



Multi Rater Feedback Report

Mr.Narayanan - E 9009

Table Of Contents

1. Introduction.....	3
2. Competencies	4
3. Summary.....	5
4. Detailed Report Section.....	7
5. Qualitative Feedback.....	11
6. Strengths & Improvement Areas.....	12
7. Individual Development Plan.....	13

Introduction

The individual report summarizes the Multi Rater Feedback that you, your Peers, direct Reports and Managers recently completed. The performance scores you received are presented in graphs and numeric scales on the pages that follow.

What is Multi Rater Feedback?

Multi Rater Feedback , also known as "360-degree feedback," or "multisource feedback," is feedback that comes from all around an employee. "360" refers to the 360 degrees in a circle, with an individual figuratively in the center of the circle. Feedback is provided by direct reports, peers, and managers. It also includes a self-assessment and, in some cases, feedback from external sources such as customers and suppliers or other interested stakeholders.

Multi Rater Feedback increases individual self-awareness, and as part of a strategic organisational process can promote:

- Increased understanding of the behaviours required to improve both individual and organisational effectiveness
- More focused development activities, built around the skills and competencies required for successful organisational performance
- Increased involvement of people at all levels of the organisation
- Increased individual ownership for self-development and learning
- Increased familiarity with the implications of cultural or strategic change

List of Competencies

This report provides you with a summary of the scores from your managers and those respondents who have responded to the online 360 degree feedback questionnaire. These scores are summarised for each of the following 7 competencies

categories:

1. Analytical Thinking
2. Change Leadership
3. Communication
4. Conflict Management
5. Creative Thinking
6. Customer Focus
7. Decision Making

Rating Scale

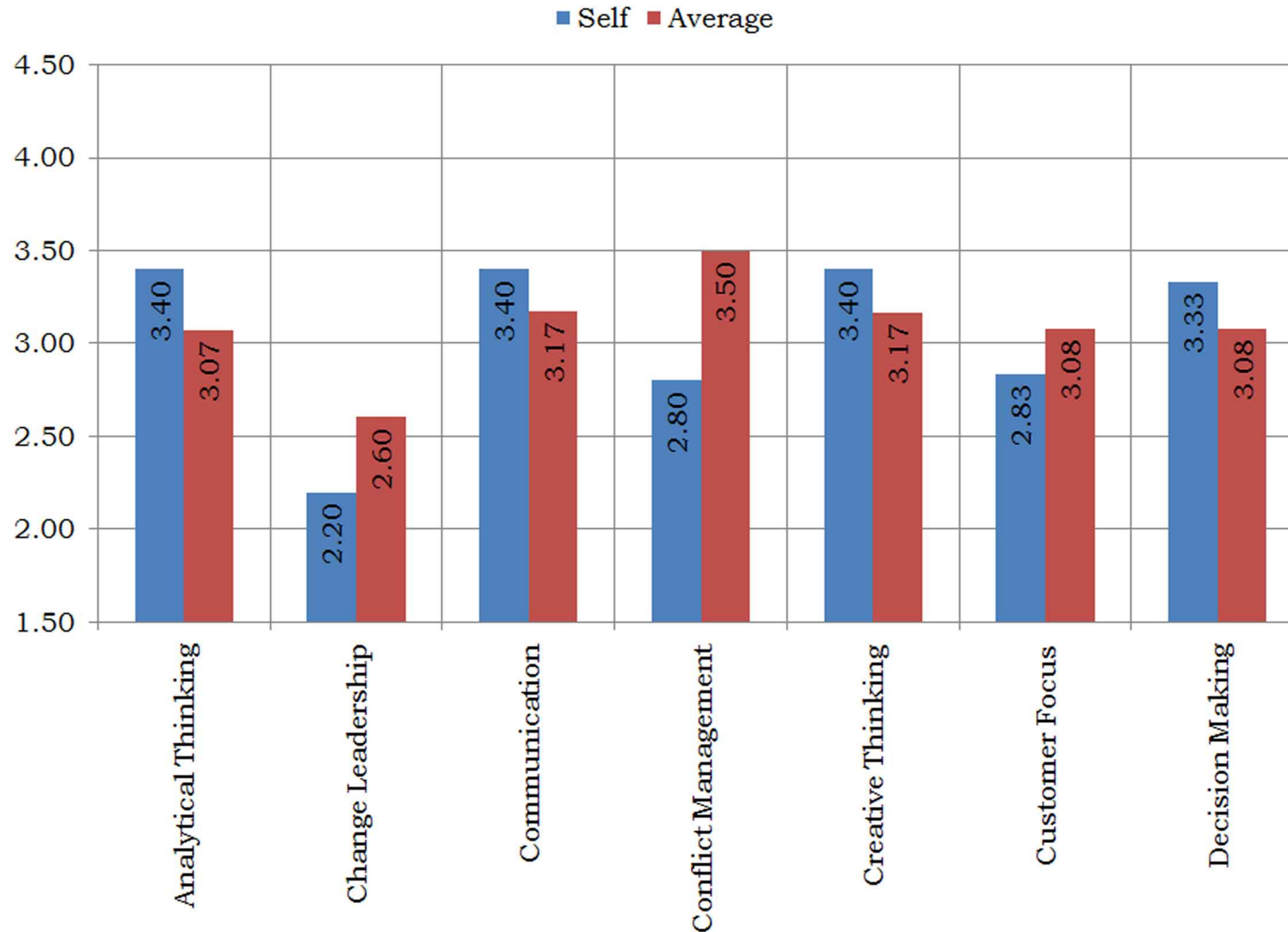
The scores you received are presented in graphs and numeric scales on the pages that follow. Scores are determined by the 5-point scale

- 1 – Strongly Disagree
- 2 – Disagree
- 3 – Neutral
- 4 – Agree
- 5 – Strongly Agree

The feedback report highlights the strength and opportunities for future development. The following descriptions will help interpret the results.

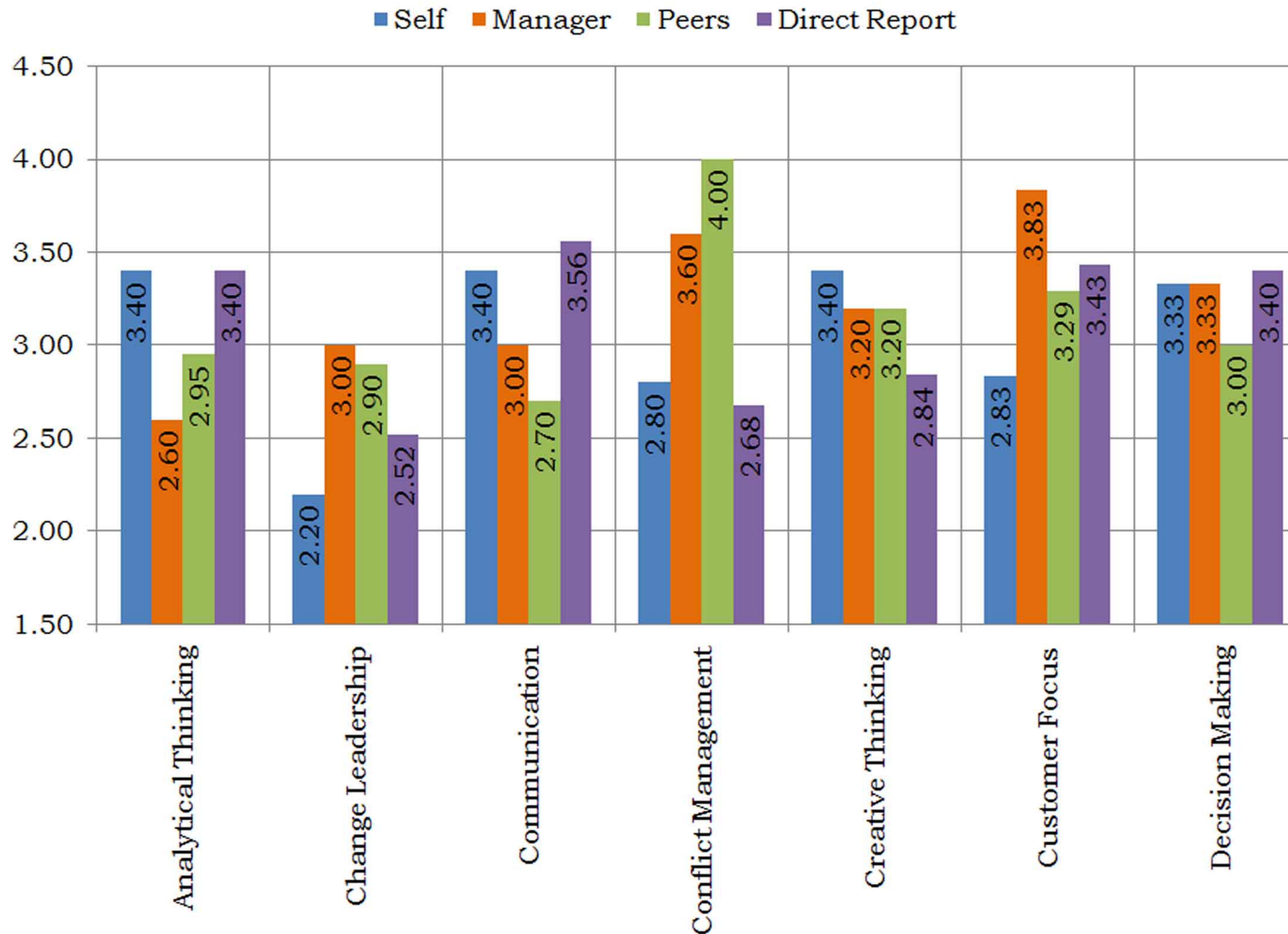
Summary

This section provides a summary of results for all competencies. It compares your ratings versus the average of your rater group (Peer, Reportee and Supervisor) ratings for each competency.



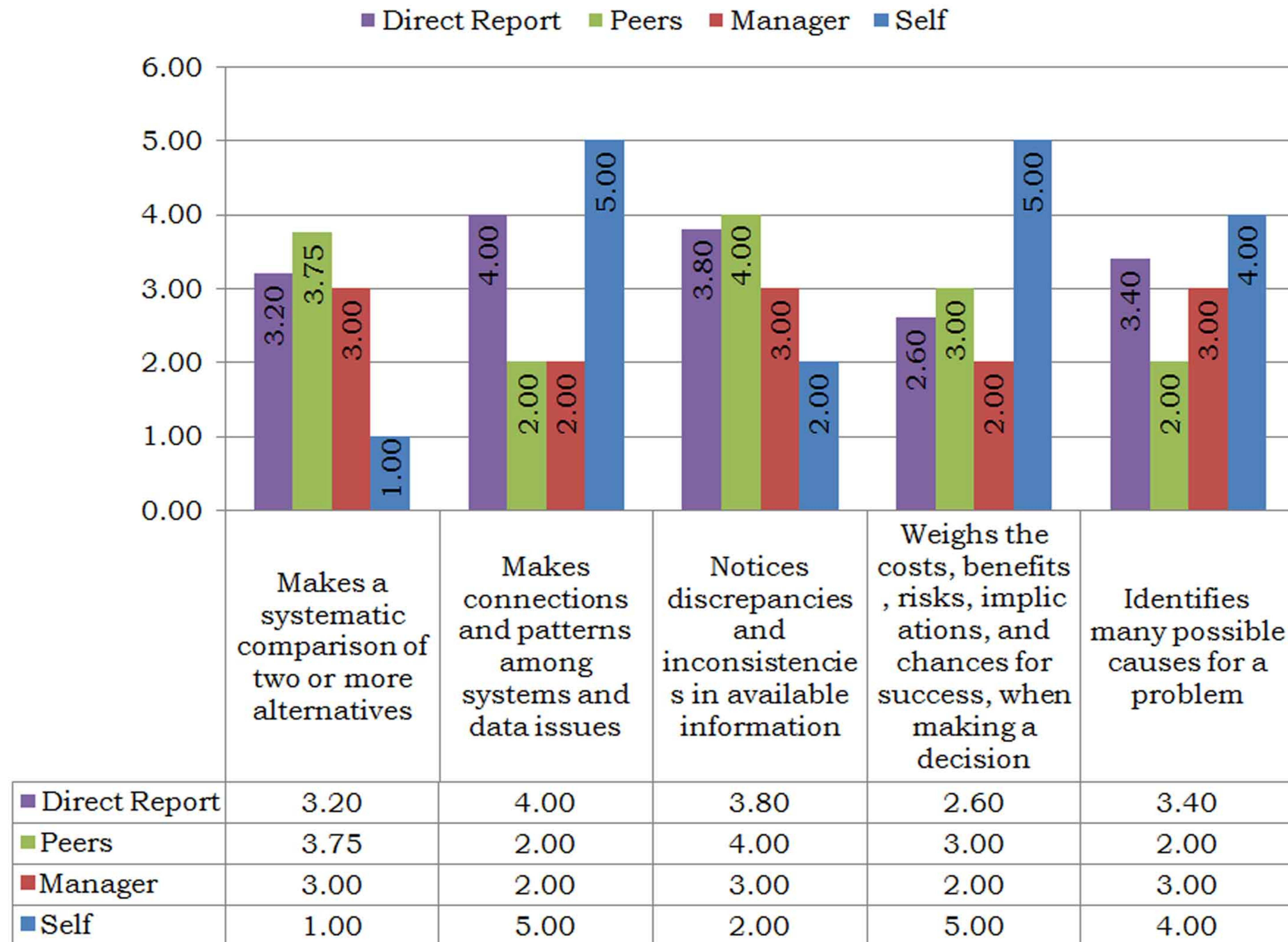
Rater Group Summary

This section provides a summary of results for all competencies. It compares your ratings versus the rating of your rater group Manager, Peers and Direct Reports for each competency.



Competency: Analytical Thinking

Definition: Approaching a problem by using a logical, systematic, sequential approach.



Qualitative Feedback

Strengths

- Think of solution rather problem
- Able to take pressure
- Passion for sales, enthusiasm, taking challenges, adaptability
- Build and Maintain Strong Relationship with Customer & Negotiation Power & People Development ...
- Taking initiatives, positive thinking
- Negotiation, Interaction, Attentive, Confident
- Having a clear vision about what we want to achieve
- He willingly shares his experiences and thoughts. Is able to take the team to achieve the company's goals

Development Needs

- Listen to new Ideas from team or else accept reality & go ahead
- Further improve on listening skills and communication. Lead with examples
- Handle immediate superior more effectively
- Challenge the existing ways of doing things
- Needs to listen to his own team members/seniors before jumping to any conclusions
- Needs to think logically as to why a certain thing is said or done. Also needs to look at the larger picture on certain critical issues and convince people who report to him
- Guide and motivate his reportees

Strengths & Improvement Areas

Deploy your strengths

This section shows those competencies in which others have rated you very high

Competency	Average
Conflict Management	3.50
Communication	3.17

Areas to Improve

This section shows those competencies in which others have rated you very low.

Competency	Average
Change Leadership	2.60
Analytical Thinking	3.07

Hidden Strength

Hidden Strength is defined as a skill or competency where you rated yourself much lower than others rated you. The difference in ratings indicates that you may not realize how people perceive your skills in these areas. Top two items which has major difference between you and others rating are listed below from the largest difference to the smallest difference.

Competency	Self	Average	Difference
Conflict Management	2.80	3.50	0.70
Change Leadership	2.20	2.60	0.40

Individual Development Plan for: Mr.Narayanan

Directions:The form below is provided to help you plan for your development. Work on the suggested items that appear in the blue stripe below or choose other items to focus on. Establish plans that balance the needs and resources of the organization with your personal goals. Share the completed plan with your manager or supervisor.

Developmental Area: Change Leadership		Score: 2.60	
Action Plan:		Goals and Time Frame:	
Developmental Area: Analytical Thinking		Score: 3.07	
Action Plan:		Goals and Time Frame:	

Protégé Signature

Mentor Signature