



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**.

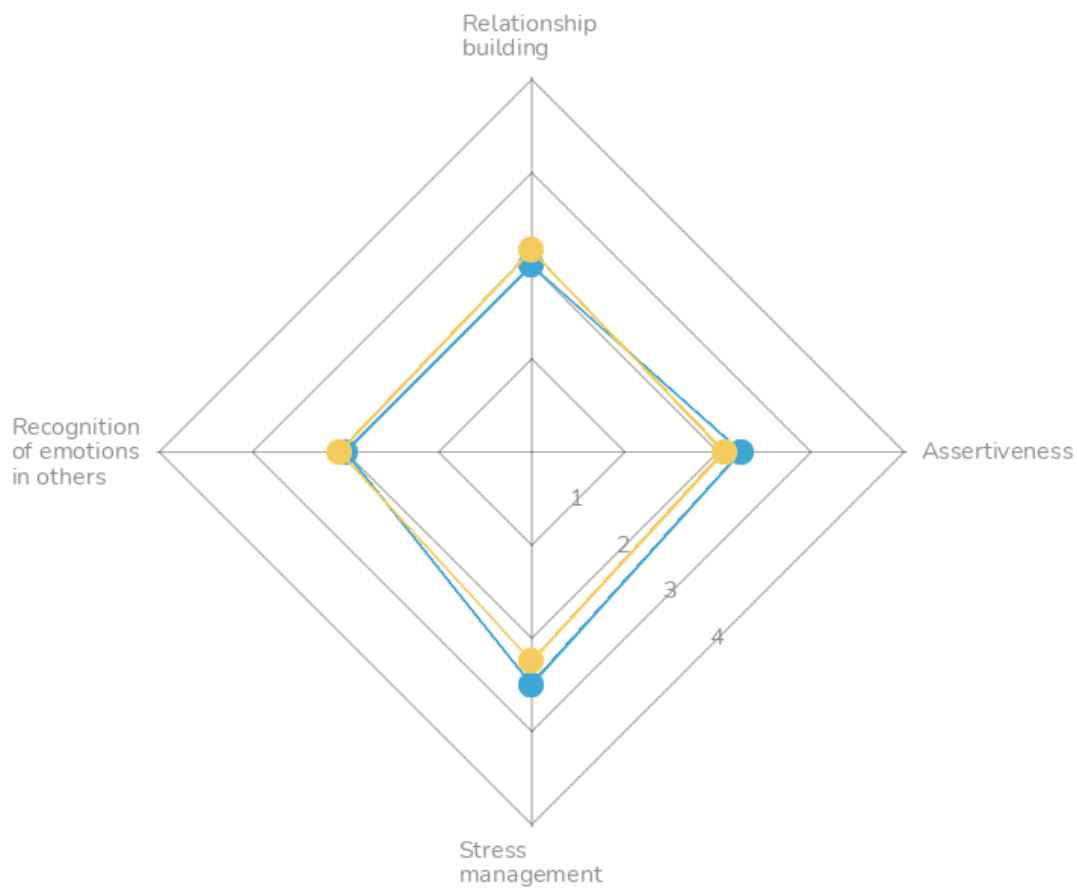
ASSESSMENT OF INDIVIDUAL COMPETENCES

This part of report is aimed at specific competences and gives you basic information about how you evaluate yourself in comparison with those around you.

It is easy to see in the chart, how much your own evaluation of yourself has in common with the views of others. In other words, if you evaluated yourself higher or lower in a certain competence, this difference will be shown here.

If the differences are large, try to think about what could have caused the discrepancies and what you could learn from this analysis.

- Self-assessment
- Feedback from others



The values in the graph show the average for evaluators for a given competence.

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	2.0	2.25	3.0	0.25
2. Assertiveness	2.25	2.3	2.07	2.9	0.18
3. Recognition of emotions in others	2	2.5	2.06	3.1	-0.06
4. Relationship building	2	3.3	2.16	3.0	-0.16
Average rating across competences	2.19		2.14		

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.

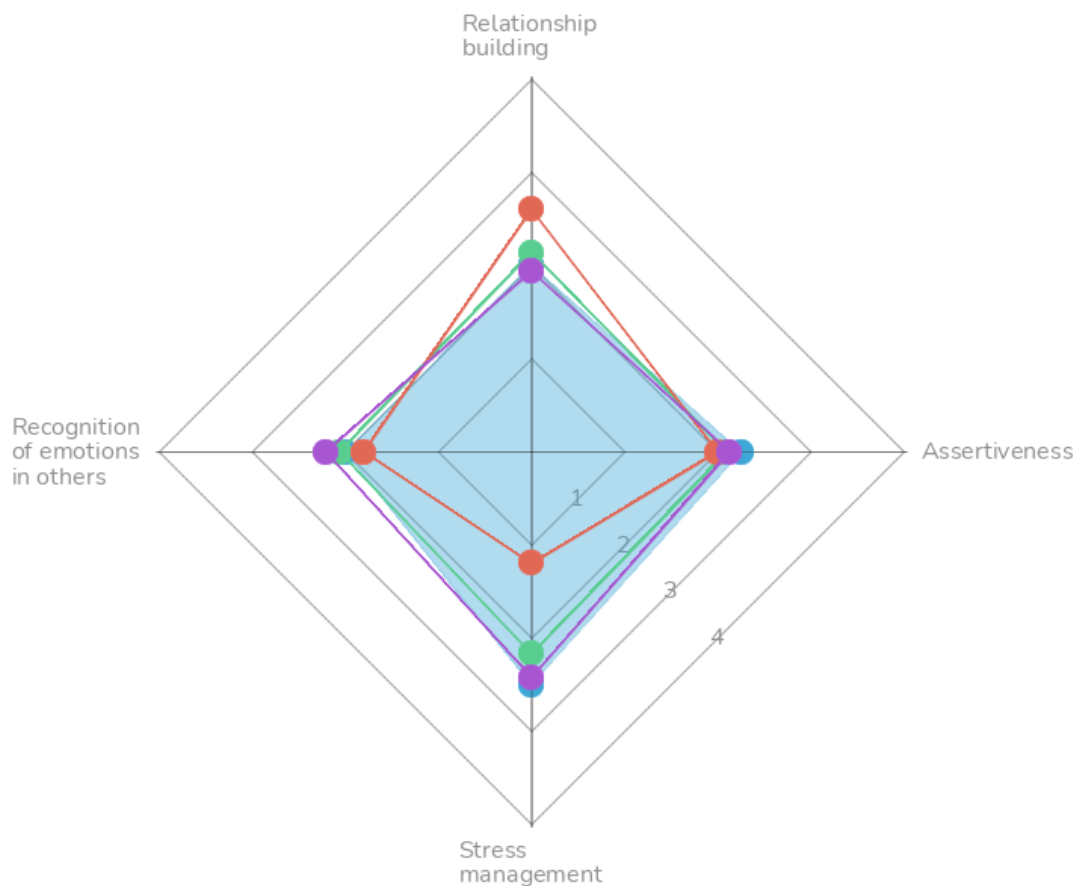
FEEDBACK FROM INDIVIDUAL GROUPS OF EVALUATORS

In the next part, you can look at the differences between the groups of people who evaluated you.

Try to think about why different groups of people perceive you differently and what it is caused by e.g. different experience they have with you, or whether you take a different approach with each of these groups.

It is quite common, but not always necessarily the case, that the evaluations with the largest discrepancies (largest gaps on the evaluation scale) are from superiors, who are not afraid to give more extreme answers on both ends of the evaluation scale and who are used to giving evaluations as a routine part of their role. Subordinates usually choose one of the highest values, because they know their superiors well and are able to appreciate their qualities (although, this is not always the case). For colleagues, it is quite typical that their answers are the nearest to the average value and they tend to choose rather cautious answers.

- Self-assessment
- Colleague
- Manager
- Subordinate







The values in the graph show the average for evaluators for a given competence.

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	2.19	2.12	↓ 1.9	↑ 2.18	

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
-  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

SUMMARY FOR INDIVIDUAL QUESTIONS FOR INDIVIDUAL GROUPS OF EVALUATORS

You will find a summary for all individual evaluated items. Data are shown in charts for following groups of evaluators in this order. If there is no evaluation by the given group of evaluators in the given question, this group will not be shown. This also applies to the choice of the answer I cannot evaluate.

- Colleague
- Manager
- Subordinate
- Self-assessment

ASSERTIVENESS		Number of ratings	importance of ratings
Reasonably asserts their thoughts, ideas, and needs, but not at the expense of others.		2 1 4 1	4.0 2.0 3.0 1.0
Can say "no."		3 1 4 0	3.0 4.0 2.5 ?
Reacts appropriately to aggression or attack.		2 0 3 1	2.0 ? 2.3 3.0
Openly communicates what they like and dislike.		3 1 3 1	3.7 5.0 2.3 4.0
Accepts criticism and responds constructively.		2 1 3 1	2.5 4.0 3.3 1.0
Can ask others for help or favors.		4 1 2 0	2.5 3.0 2.0 ?

STRESS MANAGEMENT

Number importance
of
ratings

Even in challenging situations, has a positive and optimistic attitude.	<p>3 </p> <p>2.75 </p>	<p>3 </p> <p>0 </p> <p>4 </p> <p>0 </p>
Remains calm under pressure and controls their emotions.	<p>2 </p> <p>1 </p> <p>3.2 </p> <p>2 </p>	<p>3 </p> <p>1 </p> <p>5 </p> <p>1 </p>
Expresses emotions constructively and in a way that is understandable to partners.	<p>2 </p> <p>1 </p> <p>1.67 </p>	<p>2 </p> <p>1 </p> <p>3 </p> <p>0 </p>
Names and acts on priorities.	<p>2.75 </p> <p>1 </p> <p>2.4 </p>	<p>4 </p> <p>1 </p> <p>5 </p> <p>0 </p>
In challenging situations, focuses on the task at hand and is not distracted.	<p>2.25 </p> <p>1 </p> <p>1.5 </p> <p>3 </p>	<p>4 </p> <p>1 </p> <p>2 </p> <p>1 </p>
Approaches problems proactively, and seeks and proposes solutions.	<p>1 </p> <p>2 </p> <p>3 </p>	<p>2 </p> <p>1 </p> <p>3 </p> <p>0 </p>

RECOGNITION OF EMOTIONS IN OTHERS

Number importance
of
ratings

Is sensitive to the emotions of others and the atmosphere in the team.	<p>3 </p> <p>1 </p> <p>2.5 </p>	<p>1 </p> <p>1 </p> <p>2 </p> <p>0 </p>
Anticipates other people's reactions and acts accordingly.	<p>1.67 </p> <p>3 </p> <p>1.75 </p> <p>2 </p>	<p>3 </p> <p>1 </p> <p>4 </p> <p>1 </p>
Responds appropriately to other people's expressions of emotion.	<p>2 </p> <p>1 </p> <p>3 </p> <p>1 </p>	<p>2 </p> <p>1 </p> <p>5 </p> <p>1 </p>
Actively listens and asks questions.	<p>1.67 </p> <p>3 </p> <p>2.5 </p> <p>1 </p>	<p>3 </p> <p>1 </p> <p>4 </p> <p>1 </p>
Is an attentive and focused listener.	<p>2 </p> <p>1 </p> <p>1.5 </p> <p>4 </p>	<p>1 </p> <p>1 </p> <p>4 </p> <p>1 </p>
Is empathetic and able to see things through the eyes of others.	<p>2 </p> <p>2 </p>	<p>2 </p> <p>0 </p> <p>4 </p> <p>0 </p>

RELATIONSHIP BUILDING

Number importance
of
ratings

Contributes to good relationships and a positive atmosphere.	<p>3</p> <p>3</p> <p>2.4</p>	<p>3</p> <p>1</p> <p>5</p> <p>0</p>	<p>3.3</p> <p>4.0</p> <p>3.8</p> <p>?</p>
Is helpful and willing to give selfless advice.	<p>1.5</p> <p>3</p> <p>2.5</p> <p>3</p>	<p>2</p> <p>1</p> <p>4</p> <p>1</p>	<p>3.5</p> <p>3.0</p> <p>3.0</p> <p>4.0</p>
Actively participates in the team.	<p>2</p> <p>1</p> <p>2</p> <p>1</p>	<p>2</p> <p>1</p> <p>5</p> <p>1</p>	<p>1.5</p> <p>3.0</p> <p>3.2</p> <p>4.0</p>
Is interested in others, their opinions, and attitudes.	<p>1.75</p> <p>3</p> <p>2.25</p>	<p>4</p> <p>1</p> <p>4</p> <p>0</p>	<p>3.7</p> <p>3.0</p> <p>3.2</p> <p>?</p>
Respects the views of others and works with them.	<p>2.33</p> <p>1</p>	<p>3</p> <p>0</p> <p>1</p> <p>0</p>	<p>2.3</p> <p>?</p> <p>2.0</p> <p>?</p>
Actively involves others in cooperation.	<p>2.25</p> <p>3</p> <p>1.5</p> <p>2</p>	<p>4</p> <p>1</p> <p>4</p> <p>1</p>	<p>3.0</p> <p>2.0</p> <p>2.2</p> <p>2.0</p>