

BETTER360 Feedback Report

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BUSINESS
LEADER

EMPATHIC
ROLE MODEL

TEAM
BUILDER

TALENT
ENABLER

RESULT-
DRIVEN
STRATEGIST

B.E.T.T.E.R. is an acronym made up of the five core LEADERSHIP ROLES it measures

This page can serve as reference to understand the BETTER360 model roles and competencies throughout the process



BETTER 360

Business
Know-How

Integrity
& Ethics

Relationships

Career
Building

Decision
Making

Agility &
Innovation

Communication

Wellbeing

Talent
Development

Strategy





...and each ROLE is made up of a linked set of competencies.

10 competencies
6 questions/competency
60 questions total

This report is confidential & has not been distributed to anyone other than you.

Rater Summary

The following is a summary of the group of respondents who were invited to participate and provide feedback for you.

RELATIONS	NOMINATED	COMPLETED	COMPLETION RATE
M Manager	1	1	 100%
P Peer	2	2	 100%
D Direct Report	4	4	 100%
S Self	1	1	 100%

In this summary, you will find an overview of how many raters in each category have given you feedback

To protect the confidentiality of the raters in the "Direct Report" category, this category will only be displayed if more than 3 people have given feedback. If not, the separate line will not appear but the scores will be used in the calculation of the overall score

Overall Summary

This Competency Summary includes the overall average rating for the 5 Leadership Roles and 10 Competencies. It includes all of the ratings except your own self-assessment.

Your Score
3.5 /5

B	BUSINESS LEADER	★ ★ ★ ★ ☆	3.5
B	Business Know-How	★ ★ ★ ☆ ☆	3.4
A	Agility & Innovation	★ ★ ★ ★ ☆	3.5
R	RESULT-DRIVEN STRATEGIST	★ ★ ★ ★ ☆	3.6
D	Decision Making	★ ★ ★ ★ ☆	3.7
S	Strategy	★ ★ ★ ☆ ☆	3.4

This summary will compare your OVERALL ratings for each role and competency. It is an average of all your ratings in that category, except your own self-assessment

This is the OVERALL score for all 60 questions. All the ratings given to you by all raters other than yourself are averaged to calculate this number.

Bear in mind that overall averages should only be used as the first indicator of your feedback. More detailed results further on in the report will better inform your focus and attention.

The 5 LEADERSHIP ROLES appear in UPPERCASE throughout the report

The linked pair of competencies related to the ROLE appear below in Sentence Case.

Competency Summary

TALENT ENABLER

The Core Leadership Role of being a TALENT ENABLER is achieved through applying the competencies of Career Building and Talent Development. This includes skills that leaders use to assist others to be successful in their jobs and careers while building robust talent pipelines.

Each LEADERSHIP ROLE is described in a separate box and scores are reported separately by rater category

For each ROLE, an average score will be shown. This is the average of the two competencies that make up this role.

Your Score
3.6 /5

S	Self	★ ★ ★ ☆ ☆	3.1
M	Manager	★ ★ ★ ☆ ☆	3.4
P	Peer	★ ★ ★ ★ ☆	3.8
D	Direct Report	★ ★ ★ ★ ☆	3.9

Competency Summary

TALENT ENABLER

The Core Leadership Role of being a TALENT ENABLER is achieved through applying the competencies of Career Building and Talent Development. This includes skills that leaders use to assist others to be successful in their jobs and careers while building robust talent pipelines.

Your Score
3.6/5

S Self	★ ★ ★ ★ ☆	3.1
M Manager	★ ★ ★ ★ ☆	3.4
P Peer	★ ★ ★ ★ ☆	3.8
D Direct Report	★ ★ ★ ★ ☆	3.9

For each competency, an average score will be shown. Each competency is made up of 6 behaviors/questions. All the ratings given to you by all raters other than yourself in those 6 questions are averaged to calculate this number.

Career Building

The competency of Career Building is made up of the most relevant behaviors, practices and skills a leader uses to actively participate in the careers of the people in the teams they are responsible for, particularly as it relates to career advancement and learning and development.

Each competency is described in a separate box and scores are reported separately by rater category

Your Score
3.5/5

S Self	★ ★ ★ ★ ☆	3.2
M Manager	★ ★ ★ ★ ☆	3.7
P Peer	★ ★ ★ ★ ☆	3.3
D Direct Report	★ ★ ★ ★ ☆	3.8

The Competency Summary is a good place to start noticing if the rater groups generally agree or disagree on their ratings and whether any patterns can be identified.

Gap Analysis - Radar Chart

The Competency Summary radar chart below shows your ratings for each rating group across all competencies. Radar charts are useful in easily spotting gaps between rater groups perceptions and observations of your workplace behaviour. Higher scores fall towards the outer side of the chart and vice-versa.





Your Highest Ratings

Below are the 10 questions where you scored the highest. These scores refer to the overall average excluding your self-evaluation. Below each question, you can find the competency it is included in.

Two separate pages will list your 10 highest and 10 lowest overall ratings in individual behaviors (questions)



Your Lowest Ratings

Below are the 10 questions where you scored the lowest. These scores refer to the overall average excluding your self-evaluation. Below each question, you can find the competency it is included in.

- 5.0** **RECOGNIZES ISSUES, ANTICIPATES POTENTIAL PROBLEMS AND IS QUICK TO RESPOND TO THEM**
(IE STRATEGY)
- 4.8** **MAKES DECISIONS BASED ON THE ANALYSIS OF FACTS, A VARIETY OF INFORMATION AND CONSIDERATION OF ALL ALTERNATIVES**
(IE DECISION MAKING)
- 4.8** **FOSTERS OPEN DIALOGUE REGARDING INDIVIDUAL CAREER INTERESTS AND SUPPORTS PLANS FOR POTENTIAL ADVANCEMENT AND MOVES**
(IE CAREER BUILDING)
- 4.5** **REGULARLY PROVIDES RECOGNITION FOR INDIVIDUAL AND TEAM ACCOMPLISHMENTS**
(IE TALENT DEVELOPMENT)
- 4.5** **ENSURES EMPLOYEES HAVE ADEQUATE AND MANAGEABLE WORKLOADS AND THE RESOURCES (EQUIPMENT, TOOLS, SUPPLIES, INFORMATION, PROCEDURES) THEY NEED TO ACHIEVE THEIR GOALS**
(IE WELLBEING)
- 4.3** **HIS/HER ACTIONS ARE CLEARLY GUIDED BY A SOLID ETHICAL CODE**
(IE INTEGRITY & ETHICS)
- 4.3** **IS OPEN ABOUT FEELINGS, CONCERNS AND GOALS AND PROVIDES OTHERS TO DO THE SAME**
(IE INTEGRITY & ETHICS)

Overall score for this question

- 2.5** **ACTIVELY SEEKS FEEDBACK FROM OTHERS TO IMPROVE HIM/HERSELF**
(IE COMMUNICATION)
- 2.5** **DOES AN EXCELLENT JOB OF MARKETING THE BENEFITS OF NEW INITIATIVES**
(IE STRATEGY)
- 2.8** **PAYS ATTENTION TO TRENDS OUTSIDE THE INDUSTRY/COMPANY AND BRINGS RELEVANT INFORMATION THAT BENEFITS THE COMPANY**
(IE STRATEGY)
- 2.8** **ACTIVELY PROMOTES STRONG CUSTOMER RELATIONSHIPS**
(IE RELATIONSHIPS)
- 3.0** **REPRESENTS THE COMPANY WELL AND IS FAIR AND RESPONSIBLE IN ALL INTERACTIONS**
(IE INTEGRITY & ETHICS)
- 3.0** **FOLLOWS THROUGH ON PROMISES AND COMMITMENTS HE/SHE MAKES**
(IE INTEGRITY & ETHICS)
- 3.0** **CREATE A SHARED VISION OF WHAT THE ORGANIZATION ASPIRES TO BE IN THE FUTURE**
(IE STRATEGY)

Competency where question is included

Use these sections to identify patterns of strengths and weaknesses that can be helpful in your development planning



Hidden Strengths

Hidden Strengths are statements where you rated yourself lower compared to the average rating of other respondents.

This section shows up to 10 questions/behaviors with the highest gap between your self-rating and the average rating from your raters, where you have rated yourself **significantly lower**

In this example, the assessee has rated themselves 2.0 points **UNDER** the average rating they received from everyone else

AREAS

YOUR RATING

OTHERS

DISPLAYS EMPATHY INVESTING TIME IN LISTENING TO OTHERS' CONCERNS AND NEEDS AND ACTING UPON THEM AS APPROPRIATE

(≡ WELLBEING)

Competency where question is included



WRITES IN A CONCISE AND COMPELLING MANNER THAT CLEARLY ARTICULATES HIS/HER POINT OF VIEW

(≡ COMMUNICATION)



ACTIVELY PROMOTES CHANGE IN THE ORGANIZATION AND LEADS THE IMPLEMENTATION OF IMPORTANT INITIATIVES

(≡ AGILITY & INNOVATION)



If such discrepancies don't exist, this section will not be populated in your report



Blind Spots

Blind Spots are statements where you rated yourself higher compared to the average rating of other respondents. These may be your potential areas of improvement.

This section shows up to 10 questions/behaviors with the highest gap between your self-rating and the average rating from your raters, where you have rated yourself **significantly higher**

In this example, the assessee has rated themselves 2.5 points **OVER** the average rating they received from everyone else

If such discrepancies don't exist, this section will not be populated in your report

AREAS

YOUR RATING

OTHERS

USES GOOD JUDGEMENT TO MAKE DECISIONS

(≡ DECISION MAKING)

Competency where question is included



IS SKILLED AT INFLUENCING AND PERSUADING OTHERS

(≡ RELATIONSHIPS)



POSITIONS THE CAREER DEVELOPMENT OF EMPLOYEES AS AN IMPORTANT SOURCE OF COMPETITIVE ADVANTAGE

(≡ CAREER BUILDING)



Detailed Feedback- All Items

The detailed rating provides the breakdown of your feedback on each statement by rater group.

Agility & Innovation 3.5/5				
QUESTIONS	SELF	MANAGER	DIRECT REPORT	PEER
Is open to questioning current approaches/methods and finding new and better ways of getting things done	2.0	2.0	5.0	4.5
Admits own mistakes and views them as an opportunity for learning and improvement	4.0	3.0	4.0	4.5
Is considerate and constructive when dealing with others' failures and mistakes	2.0	2.0	3.0	3.0
Creates opportunities for the team to be inquisitive and curious about ideas that could improve the business	3.0	2.0	5.0	3.5
Actively promotes change in the organization and leads the implementation of important initiatives	2.0	3.0	5.0	2.5
Adapts to an ever-changing environment and is continuously looking for opportunities to learn and acquire the tools and skills they need to tackle new challenges	5.0	3.0		

For each competency, an average score of the 6 behaviors/questions that make it up is shown. All the ratings given to you by all raters other than yourself in the 6 questions below are averaged to calculate this number.

For each question/behavior, the average rating given to you by each rater category is displayed separately and color coded for ease of inspection.

Insights can also be gained by inspecting the detailed feedback by columns, to identify any trends in the feedback of a specific rater category.

www.BETTER360.online/resource-library

Personal Development

Based on your ratings, please create a personal development plan. It is recommended that you discuss these inputs with your manager or coach and chart out your developmental journey, leveraging resources and programs that might be available in your organization. For additional development tools or if you are interested in booking a coaching session with a certified BETTER360 coach, visit www.better360.online/resource-library

To gain the highest benefit of this process, use the resources available on www.better360.online/resource-library before and after receiving your BETTER360 report

The screenshot displays two sections of the resource library. The first section, titled "RESOURCES- Analyzing your feedback", contains three items: a "Resource: Interpreting your Feedback" with a "Download" button, a "Resource: Human responses to Feedback" with a "Download" button, and a "Video: How to read your BETTER360 feedback report" with a "View on YouTube" button. The second section, titled "RESOURCES- Planning Ahead", contains three items: a "Resource: BETTER360 Editable Mind Map" with a "Download" button, a "Resource: BETTER360 Development Plan Template" with a "Download" button, and a "Resource: BETTER360 Results & Reflections" with a "Download" button. Each item is presented in a dark blue box with a white location pin icon and a white button.