



elemetrik
By Think Talent Services

360 Degree Feedback

Detailed Report

July 2023

Sample Candidate

sample.candidate@example.com

How to use this Report

This report has been prepared using inputs gathered from you and your colleagues through the Survey Questionnaire. The purpose of this Report is to provide you with structured feedback regarding your proficiency on the competencies covered in the Survey. To help you derive maximum value from this report , this section provides information on general layout and content of the full report and provides tips to understand the report better.

Scoring Methodology

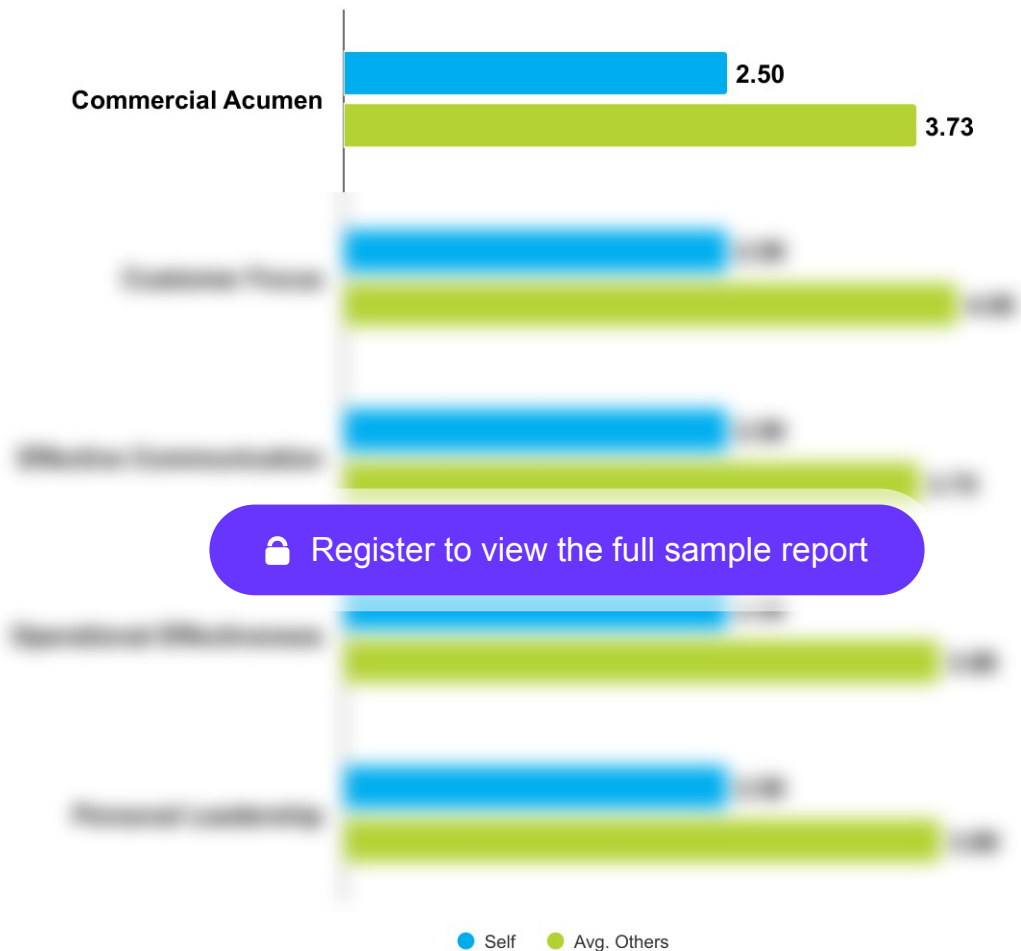
Responses were collected in the Survey using the following response scale. Each Point in the Response scale is given a "Response Score".

The important thing to note is that a higher score represents a stronger proficiency in a particular behaviour or skill.

	Don't know/Not Applicable	Never	Seldom	Sometimes	Often	Always
Response Score	None	1	2	3	4	5

Overall Summary

The self score for each competency is the average of scores you gave yourself on the statements comprising the competency. The Avg. Others score is the average of scores given by all the respondents for the statements comprising each competency.



Potential Strength Areas

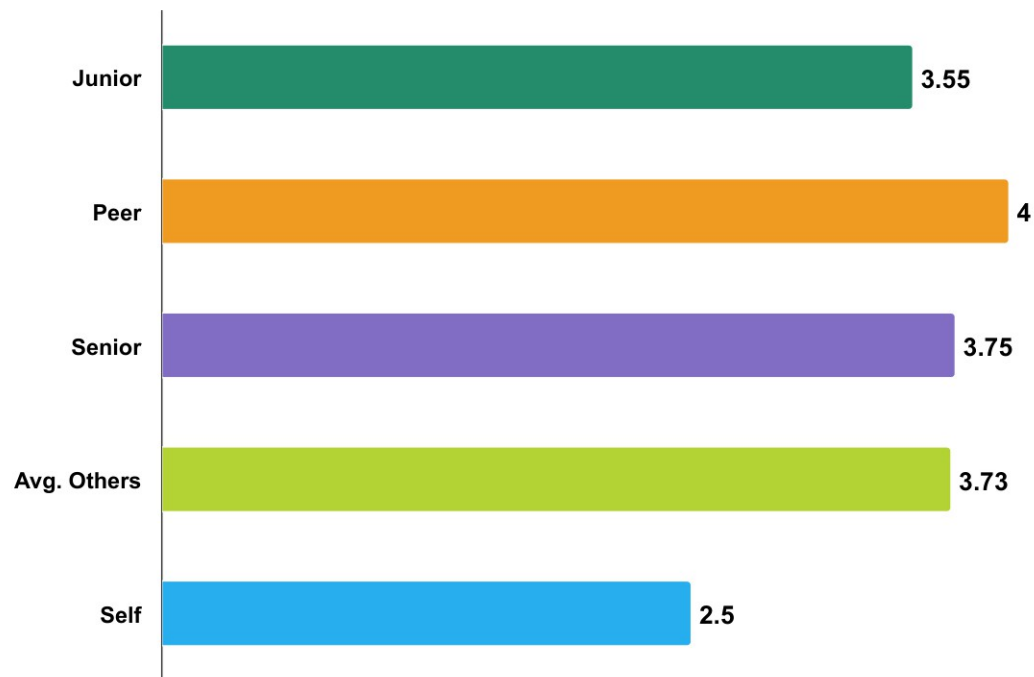
- Accepts responsibility for own action and learns from mistakes (Personal Leadership)

Potential Development Areas

- Listens attentively and seeks to understand the position of others (Effective Communication)

Scores by Competency

Commercial Acumen



Behaviour Statements	Self	Avg. Others	Junior	Peer	Senior
Deploys available budget and resources judiciously to maximize RoI	4	4.00	4.00	3.50	4.50
Identifies and pursues profitable opportunities	3	3.50	3.50	3.50	3.50
Identifies and pursues profitable opportunities	3	3.50	3.50	3.50	3.50
Identifies and pursues profitable opportunities	3	3.50	3.50	3.50	3.50

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Scores by Competency

Summary Table



Competency	Score	Target	Gap	Score	Target
Communication	85	85	0	85	85
Problem Solving	90	90	0	90	90
Teamwork	80	80	0	80	80
Leadership	85	85	0	85	85

Fig. 10 - Sample Score by Competency. This figure shows the candidate's score by competency. The candidate's score is compared to the target score for each competency. The candidate's score is shown in the first column, the target score in the second column, and the gap in the third column.

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Scores by Competency

Writing Competency



Writing Competency	85	90	95	100	105
Writing Competency	85	90	95	100	105
Writing Competency	85	90	95	100	105
Writing Competency	85	90	95	100	105
Writing Competency	85	90	95	100	105

See the full report for more information on the candidate's performance on the Writing Competency. The full report includes a detailed breakdown of the candidate's performance on each item and a comparison to the candidate's performance on the Writing Competency.

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Scores by Competency

Language Fluency



Competency	Score	Target	Score	Target	Score
Speaking	95	100	100	100	100
Writing	100	100	100	100	100
Reading	100	100	100	100	100
Listening	100	100	100	100	100
Grammar	90	100	100	100	100

Notes: The scores are based on the candidate's performance on the test. The scores are based on the candidate's performance on the test. The scores are based on the candidate's performance on the test.

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Scores by Competency

Personal Competency



Competency	Score	Target	Score	Target	Score
Self-Awareness	100	100	100	100	100
Empathy	100	100	100	100	100
Resilience	100	100	100	100	100
Emotional Regulation	100	100	100	100	100
Social Skills	100	100	100	100	100

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See the full report for more information on the candidate's performance and the application process. The report includes a detailed analysis of the candidate's strengths and areas for improvement, as well as a comparison to the application process.

Gap Analysis

360 Survey report represent "perceptions" of other colleagues on different elements of work-related behaviour. By highlighting the gap between your self-scores and the scores given by others on different statements, this section helps you identify potential blind spots where there are significant gaps between your own perception of your proficiency and the perception of others.

The statements in the table have been arranged based on the size of the gap between self & other scores with the statements having the highest positive gaps (where self-score is higher than average score of others) at the top end of the table.

The statements with high positive gaps (gap of more than +0.5) are potential blind spots – areas where others perceived you as being less proficient than your own perception. The statement with high negative gaps (gap of more than -0.5) are potential hidden strengths – areas where others perceived you as being more proficient than your own perception.

Behaviour Statements	Self	Avg. Others	Gap
Comes up with practical solutions to problems (Operational Effectiveness)	4.00	3.83	0.17
Deploys available budget and resources judiciously to maximize RoI (Commercial Acumen)	4.00	4.00	0.00
Understands organizational and regulatory environment, identifies opportunities	4.00	4.00	0.00
Implements, communicates, manages and monitors all customer experience touch	4.00	4.00	0.00
Manages customer service requests in a timely, fair, consistent touch	4.00	4.00	0.00
Has a strong, open relationship with sales in customer experience (Business Understanding)	4.00	3.75	0.25
Manages responsibility to all stakeholders for customer experience delivery	4.00	4.00	0.00
Has strong knowledge of all sales, service, operational touch	4.00	4.00	0.00
Has strong business process knowledge (Management)	4.00	4.00	0.00
Manages change in delivery of all operational touch	4.00	3.75	0.25
Has customer service touch all delivery in delivery touch	4.00	4.00	0.00
Manages customer service touch	4.00	4.00	0.00
Manages customer service touch in a timely, fair, consistent touch	4.00	4.00	0.00
Implements, communicates, manages and monitors all customer experience touch	4.00	4.00	0.00
Has a strong, open relationship with sales in customer experience (Business Understanding)	4.00	4.00	0.00
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Has strong knowledge of all sales, service, operational touch	4.00	4.00	0.00
Has strong business process knowledge (Management)	4.00	4.00	0.00
Manages change in delivery of all operational touch	4.00	4.00	0.00
Has customer service touch all delivery in delivery touch	4.00	4.00	0.00
Manages customer service touch	4.00	4.00	0.00
Manages customer service touch in a timely, fair, consistent touch	4.00	4.00	0.00

Subjective Comments

Following are feedback comments shared by your colleagues.

1. What would you like this person to start doing more going forward?

- Better communication
- Try to guide your peers more

2. What would you like this person to do less or stop doing going forward?

- To be more direct
- Stop making assumptions
- Listen more
- Speak more
- Be
- To be more consistent
- To be more
- Be

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