Employee_survey

360°

REPORT

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Introduction

The 3G0º report of the analysis of behaviors shows in a timely and graphic manner, the results of the evaluations that have been carried out on your profile. These are based on the associated work behaviors, and the general interactions you have with others.

John Doe, you have been evaluated through multiple perspectives:

COMPANIONS — BOSS
SELF-EVALUATION — COLLABORATORS
OTHERS

Relación	# of invitations	# completed surveys
self-evaluation	1	1
Bosses	1	1
Collaborator	1	1
Companions	1	1
More Evaluators	1	1
Total	**5**	**5**

Competencies: those combinations of behaviors and attitudes that allow a person to be successful in the functions he performs, that is, achieve a superior performance and according to the quality standards defined by the organization.

METHODOLOGY

The 3G0 evaluation uses the method of forced evaluation. This provides more reliable results free of subjective and personal influences of the evaluator. The method eliminates the effect of generalization (halo effect). This methodology generally allows people to perceive the evaluation of their skills as fair. Its application is simple and does not require intense or sophisticated preparation of those to be evaluated.

How to interpret your report

The evaluation of 3GO ° aims to give people a perspective of their performance as appropriately as possible, by getting feedback from all angles: supervisors, peers, subordinates, internal customers, etc.

This type of process facilitates self-knowledge and, according to the studies and research that have been carried out, self-knowledge is a fundamental driving force for individuals and their development.

The objectives of carrying out a 3GOº evaluation are:

1. Learn the performance levelof eachrespondent according to different behaviors and skills required by the organization and the particular position.

2. Detect areas of opportunity for the individual, the team and/or the organization.

3. Carry out precise actions to improve the performance of personnel and of the organization.

4. Cross-reference the competencies revealed in the profile of each respondent with their natural talents.

The data in this report is based on the perceptions of its evaluators-the way in which other people see you. Most of the results reflect your skills and behaviors, but there will be some that do not. That's because self-evaluation is often the least revealing.

No challenge, skill or behavior by itself leads to success or failure. The value is the combination of these behaviors that you possess, relative to the position that you occupy or would like to occupy in the future.

By carefully reviewing your report you will be able to determine areas of development that will allow you to be more effective. However, be aware that it is not easy to substitute old habits with new ways to think, learn and perform in different ways, and practice new behaviors. To deny the difficulties associated with change can produce unrealistic expectations and eventual discouragement

General profile

The following graphs show the results for each competency where it has been evaluated.

The scores are represented on a scale of 7 levels ranging from low to high, and which are grouped in areas (3 colors) that reflect the degree of development you have for each competency. The greater the score, better profile for that competency
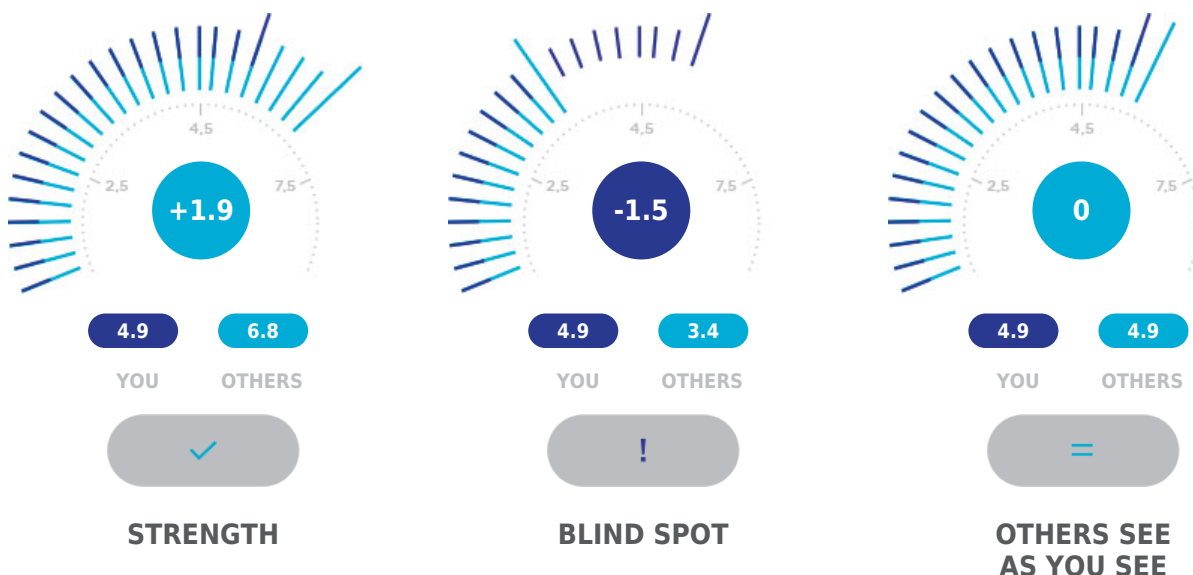
The results must be interpreted as follows:
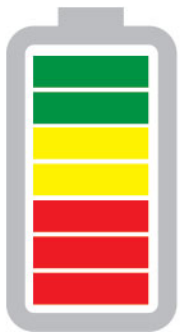
6 and 7: describes it best (competence fully developed)

4 and 5: describes it moderately (competency with potential to develop)

1 to 3: describes it least (challenge with areas of opportunity)

In addition to showing the result of each evaluator for each competency, an average value is established with the evaluations made by the other people, and the **DEVELOPMENT LEVEL** is determined. Comparing this average with the value of self-evaluation for each competency, possible **BLIND POINTS** and **HIDDEN STRENGTHS** can be detected.

Likewise, together with the identification of the level of development, for each of the competencies you can see:

+1.9	-1.5	0
4.9 YOU · 6.8 OTHERS	4.9 YOU · 3.4 OTHERS	4.9 YOU · 4.9 OTHERS
✓	!	=
STRENGTH	**BLIND SPOT**	**OTHERS SEE AS YOU SEE**

It is important to consider that to establish these scores, we have taken as a base the qualifications that were actually attributed to you. The areas in which an evaluator has indicated that they do not know enough about your performance in any skil are not taken into account.

BLIND SPOTS

It is an area of behavior completely unknown to the subject; represents areas not perceived and its recognition could awaken unpleasant or painful emotions.

In this report, they are identified as those competencies where the self-evaluation is higher than the evaluations issued by the rest of the evaluators.

HIDDEN STRENGTHS

Those competencies where the self-evaluation is lower than the evaluations issued by the rest of evaluators, represent a hidden strength.

If people are not aware of these strengths, they could miss opportunities for progress and consider that they do not have the necessary skills and abilities to face these new challenges.
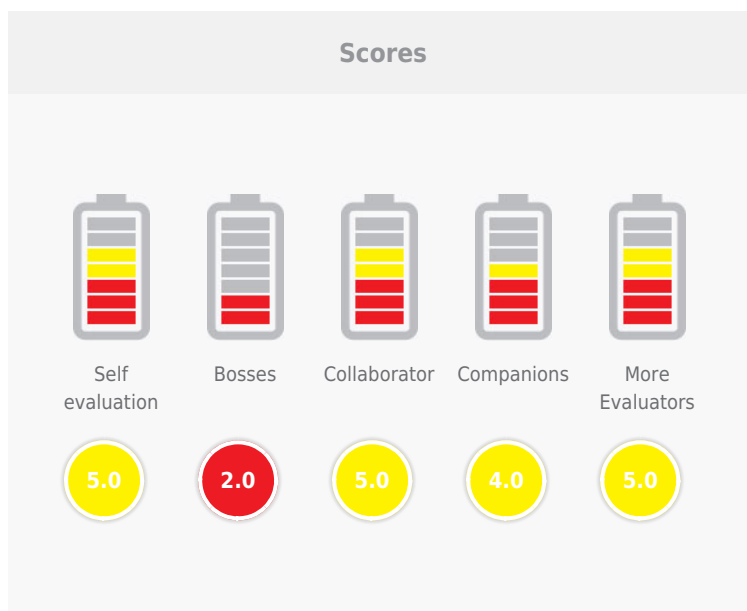
Competency assessment

These competencies have been defined as critical for the performance of the positions within a organization whose objectives are aligned with the development and promotion of shared values among its Human talent and therefore should be considered relevant in the fulfillment of said objectives.

We understand by competencies: those combinations of knowledge, skills and attitudes that allow a person to be competent in the function he performs, that is, achieve superior performance and according to the quality standards defined by the organization.

1 - Market

Possess and demonstrate a clear understanding of the goals and strategies of the organization. Consistently seeks information on competitors, policies and trends that impact the market and therefore its organization.

Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
5.0	2.0	5.0	4.0	5.0

Development Level

-1.0

4,5   2,5   7,5

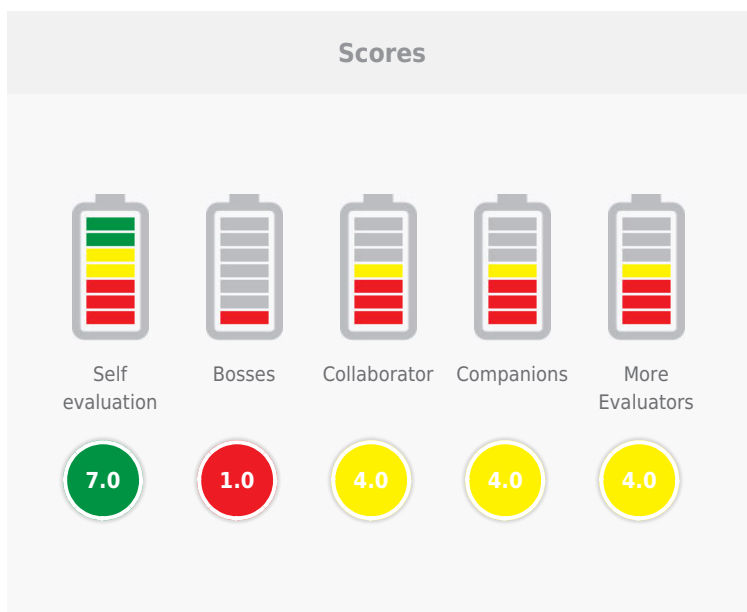| 5.0	4.0
YOU	OTHERS

!

2 - Aligns

Defines effective and actionable steps that integrate the key elements of a company, working in common agreement with the other, with the aim of generating value to customers, growth and profits.

Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
6.0	2.0	4.0	4.0	4.0

Development Level

-2.5

6.0	3.5
YOU	OTHERS

!
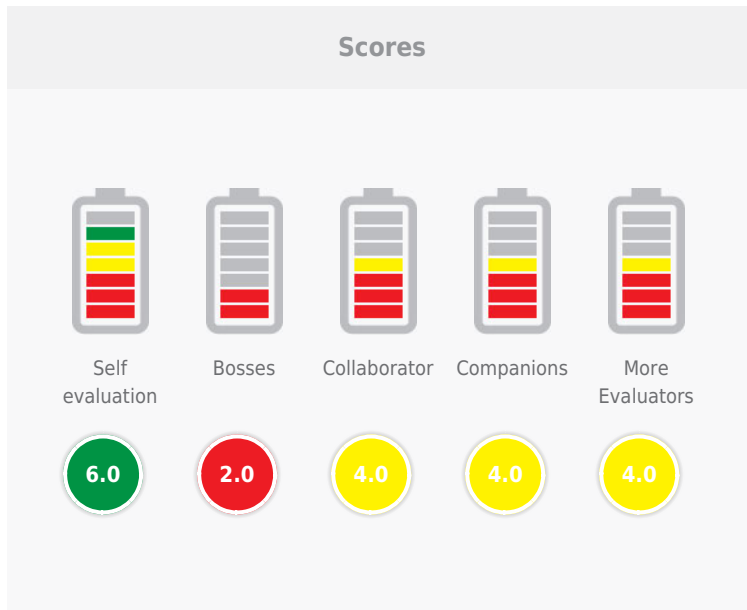
3 - Value
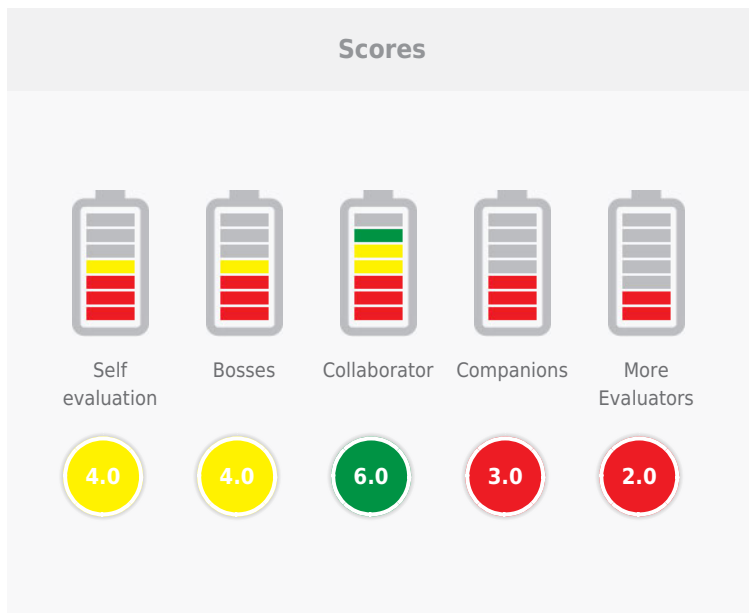
Able to make unpopular decisions and directly confront conflicting people or collaborators. Communicate clearly the guidelines, objectives and corective measures.
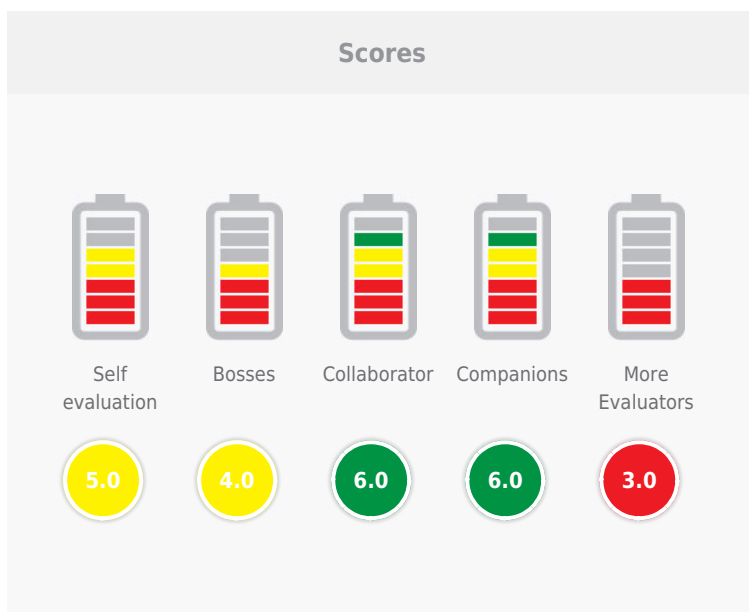
Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
7.0	1.0	4.0	4.0	4.0

Development Level

-3.7

7.0	3.3
YOU	OTHERS

!

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4 - Decide

Before making decisions or providing recommendations, compare different realities, raise all possible alternatives and set priorities.

Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
4.0	4.0	6.0	3.0	2.0

Development Level

-0.2

YOU	OTHERS
4.0	3.8

!

5 - Strategic

Turn a vision into competitive strategies and long and medium term plans. Develop systems, structures, policies and objectives that guarantee the lowest cost and maximum benefit, ensuring that the result is obtained.

Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
5.0	4.0	6.0	6.0	3.0

Development Level

-0.2

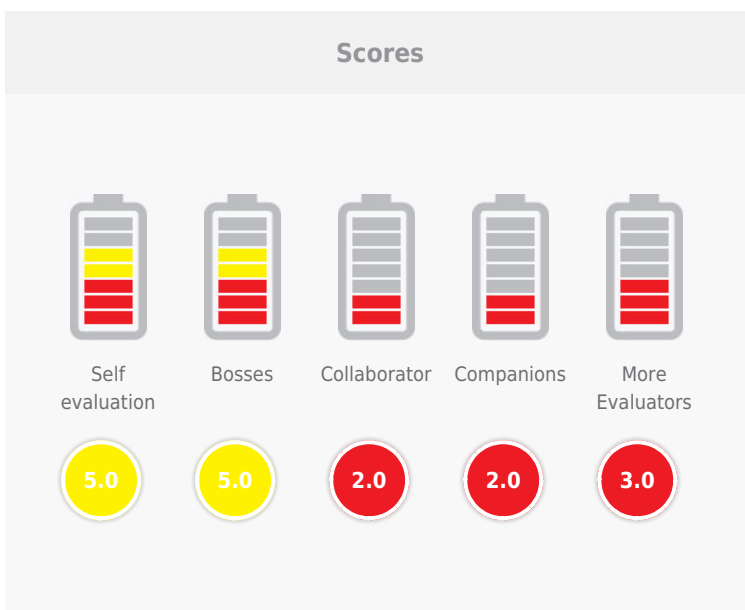| YOU	OTHERS
5.0	4.8

!

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6 - Analytical capacity

Ability to analyze the complexity of the business based on data and facts, which allow you to identify deficiencies, failures, trends and solve problems.

Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
6.0	4.0	4.0	4.0	4.0

Development Level

-2.0

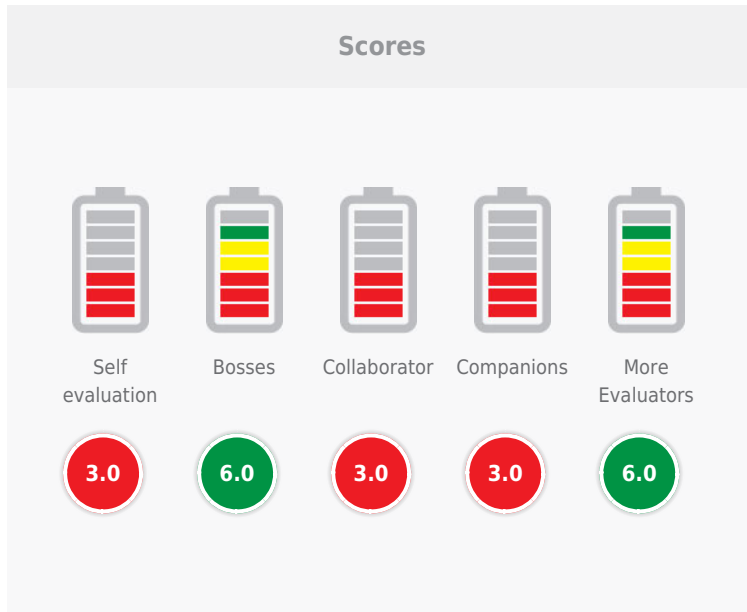| 6.0	4.0
YOU	OTHERS

!
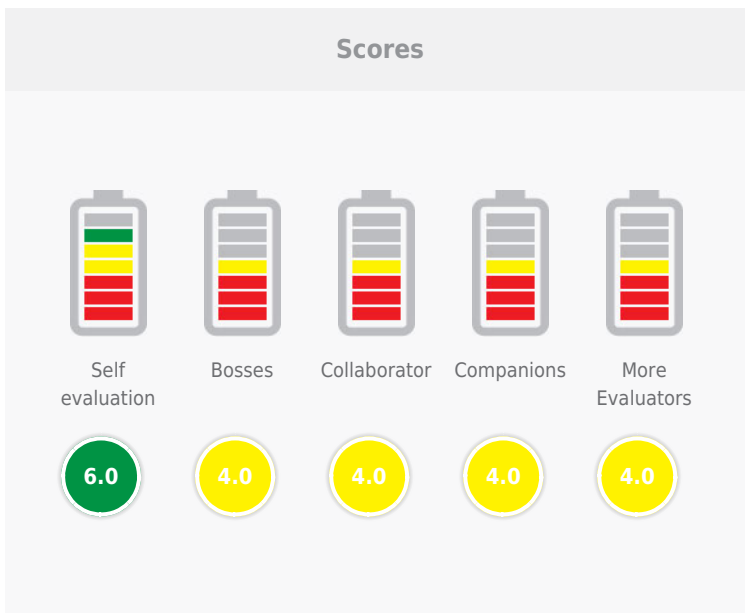
7 - Resolved

Able to make quick decisions relying on your intuition, even when you have little information. Advances in situations of irrigation, contradictory and / or ambiguous.

Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
5.0	5.0	2.0	2.0	3.0

Development Level

-2.0

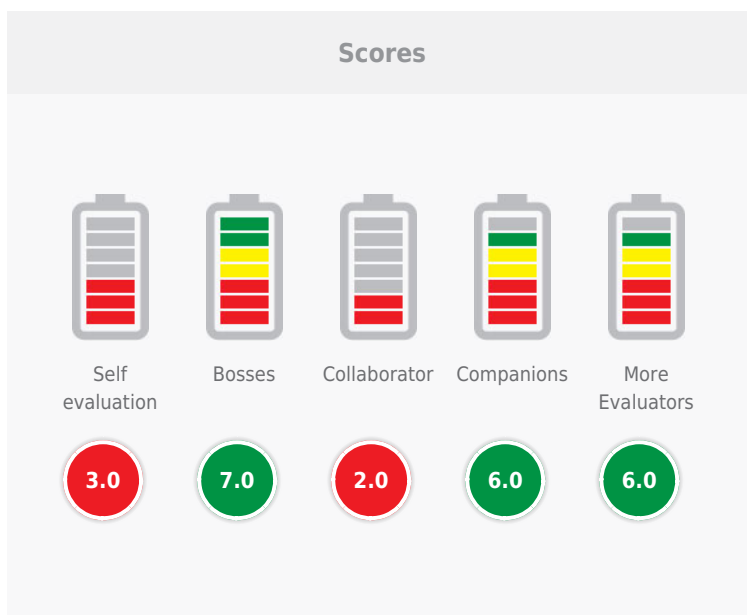| 5.0	3.0
YOU	OTHERS

!

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8 - Perspective

Incorporates a global vision, creating effective strategies by integrating apparently disjointed concepts, theories or ideas and projecting them in the long term.

Scores		Development Level

Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
3.0	6.0	3.0	3.0	6.0

Development Level

+1.5

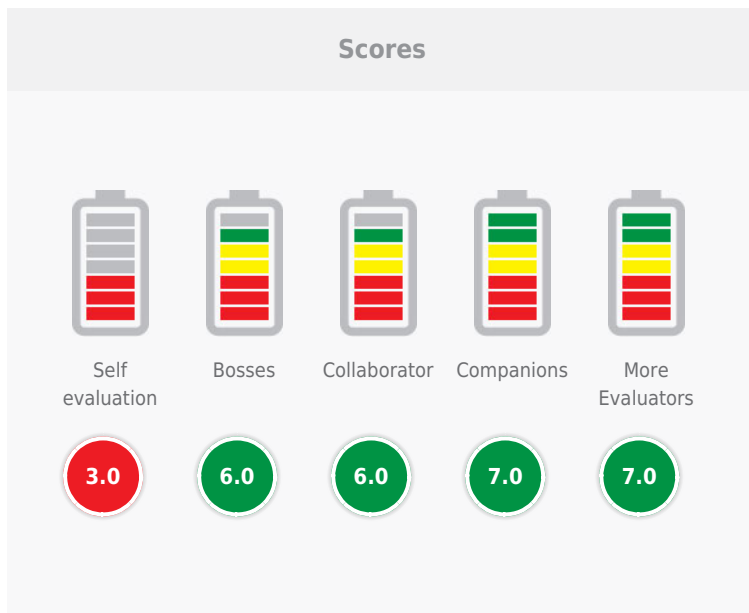| 3.0	4.5
YOU	OTHERS

9 - Vision

Create, state and sustain a personal or corporate vision that guides others. Identify patterns that allow you to derive trends, opportunities and / or threats in the long term

Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
3.0	7.0	2.0	6.0	6.0

Development Level

+2.3

3.0	5.3
YOU	OTHERS

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10 - Innovate

Imagine different ways of doing things, use the information in a novel way, create original and innovative solutions.

Scores

Self evaluation	Bosses	Collaborator	Companions	More Evaluators
3.0	6.0	6.0	7.0	7.0

Development Level

+3.5

3.0	6.5
YOU	OTHERS

Summary: blind spots and hidden strengths

The following table summarizes the blind spots and hidden strengths, which were identified as result of your evaluation.

Remember that a **Blind Spot** is identified when your self-assessment is higher than the evaluation of the rest of its evaluators. It is important to identify and consider them. Otherwise you could continue to repeat the errors that the other evaluators are pointing out to you.

On the other hand, a **Hidden Strength** is identified when its self-evaluation is lower than the results from the rest of the evaluators. The importance of identifying them is to be aware that certain skills and behaviors are part of their performance and these behaviors are evident towards others, although you have identified them as low.

Blind Spots		Hidden Strengths	
-1.0	Market	+1.5	Perspective
-2.5	Aligns	+2.3	Vision
-3.7	Value	+3.5	Innovate
-0.2	Decide		
-0.2	Strategic		

Blind Spots

-2.0 Analytical capacity

-2.0 Resolved

General recommendations

To get the most out of this report, you will have to be aware and take action in the competencies that will make you more efficient. This is not always an easy process. Some people perceive it as an easy process because they are open to feedback and are able to focus on the future and leave the past behind. On the contrary, other people may perceive this process as very difficult and tedious.

You cannot do anything about the past and how the people around you have perceived you, therefore, it is not convenient to focus on this. You have the option to change the behaviors that represent an opportunity for improvement and, consequently, the perception of the rest. The advantage is that now you can explore why others see you like this, therefore once you you accept that there is a need for change in some aspect of your behavior, you have traveled most of the way.

Having clear behaviors identified as strengths and those that have been identified as opportunities for improvement,you have to visualize yourself and create a certain level of motivation towards the change. When deciding which competencies you want to develop, you have to take into account the following factors:

a. Personal Motivation - Are you willing to take control and take responsibility for this need to change? Do you really believe that there is a need for change and are you aware of the benefit to you?
b. Contextual Need - Does it make sense to develop this behavior at this time? Do you think that their development will have a direct impact on their current work or on the work they will be doing short term?
c. Available Resources - Do I have the necessary resources? Is there enough time, money, support from other people, etc?

If most of your answers to the above questions are positive, it is time to take action and either by the means provided by your organization or your own, this may be the best moment to implement a Development Plan suited to your needs.

And please remember, when you identify a need for development, YOU need to feel sufficiently motivated to make that necessary change.

NEXT STEPS

STOP

According to the people who evaluated you, here is what you should start doing to be more effective:

Gossip with peoples.

Too much gossiping.

Wasting time in gossip.

Over analysis about any situation

Too much talk than work

START

According to the people who evaluated you, here is what you should stop doing to be more effective:

Improve your vision and planning strategy

Increase market knowledge

Improve decision power and vision

Improve your strategy and problem solving ability

Improve analytical and decision making skills

NEXT STEPS

CONTINUE

According to the people who evaluated you, here is what you should continue doing to be more effective::

Keep your flexible nature as it is

Your innovative thinking

Your innovative thinking

Your helping nature

Your helping nature and innovative thinking

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