JIƏStir

Feedback Report

Created for Sample Demo
Survey Type - Multi-Rater Survey
Report created on 15 Dec 2020
Powered by SelfStir for [Company Name]

Report Overview

Rater Participation

The following raters were invited to participate in your 360 degree feedback survey.

- 10 Total Raters
- 3 Peer(s)
- 1 Manager(s)
- 3 Direct Report(s)
- 3 Other(s)

Rater Information

This section lists the raters who accepted to rate you and who completed the survey.

Context Description

This section is taken from the description that you gave in describing your context at the time of the survey.

Competencies

This section lists the selected competencies in the survey.

Competency Summary Results

This section provides an overall summary of your competency results showing your rating versus all other raters.

When completing the survey, you and your raters responded to statements using the following rating scale:

N/A - Not applicable for this individual in their current role

1 - Strongly Disagree

2 - Disagree

3 - Neutral

4 - Agree

5 - Strongly Agree

Detailed Competency Scores

This section provides a detailed view of each competency and its statements showing the results of your raters grouped by relationship including yourself. Next to each statement scores graph, you will also see another graph representing the spread of the raters response distribution. This graph includes all the raters except your own rating. You will also find the open-ended responses here.

Highest/Lowest Rated Statements

This section contains the five highest and five lowest rated statements.

Blind Spots and Hidden Strengths

Blind spots refer to competencies where others rated you significantly lower than you rated yourself. Hidden strengths refer to competencies where others rated you significantly higher than you rated yourself.

Continue Your Development

If available, this section provides you with recommendations that would get you started on developing your competencies. You can find a greater selection to choose from by visiting the Recommendations page where you can view a list of all the recommendations as well as be able to filter based on your preferences.

Rater Information

First name	Last name	Email	Relationship
Robert	Wilson	rwilson@selfstir.com	Peer
Sam	Garcia	sgarcia@selfstir.com	Peer
Sarah	Johnson	sjohnson@selfstir.com	Peer
Amanda	Brown	abrown@selfstir.com	Manager
Diana	Miller	dmiller@selfstir.com	Direct Report
Janet	Davis	jdavis@selfstir.com	Direct Report
Jerry	Baker	jbaker@selfstir.com	Direct Report
Gloria	Barnes	gbarnes@selfstir.com	Other
Xiu	Ying	xying@selfstir.com	Other
Noah	Woods	nwoods@selfstir.com	Other

Context Description

After being promoted 9 months ago to a team lead role, I am now taking part in an internal leadership development program aimed at building my leadership competencies.

Competencies

Core competencies

Core competencies are for everyone in all walks of life. They provide skills that help you live your life with honor and dignity, and provide you with the basics for success in every context you are in.

• Openness

• Communication

I lead myself

These competencies are selected to help you learn to work with yourself and others. Having these provides you with the foundations to successfully move to higher levels of leading people.
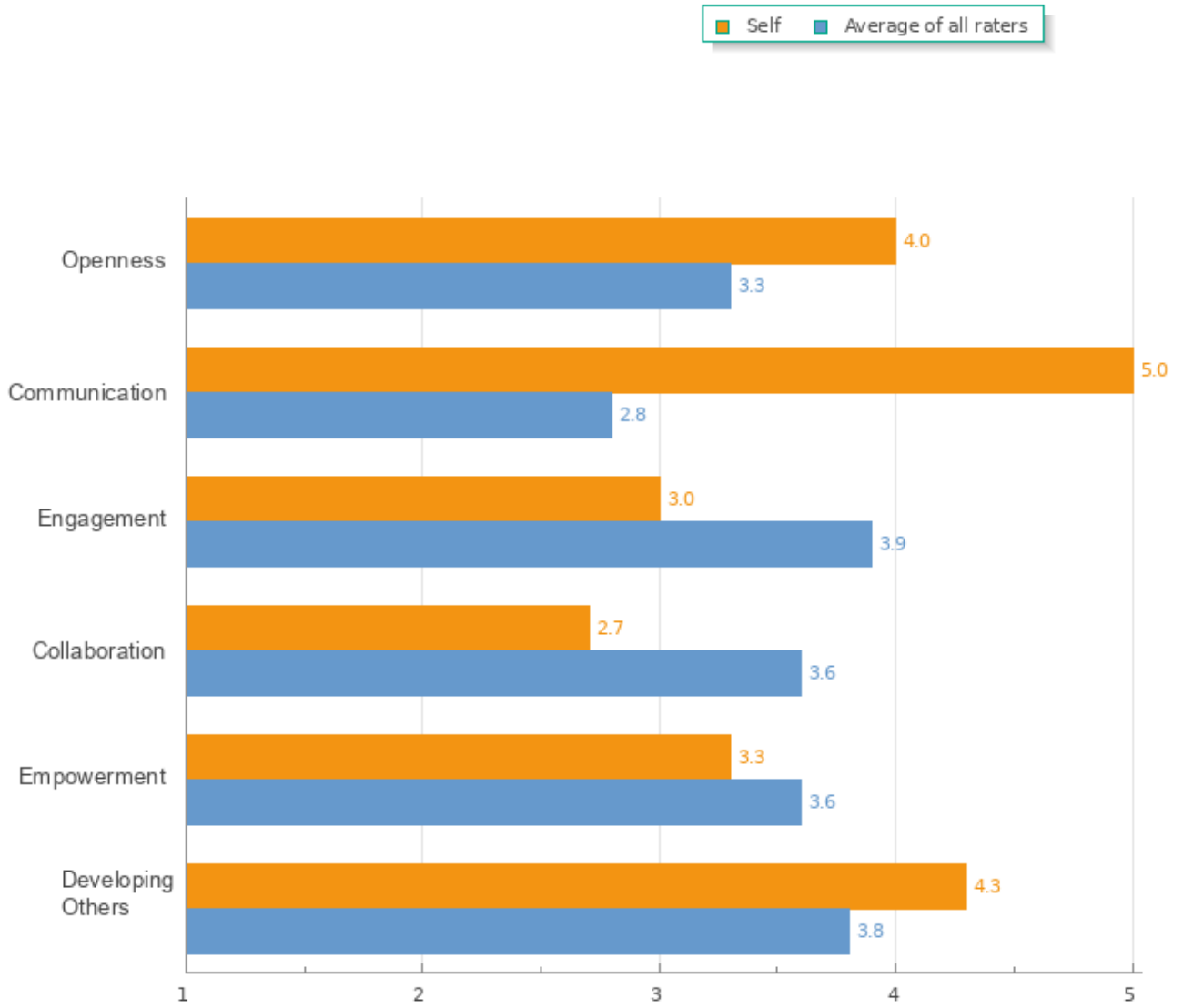
• Engagement

• Collaboration

I lead people

These competencies help individuals who are managing and leading teams in their organizations. They provide the foundations of working with people who report to them and managing the dynamics in a team environment.

• Empowerment

• Developing Others

Competency Summary Results

Detailed Competency Scores
Openness

Openness is the ability to be transparent and share your feelings, beliefs, knowledge, and thoughts with others, encouraging open and honest two-way communication. It means being approachable, welcoming feedback, and having the strength to be vulnerable.

Behaviors that reflect openness are the willingness to share thoughts and feelings, beliefs and knowledge, to be vulnerable where appropriate and with the right people, and being approachable. People who exhibit these behaviors foster an environment where two-way communication, listening, and discussion are the norm, and where freedom of expression is paramount.

On the other hand, one would need development in this area when one has the tendency to be unapproachable, detached, and uncommunicative, as well as being unwilling to be vulnerable and acknowledging imperfections. People who have these tendencies are hard to approach and hard to understand, fostering a climate where people feel like they are not being listened to, and where communication is one-way.
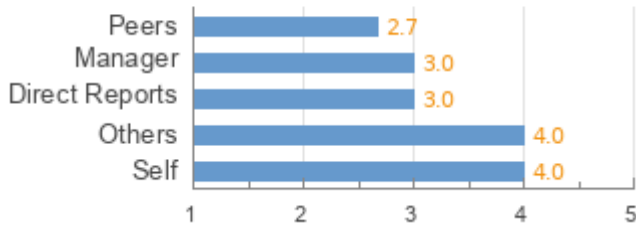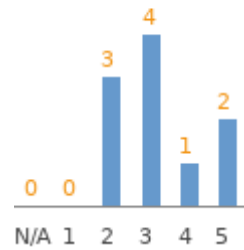
Competency Average

Rater	Score
Peers	3.1
Manager	3.0
Direct Reports	2.7
Others	4.1
Self	4.0
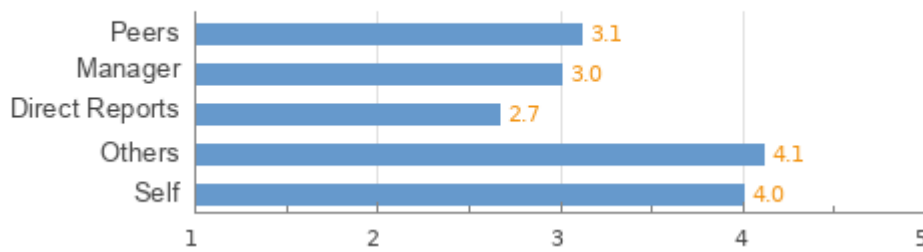
Avg Raters

3.3

I openly share my thoughts and feelings, beliefs and knowledge.

Rater	Score
Peers	2.7
Manager	3.0
Direct Reports	3.0
Others	4.0
Self	4.0

Average of all raters excluding self: 3.2

Response Distribution

N/A	1	2	3	4	5
0	0	3	4	1	2

I am approachable and encourage honest two-way communication

Rater	Score
Peers	3.3
Manager	3.0
Direct Reports	2.3
Others	4.3
Self	4.0

Average of all raters excluding self: 3.3

Response Distribution

N/A	1	2	3	4	5
0	1	1	4	2	2
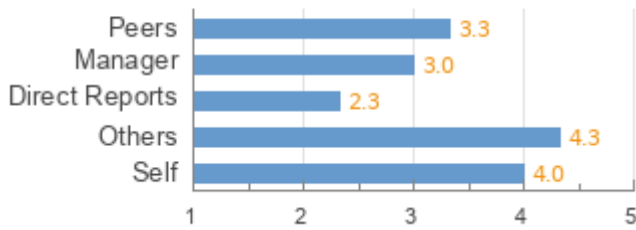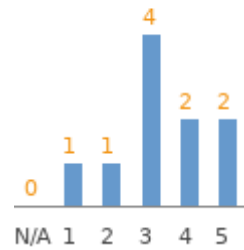
I allow myself to be vulnerable where appropriate.
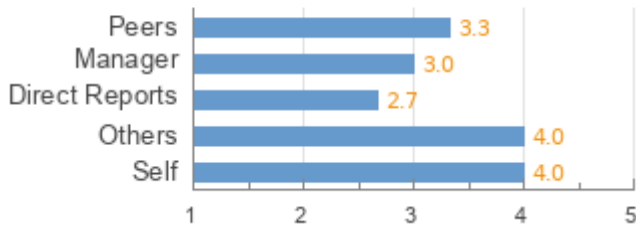
Rater	Score
Peers	3.3
Manager	3.0
Direct Reports	2.7
Others	4.0
Self	4.0

Average of all raters excluding self: 3.3

Response Distribution

N/A	1	2	3	4	5
0	1	1	2	6	0

Open-Ended Comments

Anything further you would like to add?

Peers

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Manager

This is a sample open-ended feedback by a rater.

Direct Reports

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Self

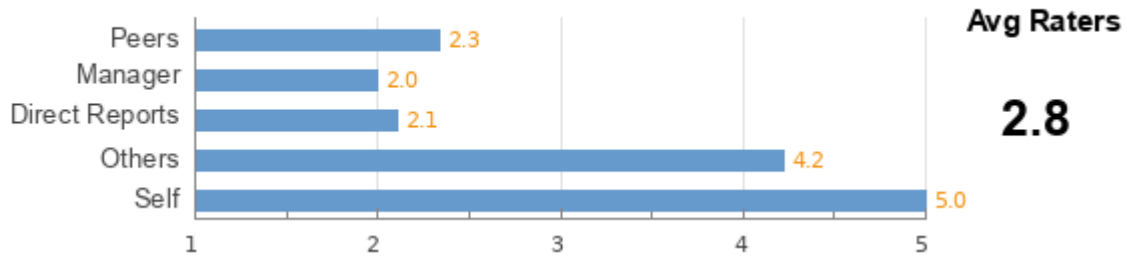This is a sample open-ended feedback text.

Communication

Communication is the ability to understand and be understood by those around you. The ability to adapt your message to the context you are in and the audience you are speaking with.
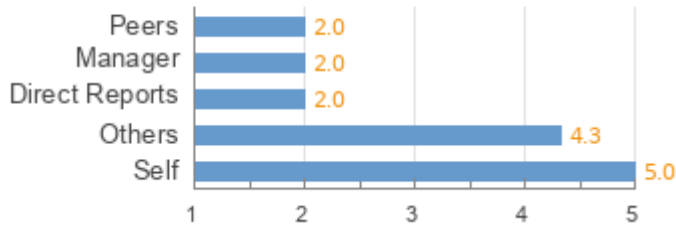
Behaviors that reflect good communication are an ability to express oneself clearly and effectively, while remaining objective and respectful, acknowledging others' positions, and maintaining control of one's emotions. It is also the ability to listen attentively to both verbal and non-verbal communication, repeating and summarizing to ensure understanding. Good communicators make others feel listened to, and foster a climate that has little or no room for misunderstanding.

On the other hand, one would need development in this area when one is ineffective in expressing oneself, communicating often negative or judgmental messages, and making no effort to listen. People who exhibit such behavior make it hard for others to communicate with them, and create much room for misunderstanding. People do not feel listened to or understood.
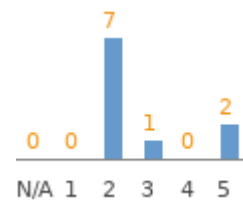
Competency Average

Rater	Score
Peers	2.3
Manager	2.0
Direct Reports	2.1
Others	4.2
Self	5.0

Avg Raters

2.8

I listen attentively and ensure understanding of others' communication.

Rater	Score
Peers	2.0
Manager	2.0
Direct Reports	2.0
Others	4.3
Self	5.0

Response Distribution

N/A	1	2	3	4	5
0	0	7	1	0	2

Average of all raters excluding self: 2.7

I express myself clearly and effectively.

Rater	Score
Peers	2.0
Manager	2.0
Direct Reports	2.0
Others	4.3
Self	5.0

Response Distribution
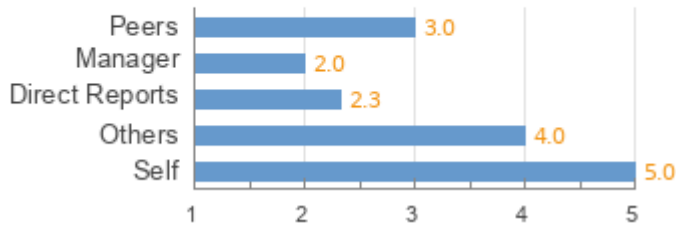
N/A	1	2	3	4	5
0	0	7	1	0	2

Average of all raters excluding self: 2.7

I remain objective, respectful, and non-judgmental in discussions.

Rater	Score
Peers	3.0
Manager	2.0
Direct Reports	2.3
Others	4.0
Self	5.0

Response Distribution

N/A	1	2	3	4	5
0	0	3	5	1	1

Average of all raters excluding self: 3

Open-Ended Comments

Anything further you would like to add?

Peers

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Manager

This is a sample open-ended feedback by a rater.

Direct Reports

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Others

This is a sample open-ended feedback by a rater.

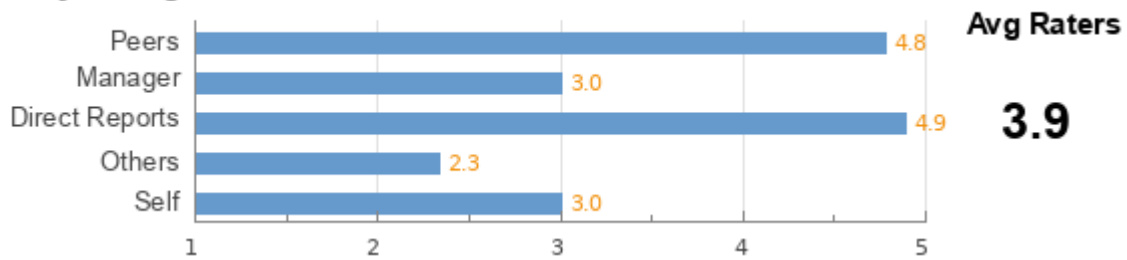This is a sample open-ended feedback by a rater.

Engagement

Engagement is the ability to be involved and to draw and involve others in contributing to the achievement of a shared purpose.
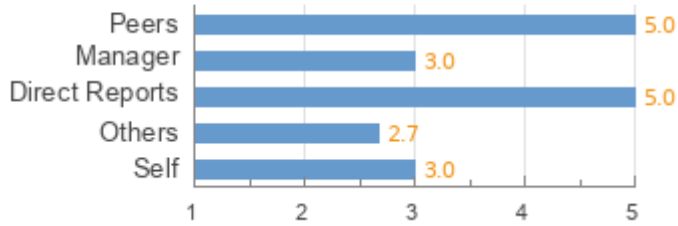
Behaviors that reflect engagement are the ability to be fully involved, proactive, and engaged in contributing to the success of the task at hand, making significant effort to make sure everyone is involved, and seeking alignment from oneself and others towards a shared purpose. People who engage in such behavior make others feel involved, willing to contribute, and aligned. They foster a collaborative environment where all are working towards a shared purpose.

On the other hand, one would need development in this area when one has the tendency to be passive and unengaged, does not seek to involve others, and prefers working alone, often towards one's own purpose rather than a shared one. People who lack engagement often inhibit others' engagement and proactivity, which fosters an individualistic rather than collaborative environment.
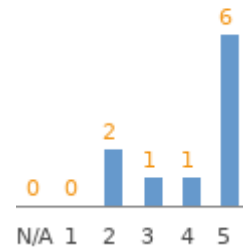
Competency Average

Rater	Score
Peers	4.8
Manager	3.0
Direct Reports	4.9
Others	2.3
Self	3.0

Avg Raters

3.9

I am fully involved in contributing to the success of the task at hand.

Peers — 5.0
Manager — 3.0
Direct Reports — 5.0
Others — 2.7
Self — 3.0

(scale 1 to 5)

Response Distribution

N/A: 0 1: 0 2: 2 3: 1 4: 1 5: 6

Average of all raters excluding self: 4.1

I make significant effort to make sure everyone is involved.

Peers — 4.7
Manager — 3.0
Direct Reports — 5.0
Others — 2.0
Self — 3.0

(scale 1 to 5)

Response Distribution

N/A: 0 1: 2 2: 0 3: 1 4: 2 5: 5

Average of all raters excluding self: 3.8

I seek alignment from myself and others towards a shared purpose

Peers — 4.7
Manager — 3.0
Direct Reports — 4.7
Others — 2.3
Self — 3.0

(scale 1 to 5)

Response Distribution

N/A: 0 1: 2 2: 0 3: 1 4: 2 5: 5

Average of all raters excluding self: 3.8

Open-Ended Comments

Anything further you would like to add?

Peers

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Direct Reports

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Others

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Self

This is a sample open-ended feedback text.

Collaboration

Collaboration is the ability to work with others to create collective value through the sharing of ideas, experience, knowledge and skills, while also relying on others' areas of strengths to compensate for your own limitations. You value others' contributions, and are flexible in your approach.
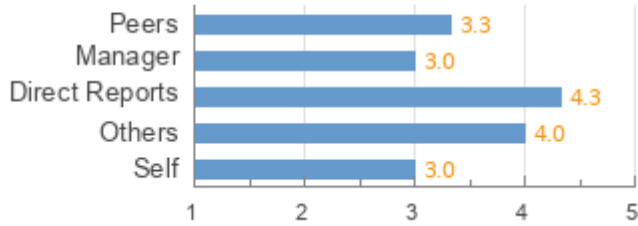
Behaviors that reflect collaboration are valuing and enjoying teamwork, actively seeking and valuing others' participation, knowledge-sharing, contributions, and insight, and placing shared interest over and above personal ones based on a strong belief in the collective benefit of collaboration. People who exhibit these behaviors are generally easy to work with and draw out the best in others, unleashing the collective power of teamwork.

On the other hand, one would need development in this area when one has the tendency to work alone, placing personal interests above shared ones, and is unwilling to value others' contributions. People working with such a person tend to be demotivated and hesitant to contribute, and the general climate becomes one where people do not feel the need to align to a shared purpose.

Competency Average
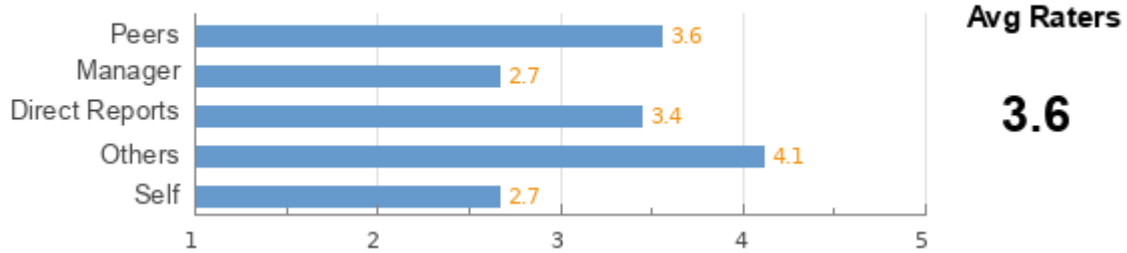
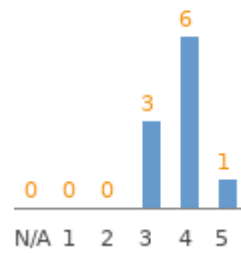| Rater	Score
Peers	3.6
Manager	2.7
Direct Reports	3.4
Others	4.1
Self	2.7

Avg Raters

3.6

I enjoy participating in teamwork. I seek collaboration and participation by asking for and encouraging the sharing of ideas, experience, knowledge, and perspectives.
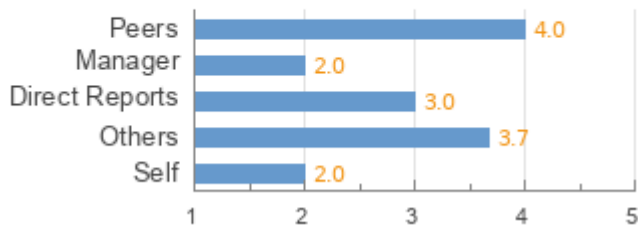
Rater	Score
Peers	3.3
Manager	3.0
Direct Reports	4.3
Others	4.0
Self	3.0

Response Distribution

N/A	1	2	3	4	5
0	0	0	3	6	1

Average of all raters excluding self: 3.8

I value others' contributions and insights.

Rater	Score
Peers	4.0
Manager	2.0
Direct Reports	3.0
Others	3.7
Self	2.0

Response Distribution

N/A	1	2	3	4	5
0	0	2	2	6	0

Average of all raters excluding self: 3.4
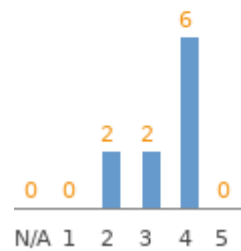
I place shared interest above personal ones.
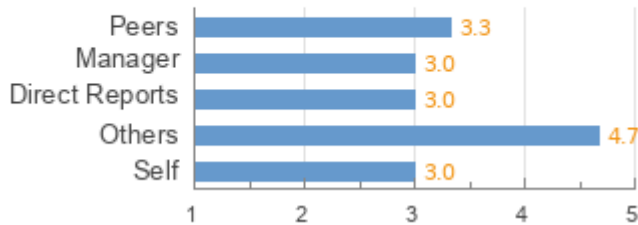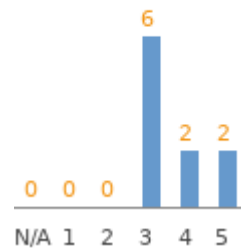
Rater	Score
Peers	3.3
Manager	3.0
Direct Reports	3.0
Others	4.7
Self	3.0

Response Distribution

N/A	1	2	3	4	5
0	0	0	6	2	2

Average of all raters excluding self: 3.6

Open-Ended Comments

Anything further you would like to add?

Peers

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Manager

This is a sample open-ended feedback by a rater.

Direct Reports

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Self

This is a sample open-ended feedback text.

Empowerment

Empowerment is the ability to provide freedom and support to those around you in order for them to achieve and learn, as well as the ability to transfer responsibility based on a trusting relationship.

Behaviors that reflect this competency are the belief that people work best when given ample autonomy and the ability to provide others with the support they need to do their jobs well, transferring as much responsibility as people are ready to handle, and working without the need for control based on trust in others' abilities. People who exhibit these behaviors make others feel trusted and appreciated, and raise the bar on performance.

On the other hand, one would need development in this area when one has the tendency to be overly controlling, unsupportive, and does not allow autonomy or decision-making power. This is because one is distrustful of people's abilities and thus is unwilling to transfer responsibility. People who behave this way generally create a culture of mistrust and control, limiting people's potential and development.
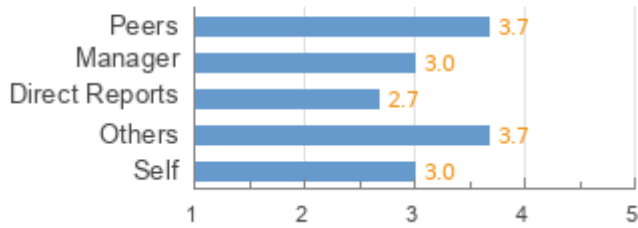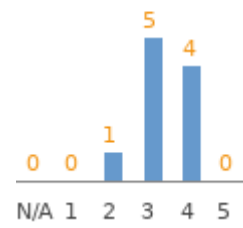
Competency Average

Rater	Score
Peers	3.9
Manager	3.3
Direct Reports	3.4
Others	3.6
Self	3.3
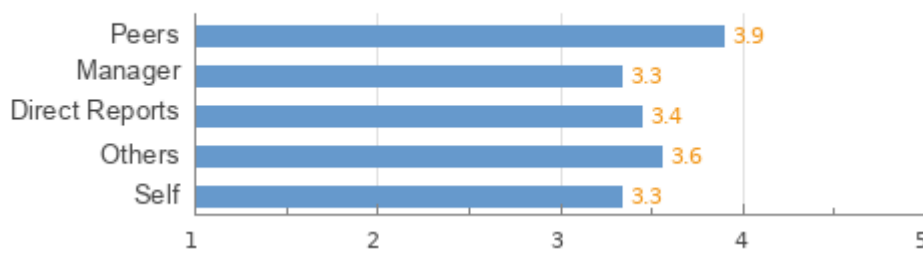
Avg Raters

3.6

I provide others with autonomy and support as well as decision-making power.

Response Distribution

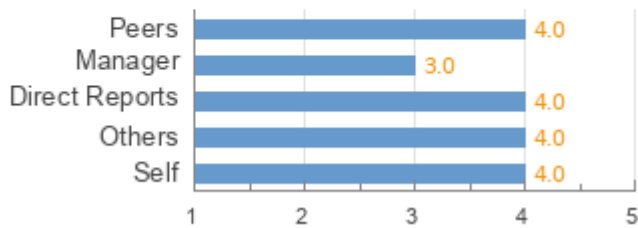| Rater	Score
Peers	3.7
Manager	3.0
Direct Reports	2.7
Others	3.7
Self	3.0

Response Distribution: N/A 0, 1 0, 2 1, 3 5, 4 4, 5 0

Average of all raters excluding self: 3.3

I transfer responsibility to others based on trust and their readiness.

Response Distribution

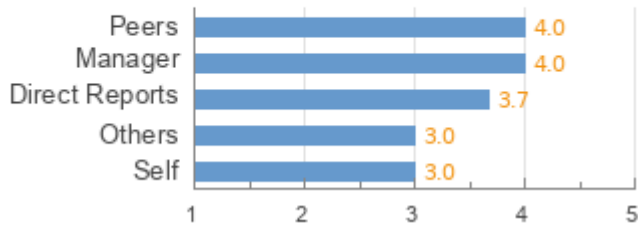| Rater	Score
Peers	4.0
Manager	3.0
Direct Reports	4.0
Others	4.0
Self	4.0

Response Distribution: N/A 0, 1 0, 2 0, 3 3, 4 5, 5 2

Average of all raters excluding self: 3.9

I work without the need for control.

Response Distribution

Rater	Score
Peers	4.0
Manager	4.0
Direct Reports	3.7
Others	3.0
Self	3.0

Response Distribution: N/A 0, 1 0, 2 0, 3 4, 4 6, 5 0

Average of all raters excluding self: 3.6

Open-Ended Comments

Anything further you would like to add?

Peers

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Manager

This is a sample open-ended feedback by a rater.

Direct Reports

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Others

This is a sample open-ended feedback by a rater.

Developing Others

Developing others is the ability to provide people around you with opportunities for growth and development, allowing for mistakes and experimentation, presenting them with appropriate challenges, giving constructive feedback, and sharing experience and knowledge.

Developing others is reflected by the ability in the willingness to provide others with challenging developmental opportunities, allowing them the freedom to make mistakes, experiment, and learn, while giving constructive feedback and sharing one's knowledge and experience. People who develop others create a learning and knowledge-sharing climate where they can learn and develop their potential, and unleash their creativity, without fear of negative consequences if mistakes are made.

On the other hand, one would need development in this area when one has the tendency to prefer that people stick to well-tried, safe methods, not allowing them to experiment and learn, and not providing any feedback or sharing knowledge. People who do not attend to developing others foster a competitive and closed culture where each person fights for him/herself and no value is created from collective knowledge and experience.
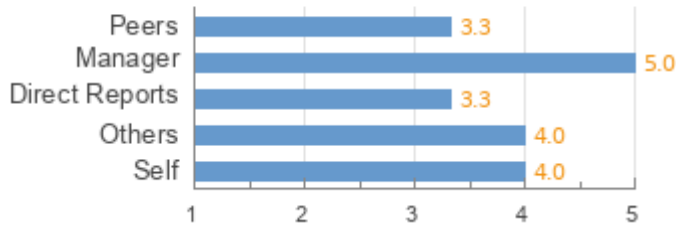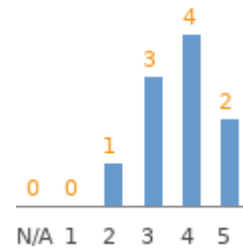
Competency Average

Rater	Score
Peers	3.8
Manager	4.2
Direct Reports	3.1
Others	4.2
Self	4.2
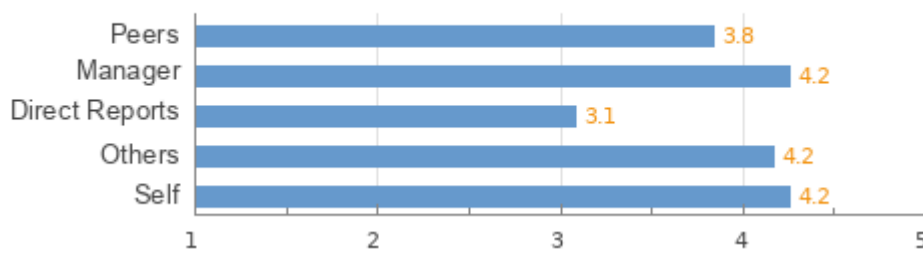
Avg Raters

3.8

I provide others with challenging developmental opportunities.

Peers — 3.3
Manager — 5.0
Direct Reports — 3.3
Others — 4.0
Self — 4.0

Response Distribution

N/A: 0, 1: 0, 2: 1, 3: 3, 4: 4, 5: 2
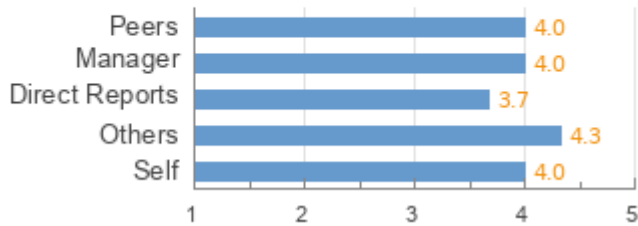
Average of all raters excluding self: 3.7

I allow others the freedom to make mistakes and experiment, as well as learn from them.

Peers — 4.0
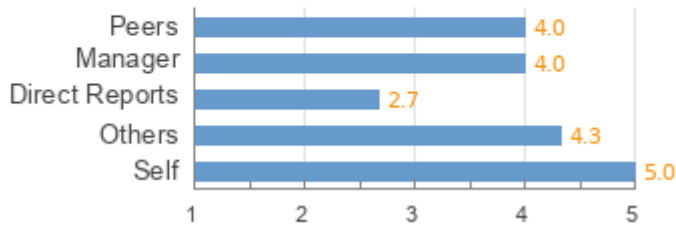Manager — 4.0
Direct Reports — 3.7
Others — 4.3
Self — 4.0

Response Distribution

N/A: 0, 1: 0, 2: 0, 3: 4, 4: 2, 5: 4

Average of all raters excluding self: 4

I give constructive, developmental feedback.

Peers — 4.0
Manager — 4.0
Direct Reports — 2.7
Others — 4.3
Self — 5.0

Response Distribution

N/A: 0, 1: 0, 2: 1, 3: 2, 4: 6, 5: 1
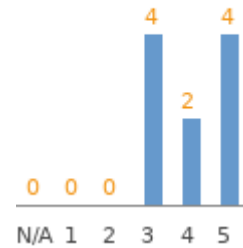
Average of all raters excluding self: 3.7
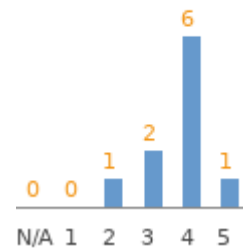
I share my knowledge and experience.
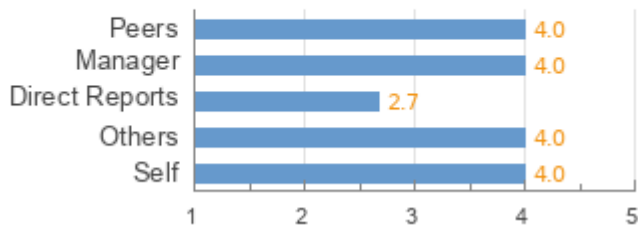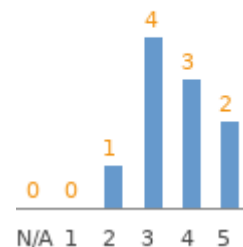
Peers — 4.0
Manager — 4.0
Direct Reports — 2.7
Others — 4.0
Self — 4.0

Response Distribution

N/A: 0, 1: 0, 2: 1, 3: 4, 4: 3, 5: 2

Average of all raters excluding self: 3.6

Open-Ended Comments

Anything further you would like to add?

Peers

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Manager

This is a sample open-ended feedback by a rater.

Direct Reports

This is a sample open-ended feedback by a rater.

Others

This is a sample open-ended feedback by a rater.

This is a sample open-ended feedback by a rater.

Self

This is a sample open-ended feedback text.

Highest Rated Statements

This section refers to the five highest rated behaviors by your raters.

Top Five

I am fully involved in contributing to the success of the task at hand.

I allow others the freedom to make mistakes and experiment, as well as learn from them.

I transfer responsibility to others based on trust and their readiness.

I enjoy participating in teamwork. I seek collaboration and participation by asking for and encouraging the sharing of ideas, experience, knowledge, and perspectives.

I seek alignment from myself and others towards a shared purpose.

Lowest Rated Statements

This section refers to the five lowest rated behaviors by your raters.

Bottom Five

I listen attentively and ensure understanding of others' communication.

I express myself clearly and effectively.

I remain objective, respectful, and non-judgmental in discussions.

I openly share my thoughts and feelings, beliefs and knowledge.

I am approachable and encourage honest two-way communication.

Blind Spots and Hidden Strengths

Blind Spots

Blind spots are behaviors where the average of all raters rated you lower than you rated yourself by least a 1 point difference (on a 5 point scale). These are areas where you believe you are doing better than how others see you.

Competency	Statement	Self	Raters	Gap
Communication	I express myself clearly and effectively.	5	2.7	-2.3
Communication	I listen attentively and ensure understanding of others' communication.	5	2.7	-2.3
Communication	I remain objective, respectful, and non-judgmental in discussions.	5	3	-2
Developing Others	I give constructive, developmental feedback.	5	3.7	-1.3

Hidden Strengths

Hidden strengths are behaviors where the average of all raters rated you higher than you rated yourself by at least a 1 point difference (on a 5 point scale). These are areas where everyone else sees you doing better than you think you're doing.

Competency	Statement	Self	Raters	Gap
Collaboration	I value others' contributions and insights.	2	3.4	1.4
Engagement	I am fully involved in contributing to the success of the task at hand.	3	4.1	1.1

Continue Your Development

We provide you with recommendations to get you started on developing your competencies. If you want a greater selection to select from, visit the Recommendations page (if you have access to your dashboard) where you can view a list of all the recommendations as well as filter based on your preferences.

Title: Seek the opportunity to help out a busy colleague.
Learning Style: Action
Difficulty Level: Beginner/Basic (B)
Competency Related: Collaboration
Free: YES

Title: Ask others what you should start, stop, and/or continue.
Learning Style: Action
Difficulty Level: Beginner/Basic (B)
Competency Related: Communication
Free: YES

Title: Clarify expectations for results and behaviors.
Learning Style: Action
Difficulty Level: Beginner/Basic (B)
Competency Related: Empowerment
Free: YES

Title: Coaching Series: Impactful Communication
Learning Style: Watching
Difficulty Level: Mid-Level (M)
Competency Related: Communication
Link: http://www.youtube.com/watch?v=tTyr0x5J7xc
Free: YES

Title: Coach someone on how to do something with which he/she has little familiarity.
Learning Style: Action
Difficulty Level: Mid-Level (M)
Competency Related: Developing Others
Free: YES