



# **Analysis**

## **360° Feedback for Managers**

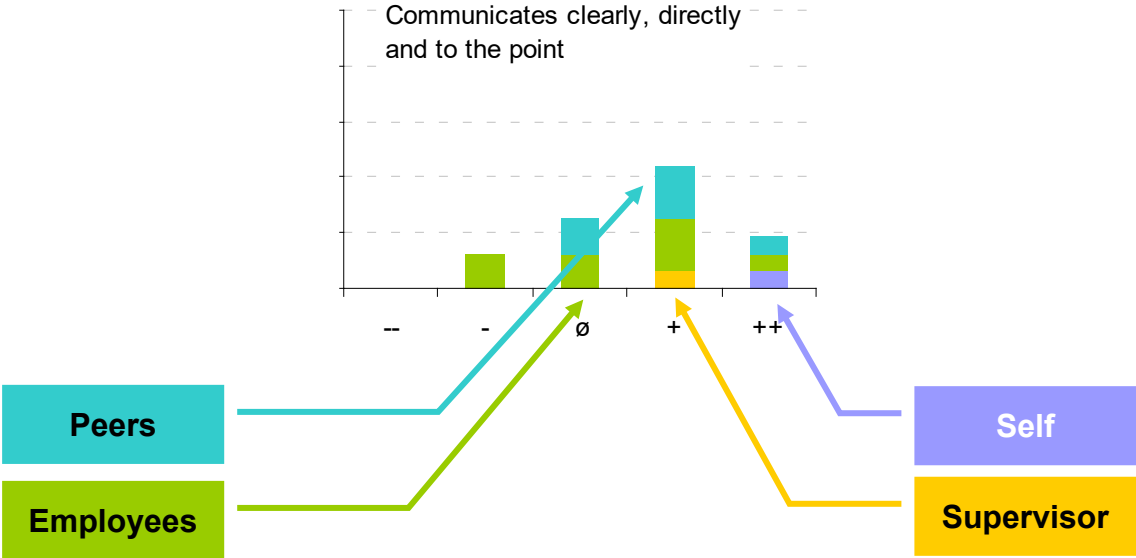
**Mr. John Smith**

Version - 1 7 December, 2020

# 1 Explanation of the graphs' elements

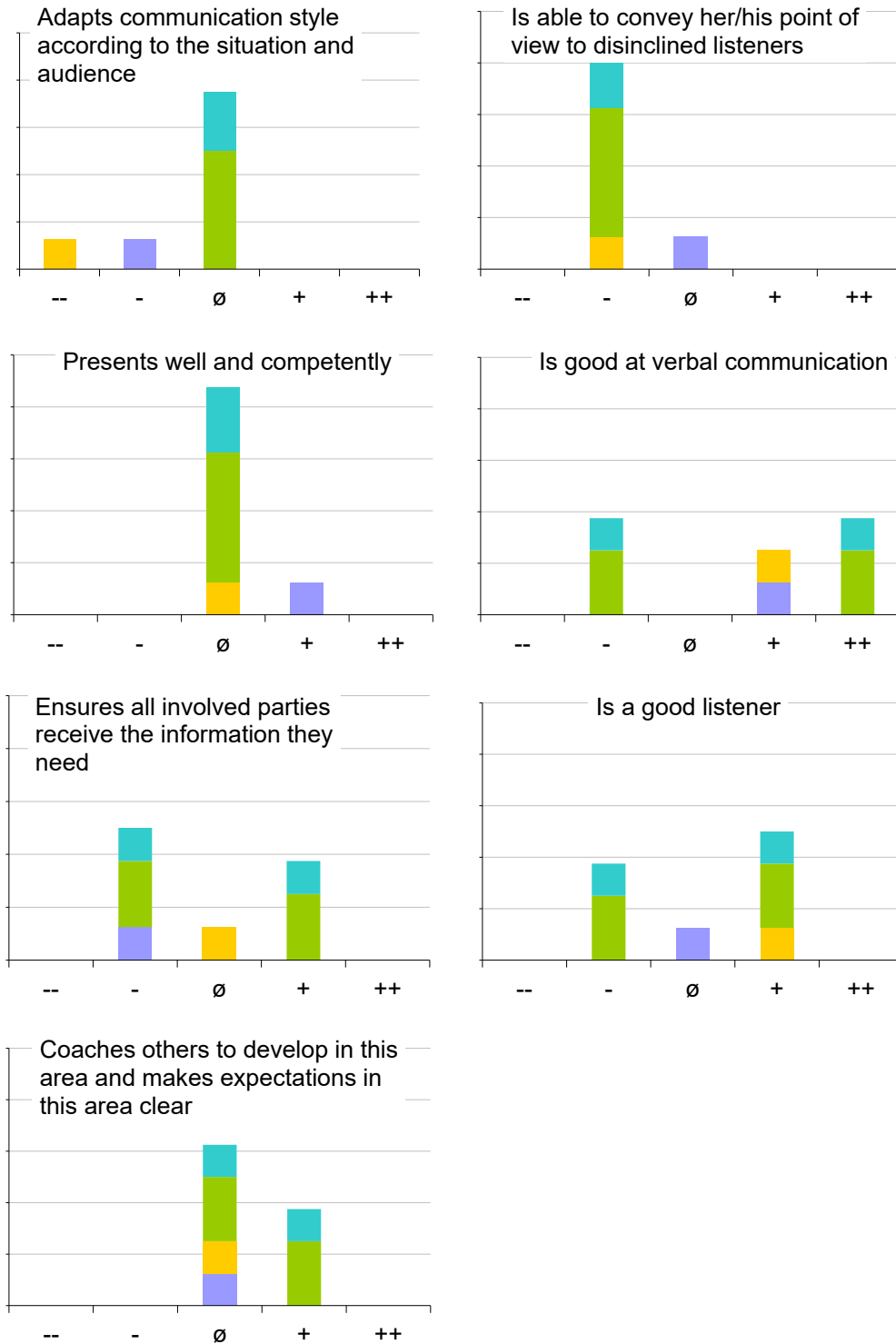
The columns represent the sum of every given score independent of the relationship to the assessed person.

The detailed graphs return the pattern by type of the relationship to the assessed person.

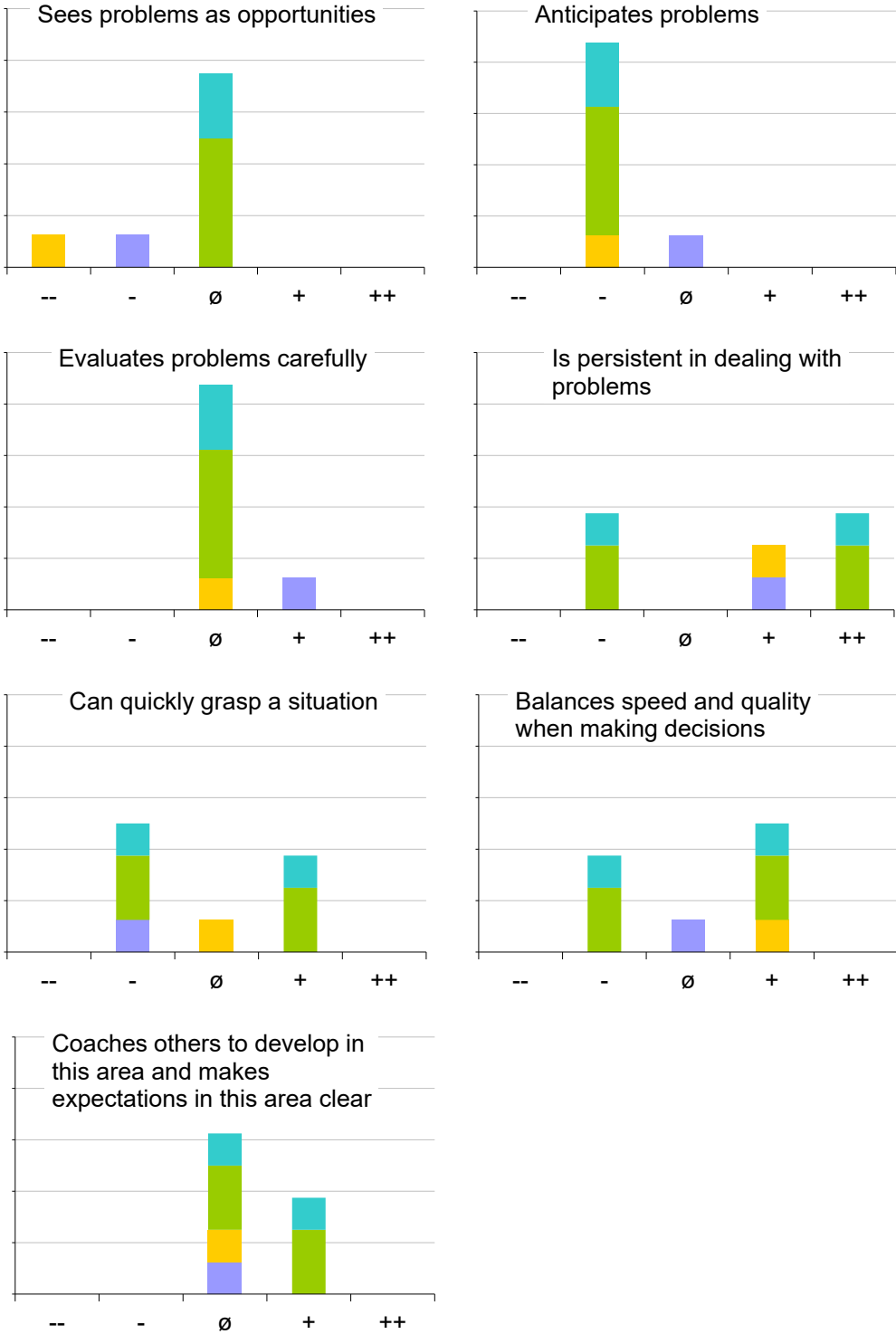


## 2 Quantitative Results

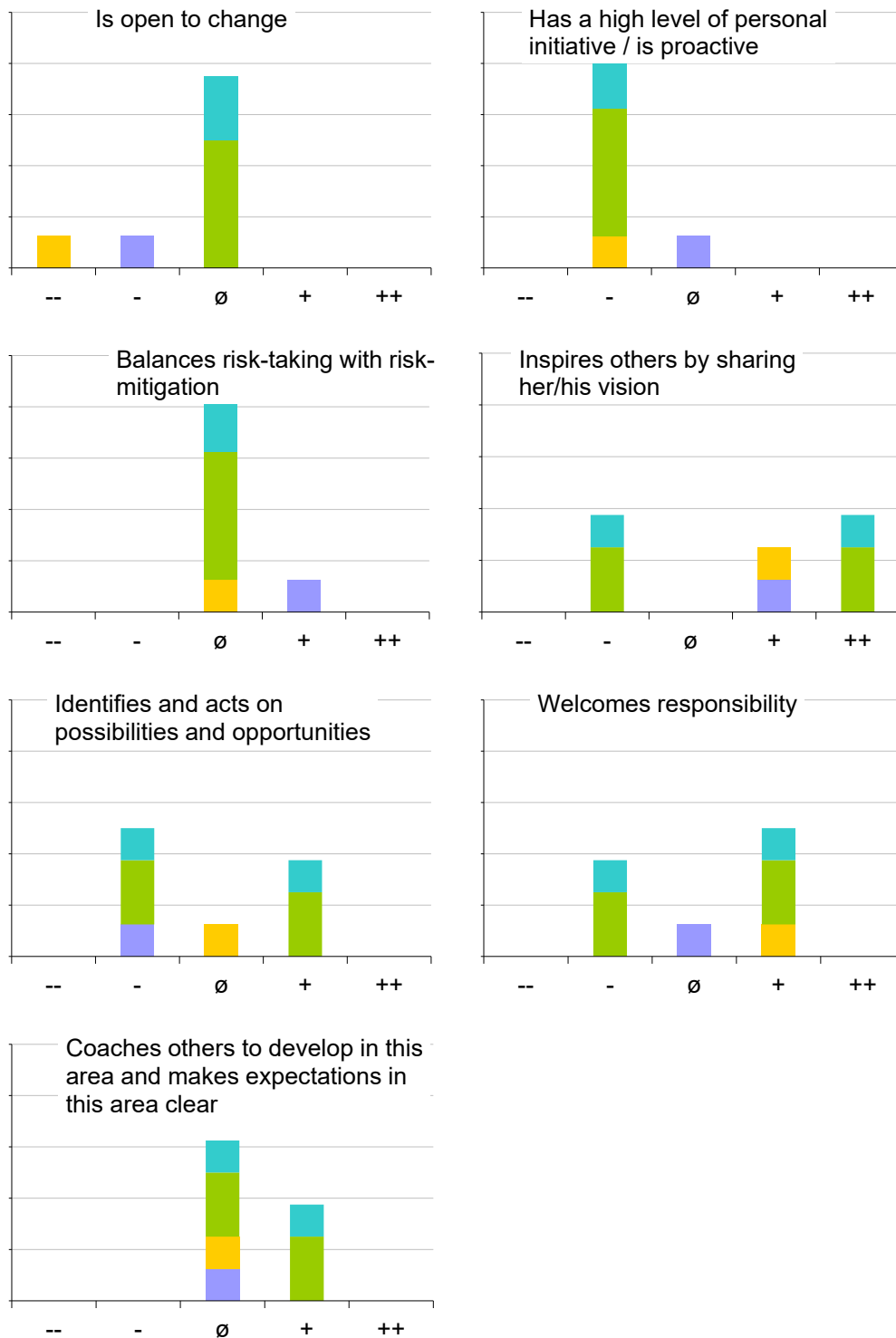
### 2.1 Information and communication



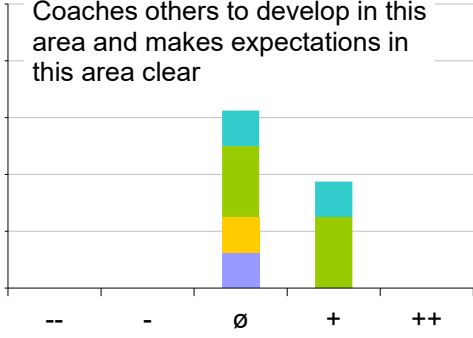
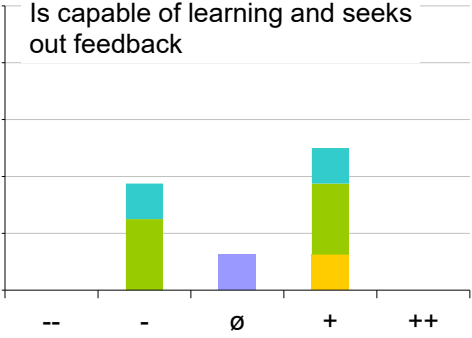
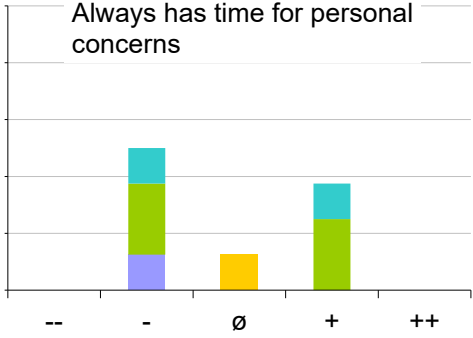
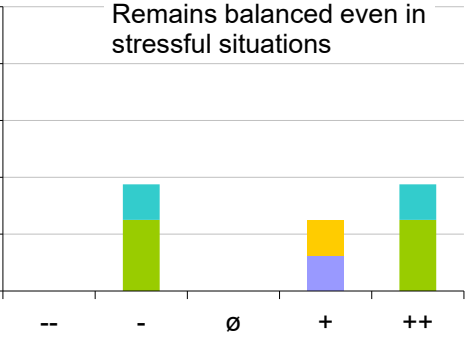
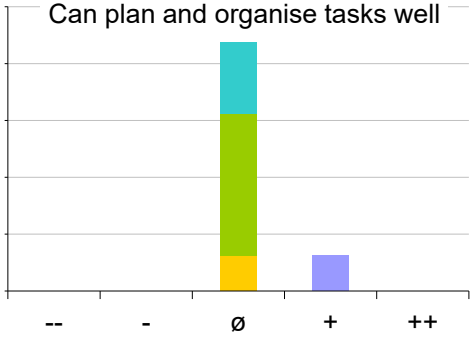
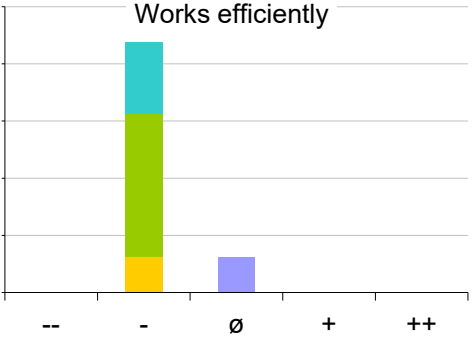
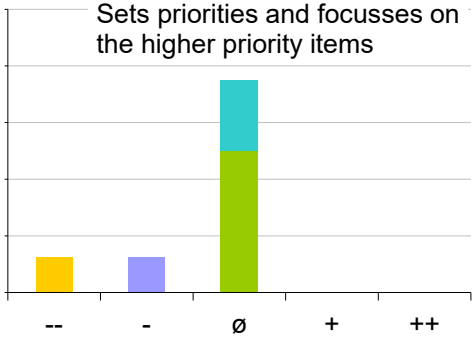
2.2 Problems solving and decision making



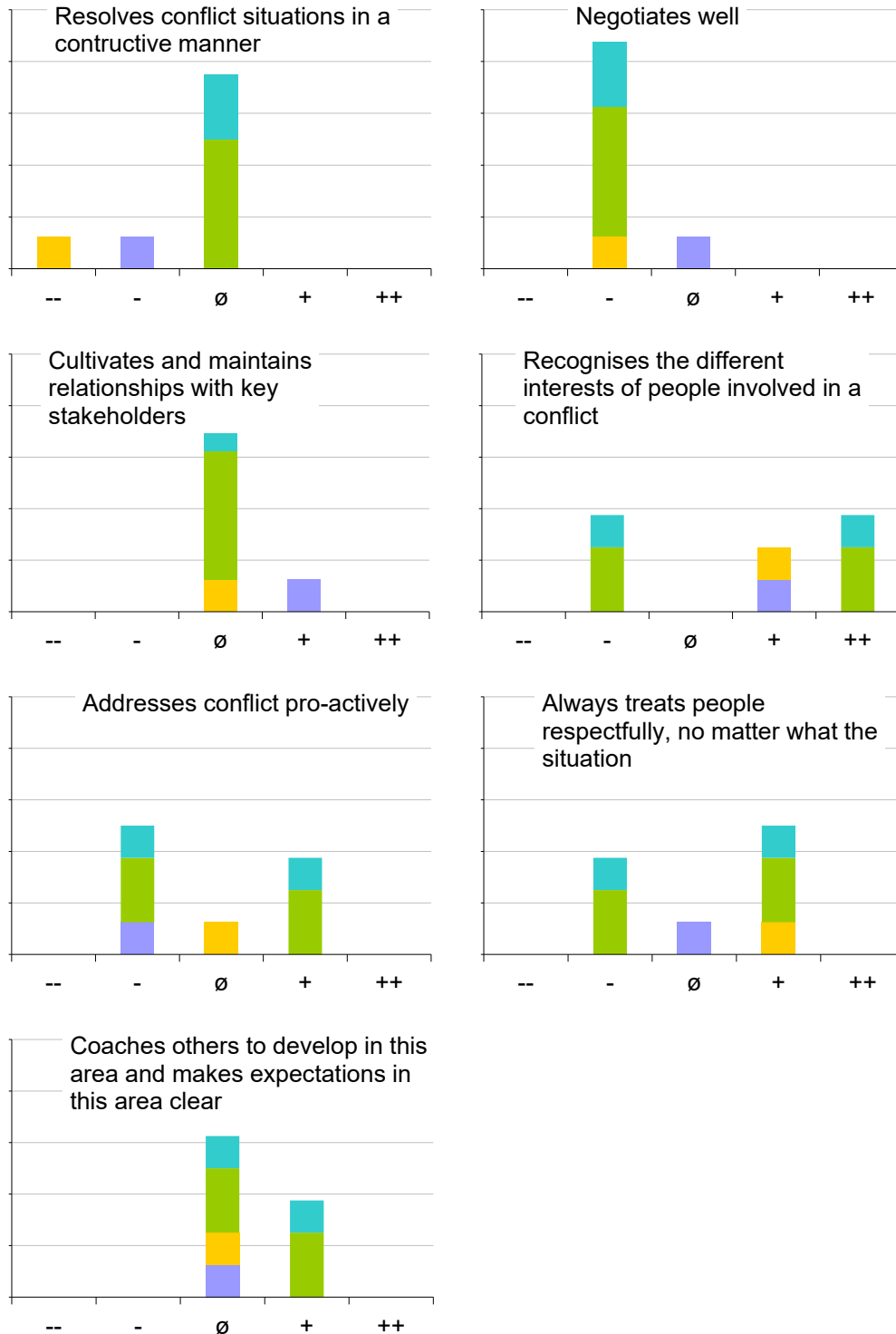
## 2.3 Entrepreneurial thinking and acting



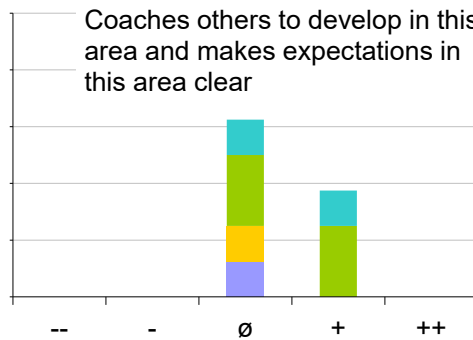
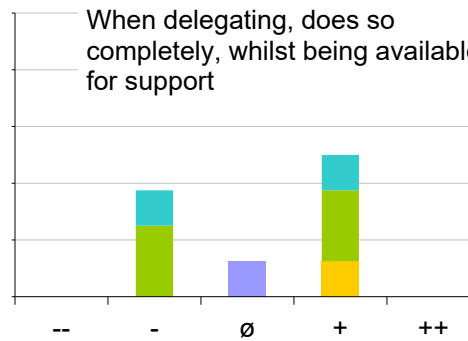
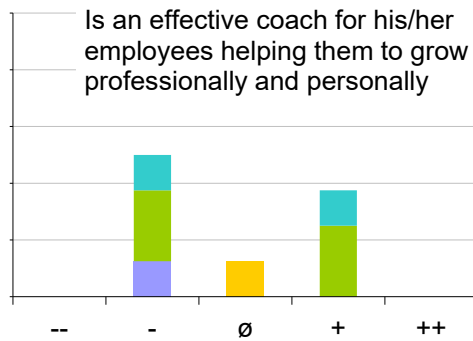
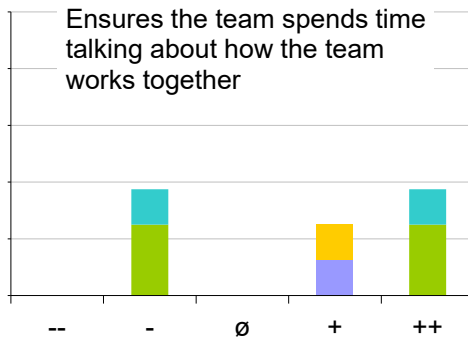
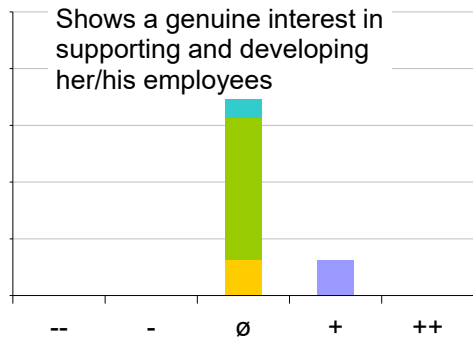
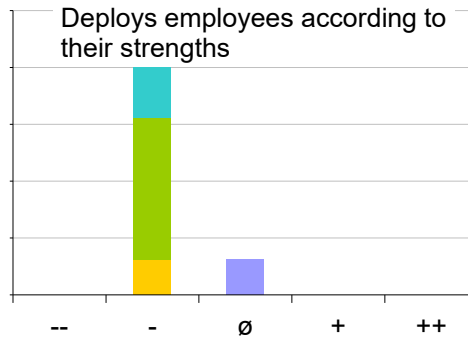
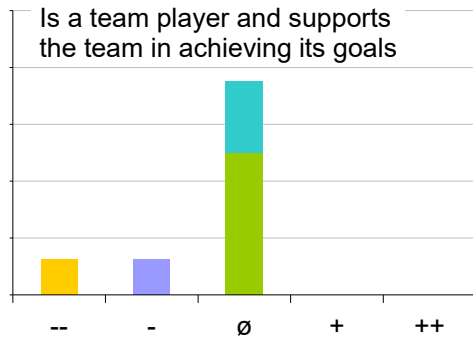
2.4 Organization, Time Management and Self Management



## 2.5 Dealing with Conflict Situations and Negotiating Skills

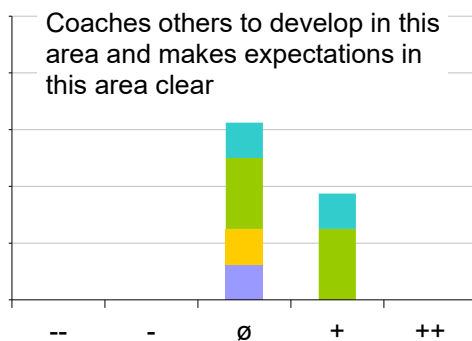
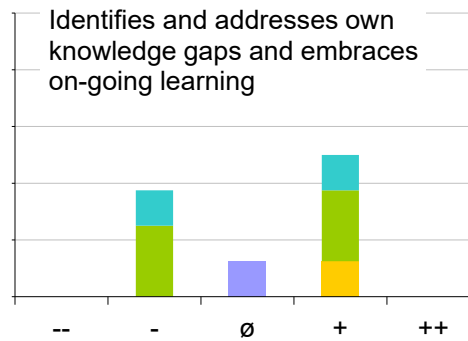
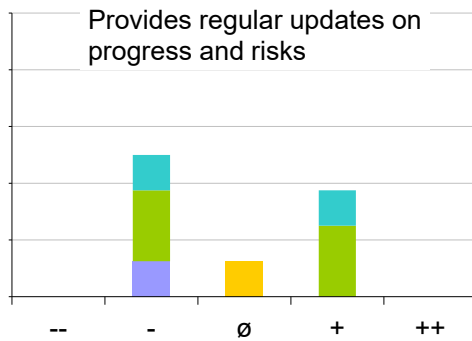
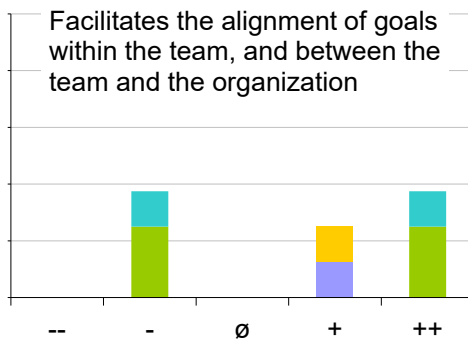
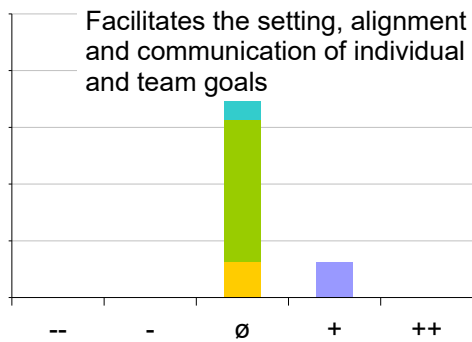
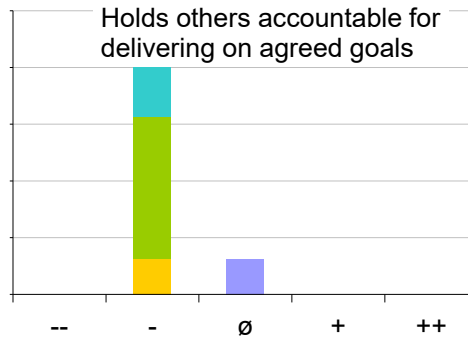
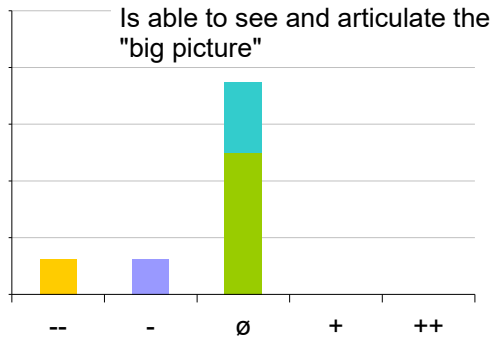


## 2.6 Development of Employees and Team

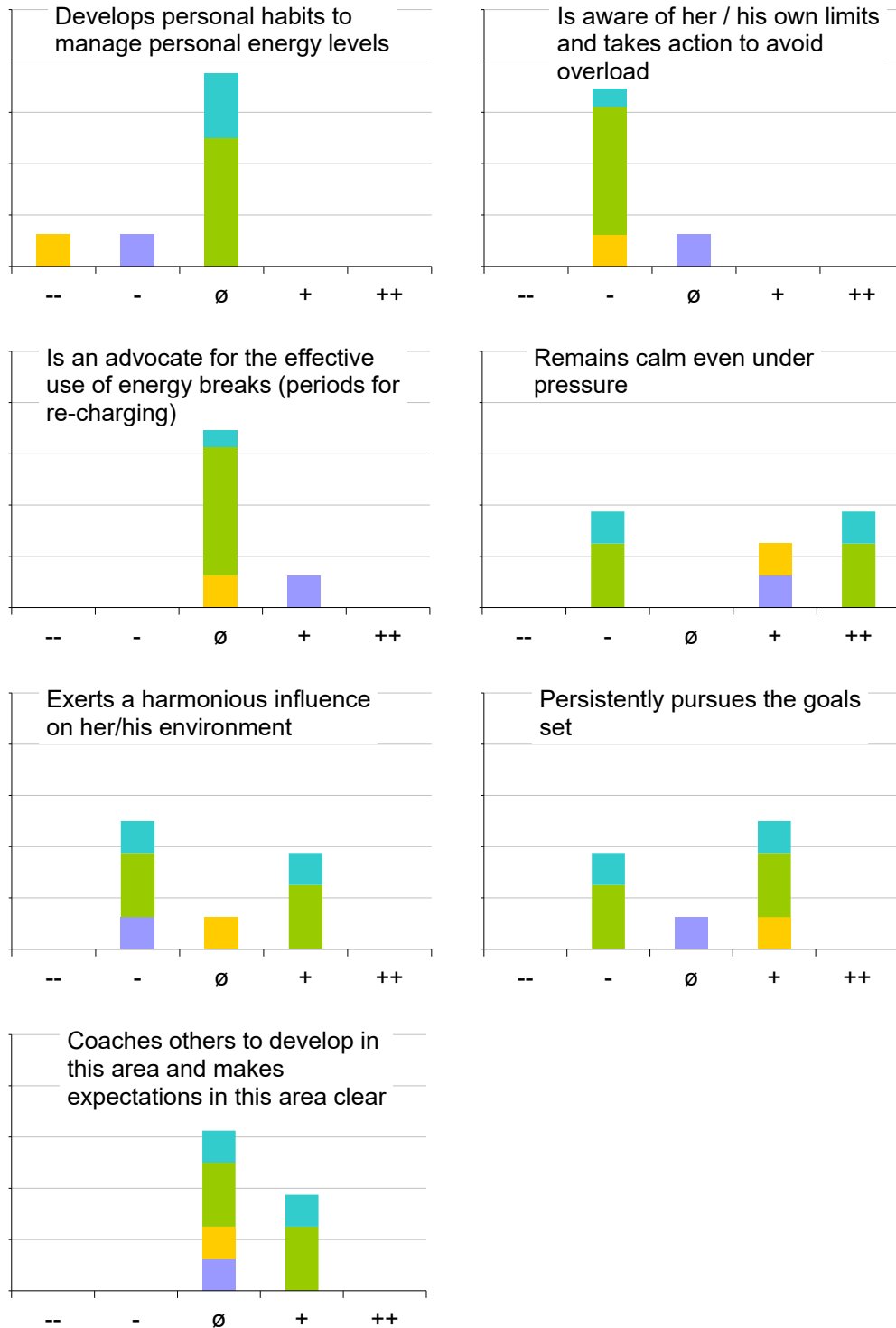




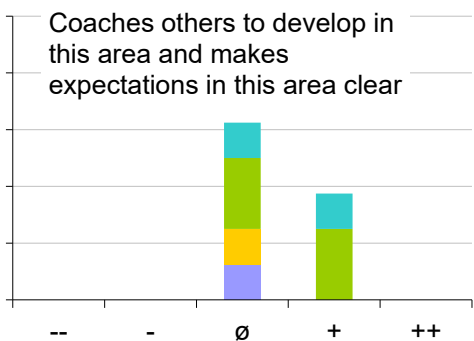
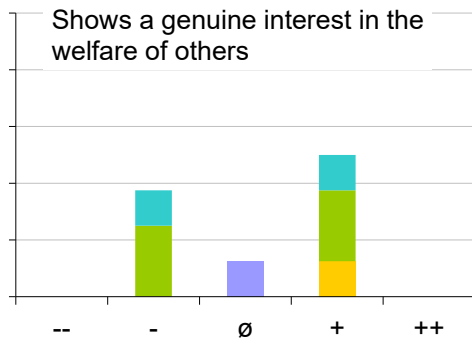
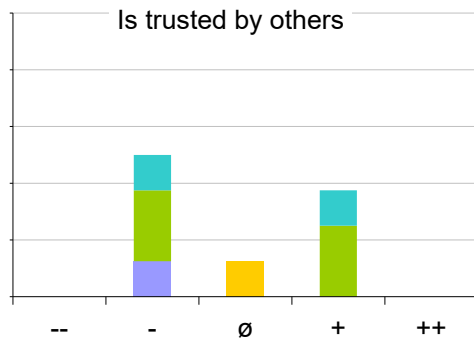
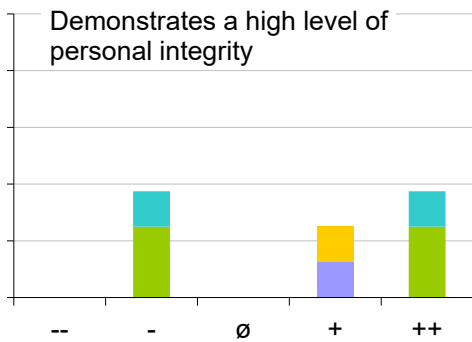
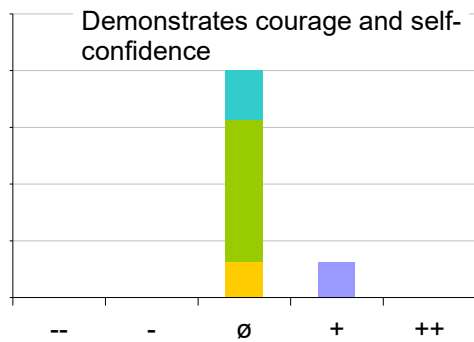
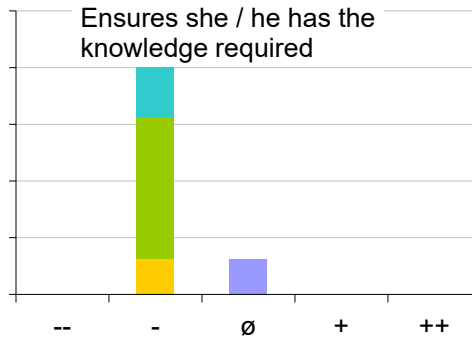
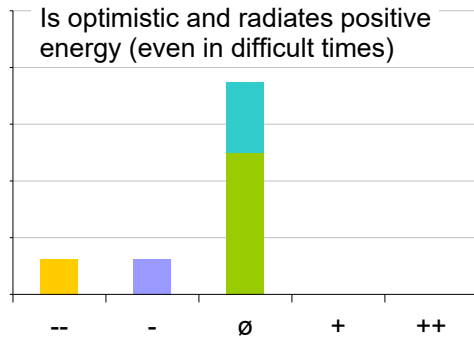
## 2.7 Objectives and Tasks



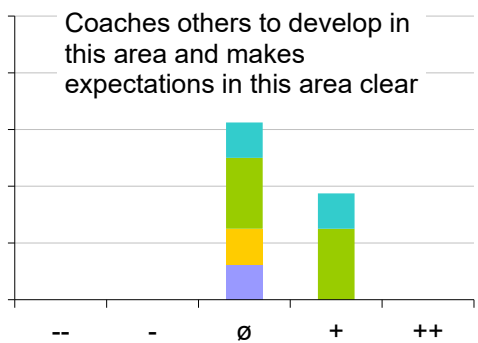
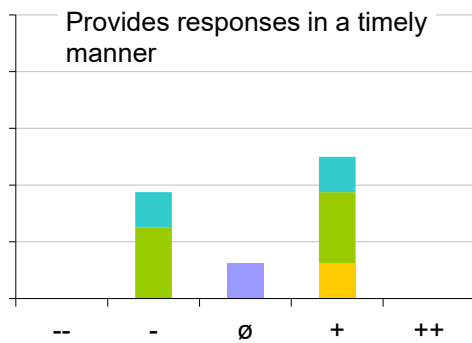
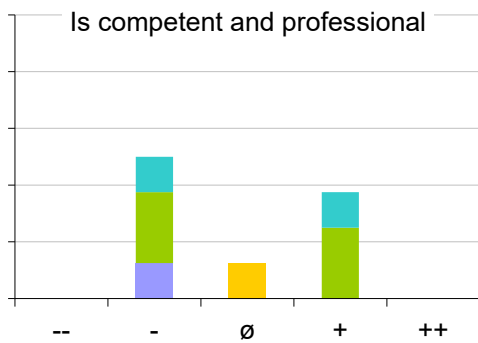
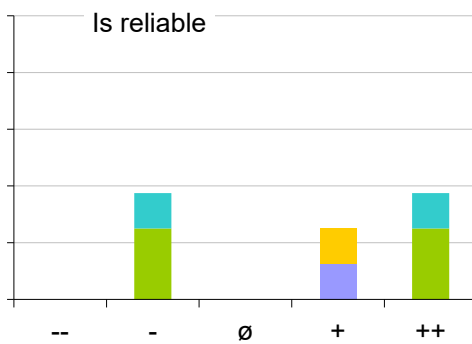
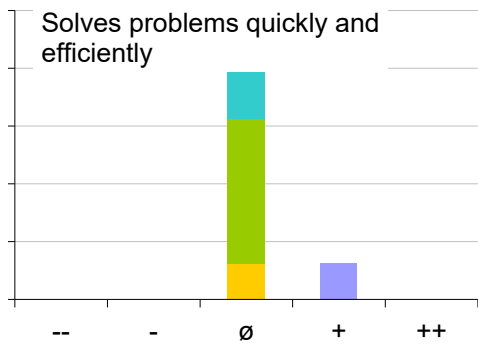
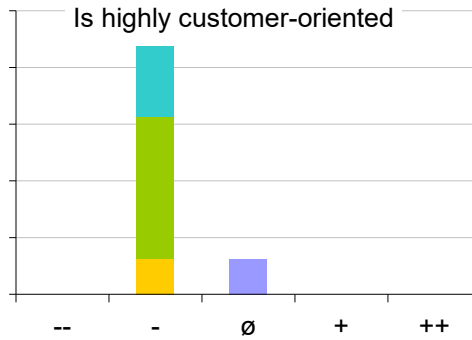
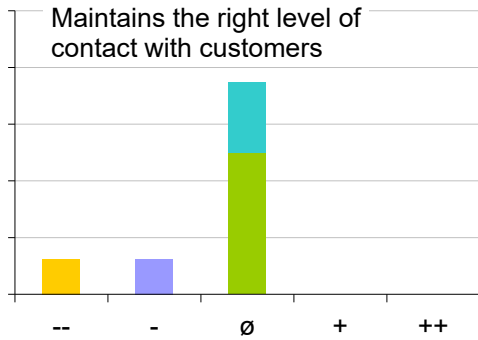
## 2.8 Resilience and Overcoming Obstacles



## 2.9 Personality



## 2.10 Customer Orientation



### 3. Verbalised Statements

#### 3.1 Please highlight his/her top three **leadership strengths**

##### Self

- 1) empathy - able to listen to others - not just work-related stuff, but also personal issues
- 2) understands the open-source community and their feelings/needs/...
- 3) ability and willingness for a change (of software used, team setup, the way of company communication, ...)

##### Others

1. Always there to support the team
2. Positive energy
3. Delegating

quick reaction and responses

trust in colleagues

positive personality and life opinions that he don't need to force others to

1. Decisive
2. Calm even under stress
3. Empathic, very kind to others

1. Team player
2. Transparent
3. Humility

communication

reliability

empathy

Kind and human, happiness oriented leader, never shouting, never angry, always friendly

### 3.2 What in particular do you **value about the way he/she is leading?**

#### Self

The ability to work with people, ensure they feel their work is meaningful, praise them,  
...

#### Others

He is there for anyone, helping as he can and always in good mood.

gradually adding/leaving responsibility (let team members manage whole project when they are ready)

Caring and kind way of strong lead.

He is always making sure everyone in his team is being part of the team. And he is always doing his best to be sure we like what they do and help us to grow., I also value he gives us feedback or helps us every time we ask for it.

How he approaches other co-workers

### 3.3 What in particular do you **not like about the way he/she is leading?**

#### Self

I am not making confident decisions - from proposing through planning, realization, delegating, controlling, reporting to closing

#### Others

Not pushing the team enough to finish their tasks.

sometimes to big passivity

Nothing in particular. Sometimes I'm missing a little bit more clear information about what's happening in the company in the bigger picture to be communicated across our team.

The organization of the team is not perfect, but he is working on it.

I dont know about anything

### 3.4 Please highlight his/her top three **improvement opportunities** as a leader

#### Self

- 1) planning and related stuff
- 2) controlling (related to planning)
- 3) assertiveness (self- and idea-)

#### Others

1. Better overview of assigned tasks within the team
2. Motivate/push the team to accomplish the tasks the best way possible
3. Watch deadlines

1. be more clear what which member should do (help them always see the priority of current work and what is important to do together)
2. work with statistic and hard data :D
3. I don't know

1. Be more strict and consistent about his point of view in a conflict situations.
2. Communicate his expectations clearly and in advance
3. Provide general information on what's happening across the company related to marketing

1. less focus on expected criticism by others
2. being more open-minded to new challenges and ideas
3. better organization and communication of plans the team or someone in the team should do

I don't know ...