ?

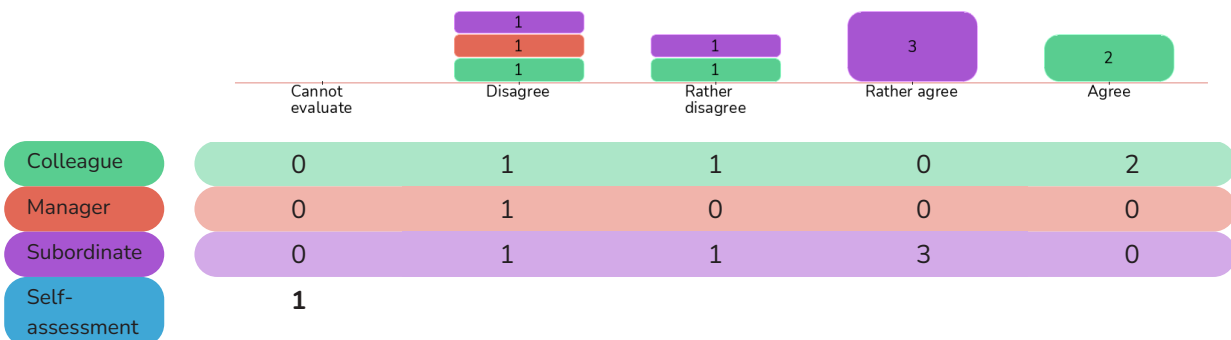


**NAMES AND ACTS ON PRIORITIES.**

average evaluation for all evaluators: 2.4

importance

3.0 ?

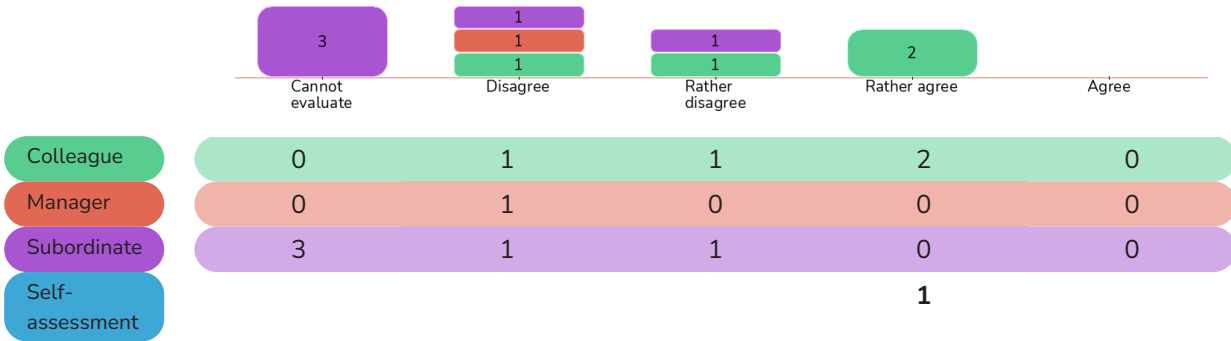


**IN CHALLENGING SITUATIONS, FOCUSES ON THE TASK AT HAND AND IS NOT DISTRACTED.**

average evaluation for all evaluators: 1.86

importance

3.7 1.0

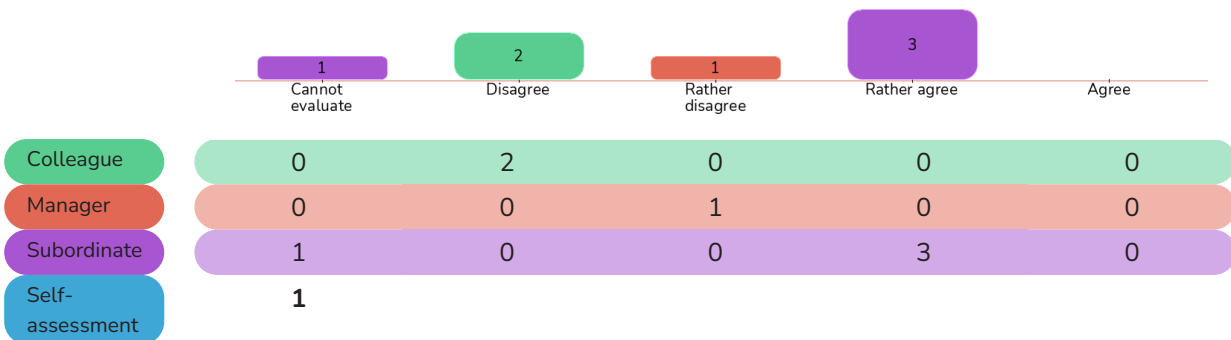


**APPROACHES PROBLEMS PROACTIVELY, AND SEEKS AND PROPOSES SOLUTIONS.**

average evaluation for all evaluators: 2.17

importance

2.7 ?

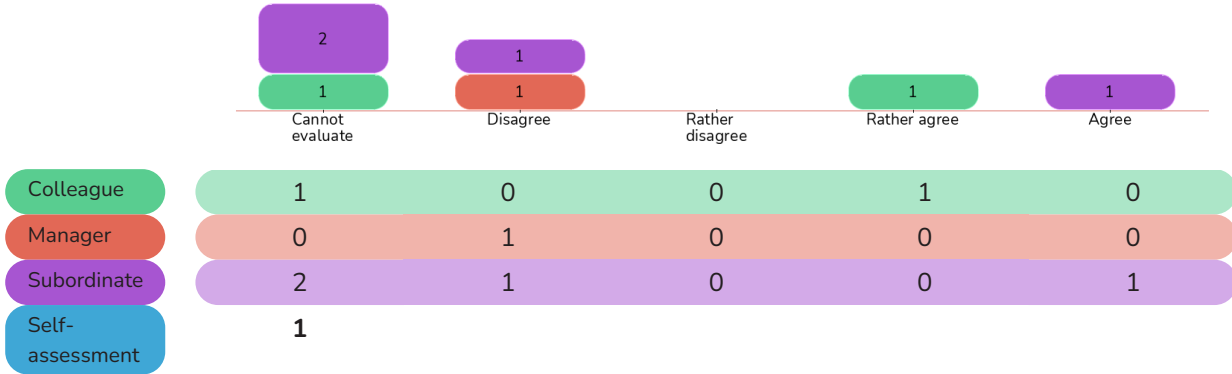


**IS SENSITIVE TO THE EMOTIONS OF OTHERS AND THE ATMOSPHERE IN THE TEAM.**

average evaluation for all evaluators: 2.25

importance

2.7 ?

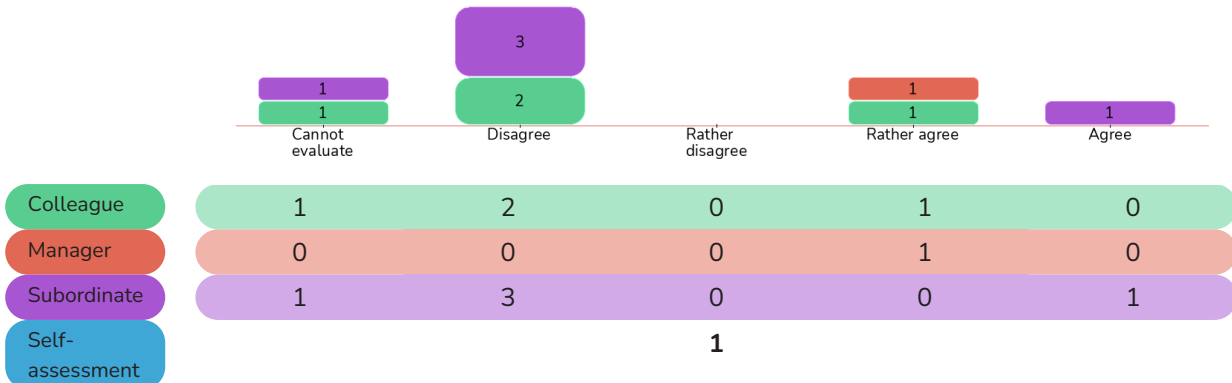


**ANTICIPATES OTHER PEOPLE'S REACTIONS AND ACTS ACCORDINGLY.**

average evaluation for all evaluators: 1.88

importance

2.6 2.0



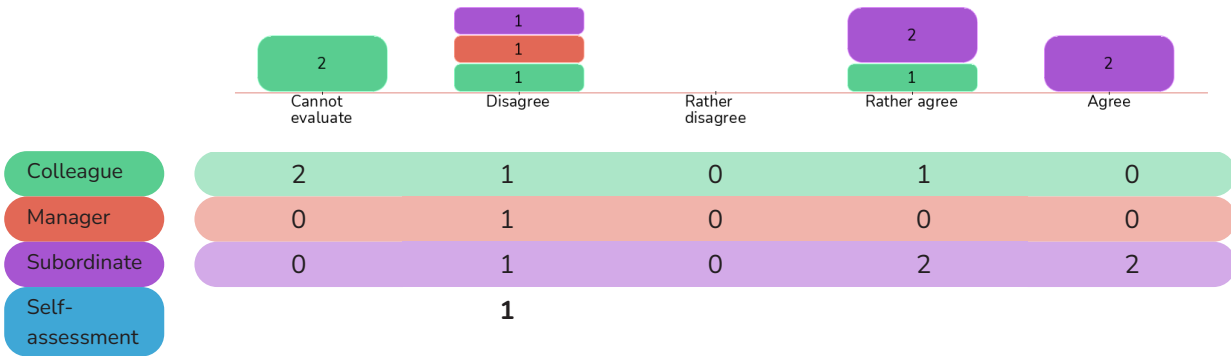


### RESPONDS APPROPRIATELY TO OTHER PEOPLE'S EXPRESSIONS OF EMOTION.

average evaluation for all evaluators: 2.5

importance

2.7 2.0

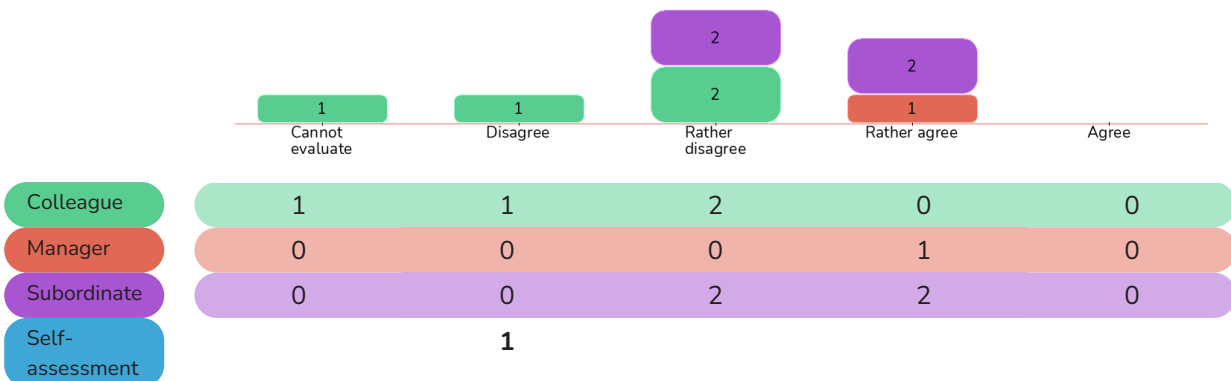


### ACTIVELY LISTENS AND ASKS QUESTIONS.

average evaluation for all evaluators: 2.25

importance

3.4 3.0

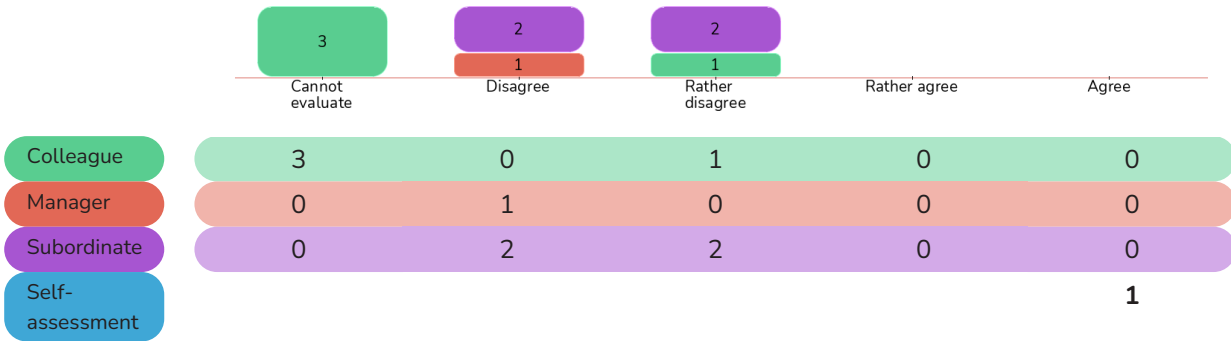


**IS AN ATTENTIVE AND FOCUSED LISTENER.**

average evaluation for all evaluators: 1.5

importance

3.7 3.0

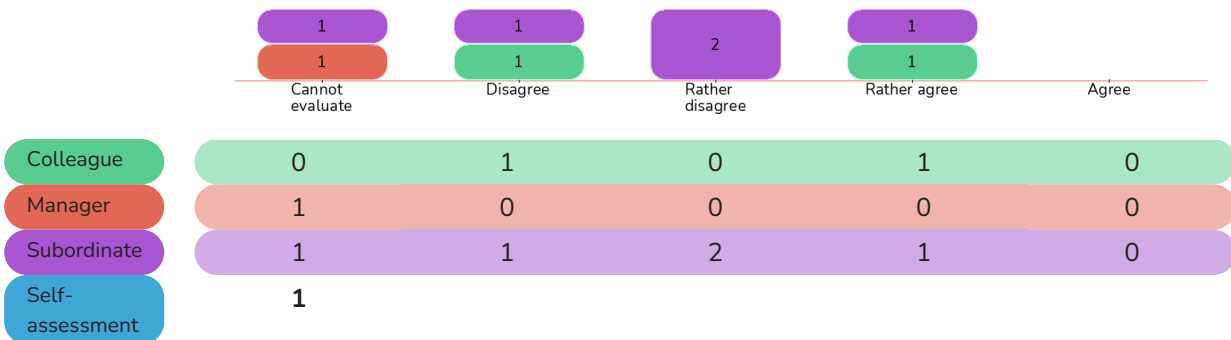


**IS EMPATHETIC AND ABLE TO SEE THINGS THROUGH THE EYES OF OTHERS.**

average evaluation for all evaluators: 2

importance

3.5 ?



**CONTRIBUTES TO GOOD RELATIONSHIPS AND A POSITIVE ATMOSPHERE.**

average evaluation for all evaluators: 2.67

importance

3.7 ?

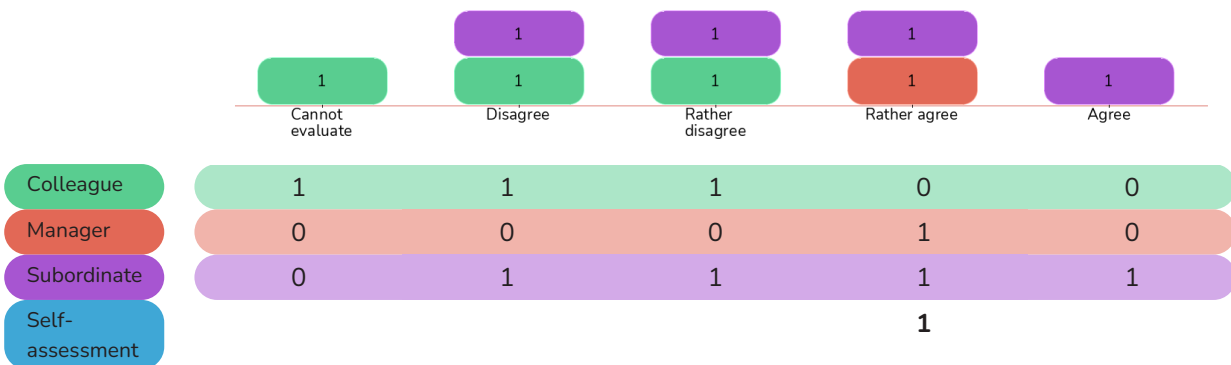


**IS HELPFUL AND WILLING TO GIVE SELFLESS ADVICE.**

average evaluation for all evaluators: 2.29

importance

3.1 4.0

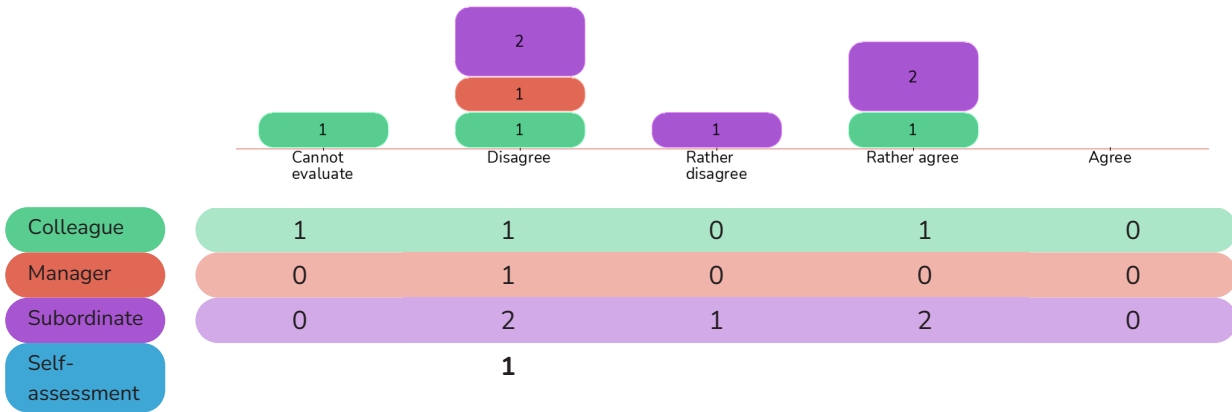


### ACTIVELY PARTICIPATES IN THE TEAM.

average evaluation for all evaluators: 1.88

importance

2.7 4.0

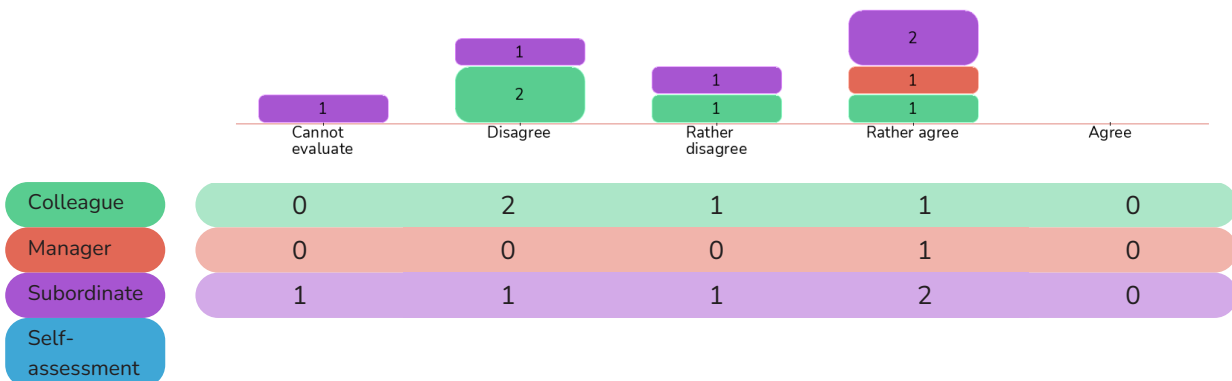


### IS INTERESTED IN OTHERS, THEIR OPINIONS, AND ATTITUDES.

average evaluation for all evaluators: 2.11

importance

3.4 ?

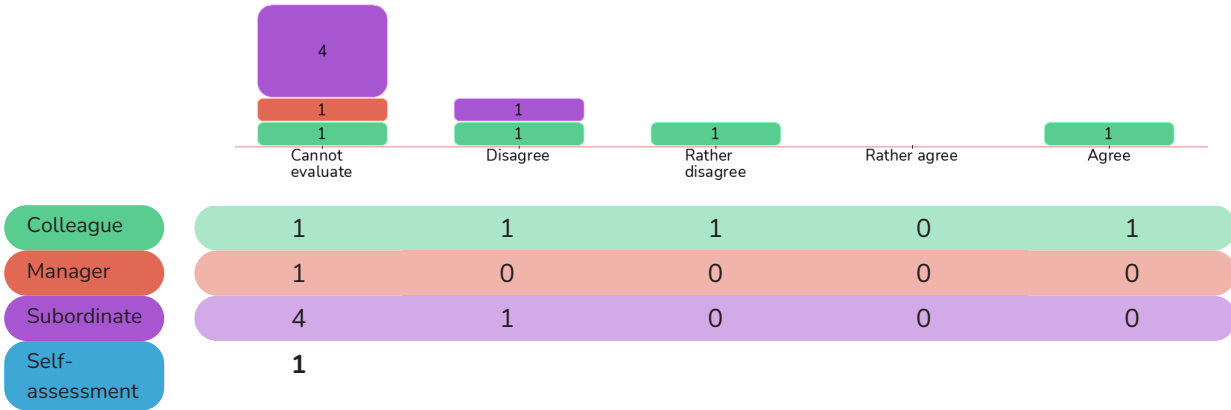


**RESPECTS THE VIEWS OF OTHERS AND WORKS WITH THEM.**

average evaluation for all evaluators: 2

importance

2.2 ?



**ACTIVELY INVOLVES OTHERS IN COOPERATION.**

average evaluation for all evaluators: 2

importance

2.6 2.0

