Open 360 Report

Ranking Report

Joe Bloggs

ABC Construction

Date:

13.11.2025

Extended DISC AUSTRALASIA | FinxS ONLINE PLATFORM | HR PROFILING SOLUTIONS

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Organisation: **ABC Construction**

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Yellow indicates there is some room for improvement.

Red indicates a definite area to improve.

Ranking section

Ranking Open scale: 5-points scale (range 1 to 5) questions

Questions	Self	Direct Reports	Peers	Managers	**Weighted average ↓**
9. Deserves the trust of others	5.00	3.00	4.67	5.00	**4.00**
15. Works to resolve conflicts and disagreements.	5.00	3.00	5.00	4.33	**3.91**
8. Shows honesty and openness in all situations	5.00	3.00	5.00	4.33	**3.91**
16. Can argue a case effectively.	4.00	2.80	5.00	4.33	**3.82**
11. Encourages the setting and agreement of service levels with all customers	5.00	2.80	5.00	4.33	**3.82**
10. Is passionate about our product/service and encouraging towards clients.	4.00	3.00	4.67	4.33	**3.82**
7. Embodies the values of the company	4.00	3.00	5.00	3.67	**3.73**
13. Listens when others are talking	5.00	2.80	4.00	4.33	**3.55**
14. Sets a good example and models the behaviour they want to see in others.	4.00	2.00	4.67	4.33	**3.36**
4. Shares information freely with their staff.	5.00	2.60	4.33	3.67	**3.36**
6. Addresses poor performance ensuring each individual has a clear plan for improvement.	5.00	2.00	4.33	4.33	**3.27**
2. Gives employees positive reinforcement and praise.	5.00	2.00	4.33	4.33	**3.27**
3. Allows staff the freedom to do their job, once the desired results have been communicated.	4.00	2.00	4.00	4.33	**3.18**
5. Gets things done quickly and effectively.	4.00	2.00	4.33	3.67	**3.09**
1. Willing to describe projects and tasks and set parameters so employees know what is expected of them and why.		1.00	5.00	3.67	**3.00**
12. Uses authority without appearing to be authoritative or heavy-handed	4.00	1.80	3.67	3.67	**2.82**
Score Average	4.53	2.44	4.56	4.17	**3.50**

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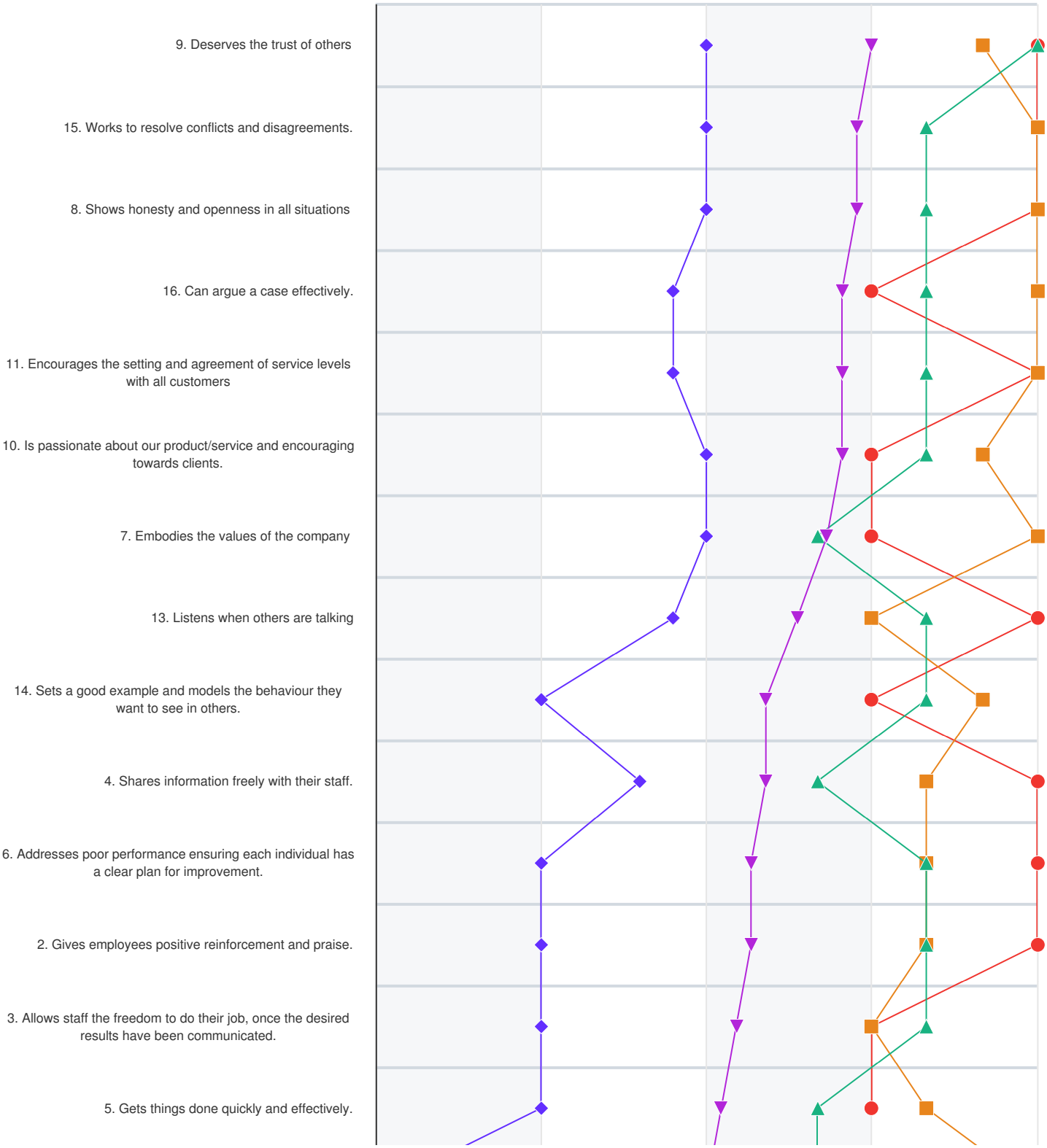

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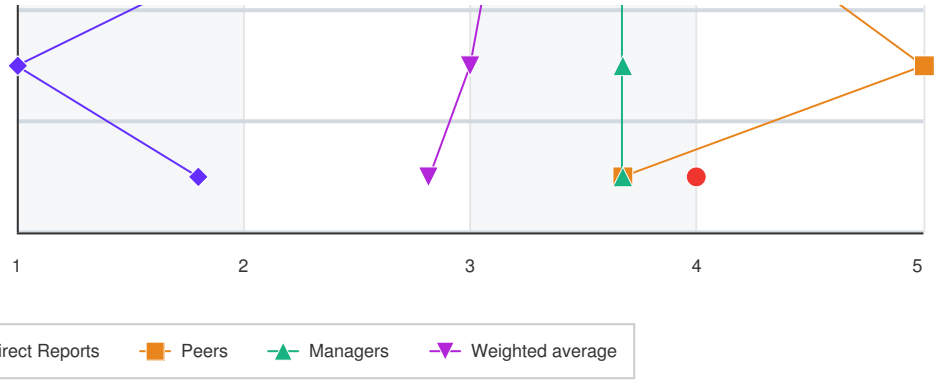

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