

FINAL REPORT

Multifeedback - team

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INTRODUCTION

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

HOW TO WORK WITH THE RESULTS

The results of the Multifeedback review are meant mainly for you and your future personal development. This review provides feedback about how your external environment sees you. The final report starts with a summary and proceeds to give detailed feedback in individual blocks.

EVALUATED COMPETENCIES

- Solution
- Cooperation

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: 

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



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: 

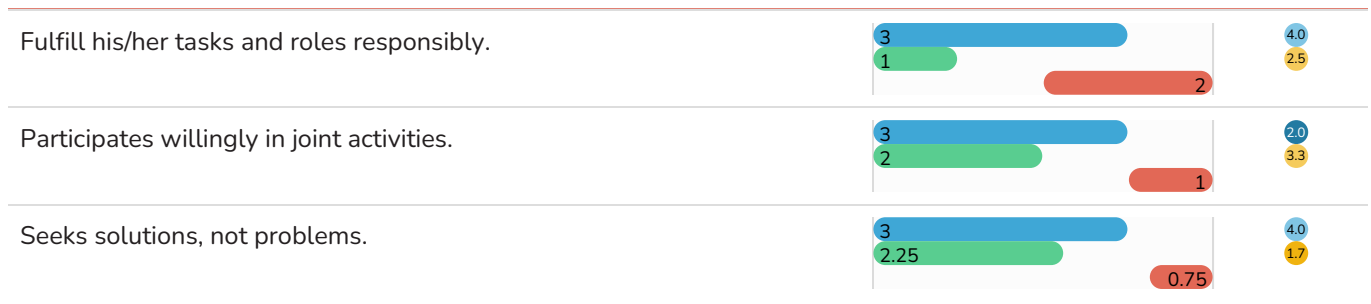
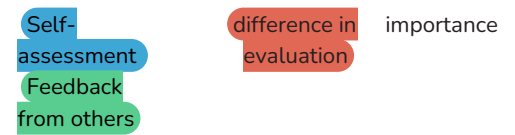
These values are labeled later in this report as "importance".

IN WHAT ITEMS DO OTHERS SEE YOU DIFFERENTLY THAN YOU SEE YOURSELF

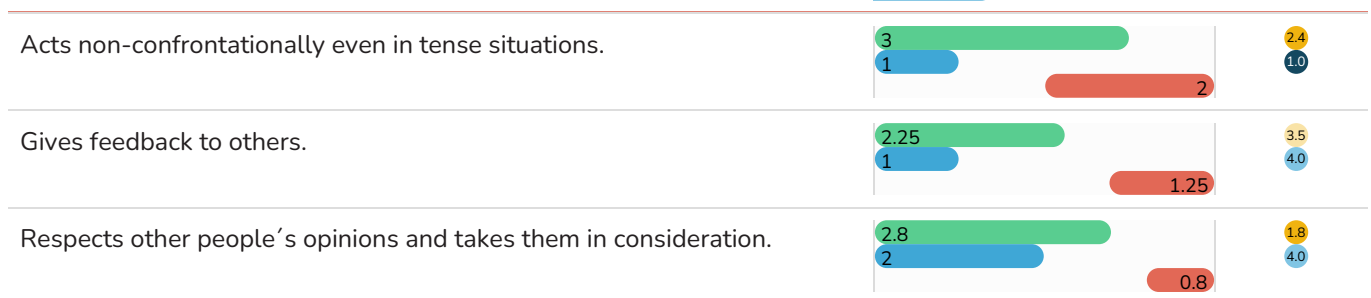
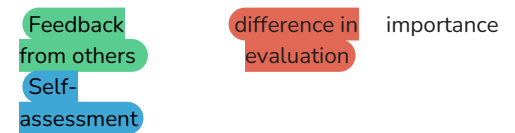
Below, you can find items across competences that show the greatest difference between your self-assessment and evaluations of others. The difference is shown in the charts in red.

Areas in which you evaluate yourself higher than how others perceive you can inspire you to think about why there is such a difference and what can you do in order to align the perception of you and others more.

HIGHER SELF-ASSESSMENT



HIGHER EVALUATION BY OTHERS





ORDER OF COMPETENCES



In this chapter of the report, you can take a closer look at what competences are evaluated better than others by other people and therefore what competences give you solid ground to build on in your future endeavours.

On the other hand, competences that are evaluated lower can steer you in your future development. While thinking about this, please do not forget to consider which competences are those truly important to you and focus especially on them.

YOU RANKED YOUR COMPETENCES IN THIS ORDER:

1.	 Solution	(average 3)	2.8	Multifeedback
2.	 Cooperation	(average 1.75)	2.8	Multifeedback

OTHERS RANKED YOUR COMPETENCES IN THIS ORDER:

1.	 Cooperation	(average 2.8)	2.6	Multifeedback
2.	 Solution	(average 1.98)	2.8	Multifeedback

Your own assessment across all competences is **Equal** (average 2.38) compared to the rating from others (average 2.39)










SUMMARY FOR INDIVIDUAL QUESTIONS

You will find a summary for all individual evaluated items. Data are shown in charts for 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.










Feedback from others

Self-assessment

SOLUTION

		Number of ratings	importance
Fulfill his/her tasks and roles responsibly.	1  3 	2 1	2.5 4.0
Share information willingly and in a timely manner.	2.67  3 	3 1	4.0 1.0
Participates willingly in joint activities.	2  3 	3 1	3.3 2.0
Shares know-how with others and is happy to give advice.	2 	5 0	2.6 ?
Seeks solutions, not problems.	2.25  3 	4 1	1.7 4.0

COOPERATION

		Number of ratings	importance
Helps maintain a good atmosphere.	2.6 	5 0	2.6 ?
Respects other people's opinions and takes them in consideration.	2.8  2 	5 1	1.9 4.0
Acts non-confrontationally even in tense situations.	3  1 	5 1	2.4 1.0
Gives feedback to others.	2.25  1 	4 1	3.5 4.0
Accepts feedback from others and works with it.	3.33  3 	3 1	2.7 2.0

COMPARISON WITH OTHERS - HEATMAP BY COMPETENCES

	Total rating	Solution	Cooperation
X	2.51	2.55	2.47
X	2.46	2.20	2.71
X	2.43	2.85	2.00
Mia Brown - mia.brown@example.com	2.39	1.98	2.80
X	2.2	2.03	2.36
X	2.08	2.18	1.98

1 - Disagree



4 - Agree

COMPARISON WITH OTHERS - HEATMAP BY QUESTIONS



COOPERATION

	Total rating	Helps maintain a good atmosphere.	Respects other people's opinions and takes them in consideration.	Acts non-confrontationally even in tense situations.	Gives feedback to others.	Accepts feedback from others and works with it.
Mia Brown - mia.brown@example.com	2.8	2.60	2.80	3.00	2.25	3.33
X	2.71	3.20	2.60	3.00	2.75	2.00
X	2.47	3.67	2.50	1.80	2.40	2.00
X	2.36	2.40	2.25	2.00	2.50	2.67
X	2	2.00	1.50	1.60	2.50	2.40
X	1.98	2.00	2.80	2.00	1.75	1.33

1 - Disagree



4 - Agree

HUNDREDDOLLARBILL - DISTRIBUTION OF THE AMOUNT

	Imagine you have \$100 to distribute among your team members. How would you divide it? You can also give yourself a gift.		
X	Ø: 33.3		Σ: 200
X	Ø: 30		Σ: 180
Mia Brown - mia.brown@example.com	Ø: 16.7		Σ: 100
X	Ø: 10		Σ: 60
X	Ø: 8.3		Σ: 50
X	Ø: 1.7		Σ: 10

FREE COMMENTS

Imagine you have \$100 to distribute among your team members. How would you divide it? You can also give yourself a gift.

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RECOMMENDATIONS FROM EVALUATORS

In this chapter of the report, you will find comments and recommendations from those who evaluated you.

Approach them as pointers that you could use for your further self-development. It is important that you keep the feedback in perspective, not to take any parts personally and remember that the comments are only the impressions of those who evaluated you. While it is the opinion of another individual that may be useful for you, it is also important to remember that it is not necessary to accept it automatically without reservation.

If the questionnaire had more categories of recommendations, they are then sorted from summaries and general ones to specific ones relating to partial competences or directly to questions. Your own comments are highlighted blue.

RECOMMENDATIONS FROM EVALUATORS RELATING TO THE AREAS COVERED

DO YOU HAVE ANY MESSAGE FOR EVALUATED PERSON?

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