

360° LC™ Führungskräfte Feedback

Beispielgraphiken



Results Overview

This chart shows your competency scores represented by blue bars. The competency scores below are the average values of relevant behaviors calculated from the ratings of others (e.g. Direct Reports, Peers, and Superiors). Self-ratings are not included. Such scores indicated in blue are referred to as Others' Average or OA in the report.

	Competencies	Major improvement needed	Some improvement needed	Good	Excellent
		1	2	3	4
1	Sharing the Vision	2.6			
2	Influence	3.2			
3	Team Building	2.6			
4	Supporting Others	2.4			
5	Innovation	2.4			
6	Delivering Results	3.8			
7	Business Acumen	3.0			

Results Overview by Respondent Categories

You can see the summary of the competency scores (Others' Average) and the average ratings given by each respondent category.

	Competencies	Self	Others' Average	Direct reports	Peers	Superiors
1	Sharing the Vision	3.3	2.6	2.9	2.3	3.0
2	Influence	3.8	3.2	3.6	3.0	2.8
3	Team Building	3.5	2.6	2.4	2.6	3.0
4	Supporting Others	3.0	2.4	2.1	2.4	3.0
5	Innovation	3.5	2.4	3.0	2.3	1.7
6	Delivering Results	3.8	3.8	4.0	3.9	3.0
7	Business Acumen	3.5	3.0	3.5	2.9	2.8

Lowest Rated Behaviors

Behaviors	Categories	Score	Major improvement needed	Some improvement needed	Good	Excellent
			1	2	3	4
Effectively teaches and coaches others	SE	3	[Bar chart showing scores]			
	OA	1.8	[Bar chart showing scores]			
	DR	1.5	[Bar chart showing scores]			
	PE	2.0	[Bar chart showing scores]			
	SU	N/A	[Bar chart showing scores]			
Pushes for cutting-edge and innovative solutions	SE	3	[Bar chart showing scores]			
	OA	1.8	[Bar chart showing scores]			
	DR	3.5	[Bar chart showing scores]			
	PE	1.0	[Bar chart showing scores]			
	SU	1.0	[Bar chart showing scores]			
Is considerate toward other people's feelings	SE	3	[Bar chart showing scores]			
	OA	2.0	[Bar chart showing scores]			
	DR	1.5	[Bar chart showing scores]			
	PE	2.0	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Creates an open and friendly work climate	SE	4	[Bar chart showing scores]			
	OA	2.0	[Bar chart showing scores]			
	DR	1.5	[Bar chart showing scores]			
	PE	2.0	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Creates team building opportunities	SE	3	[Bar chart showing scores]			
	OA	2.0	[Bar chart showing scores]			
	DR	2.0	[Bar chart showing scores]			
	PE	N/A	[Bar chart showing scores]			
	SU	N/A	[Bar chart showing scores]			
Instills in others a sense of purpose behind their work	SE	4	[Bar chart showing scores]			
	OA	2.2	[Bar chart showing scores]			
	DR	2.0	[Bar chart showing scores]			
	PE	2.0	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Open to new ideas and different points of view	SE	4	[Bar chart showing scores]			
	OA	2.2	[Bar chart showing scores]			
	DR	2.0	[Bar chart showing scores]			
	PE	2.3	[Bar chart showing scores]			
	SU	2.0	[Bar chart showing scores]			
Communicates an inspiring vision	SE	3	[Bar chart showing scores]			
	OA	2.2	[Bar chart showing scores]			
	DR	2.0	[Bar chart showing scores]			
	PE	2.0	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			

Abbreviations: SE = Self, OA = Others' Average, DR = Direct reports, PE = Peers, SU = Superiors

Highest Rated Behaviors

Behaviors	Categories	Score	Major improvement needed	Some improvement needed	Good	Excellent
			1	2	3	4
Provides feedback on performance problems in a timely manner	SE	3	[Bar chart showing scores]			
	OA	3.8	[Bar chart showing scores]			
	DR	4.0	[Bar chart showing scores]			
	PE	4.0	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Sets a fast pace work environment	SE	4	[Bar chart showing scores]			
	OA	3.8	[Bar chart showing scores]			
	DR	4.0	[Bar chart showing scores]			
	PE	4.0	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Organized and efficient	SE	4	[Bar chart showing scores]			
	OA	3.8	[Bar chart showing scores]			
	DR	4.0	[Bar chart showing scores]			
	PE	4.0	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Proactively and sufficiently communicates with others	SE	4	[Bar chart showing scores]			
	OA	3.7	[Bar chart showing scores]			
	DR	4.0	[Bar chart showing scores]			
	PE	3.7	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Sets challenging goals with high expectations	SE	4	[Bar chart showing scores]			
	OA	3.7	[Bar chart showing scores]			
	DR	4.0	[Bar chart showing scores]			
	PE	3.7	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Demonstrates excellent business judgment	SE	4	[Bar chart showing scores]			
	OA	3.3	[Bar chart showing scores]			
	DR	3.5	[Bar chart showing scores]			
	PE	3.3	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Shows strong passion for his/her work	SE	3	[Bar chart showing scores]			
	OA	3.5	[Bar chart showing scores]			
	DR	4.0	[Bar chart showing scores]			
	PE	3.0	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			
Effectively persuades others to gain commitment	SE	4	[Bar chart showing scores]			
	OA	3.5	[Bar chart showing scores]			
	DR	4.0	[Bar chart showing scores]			
	PE	3.0	[Bar chart showing scores]			
	SU	3.0	[Bar chart showing scores]			

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