

Open 360 Report

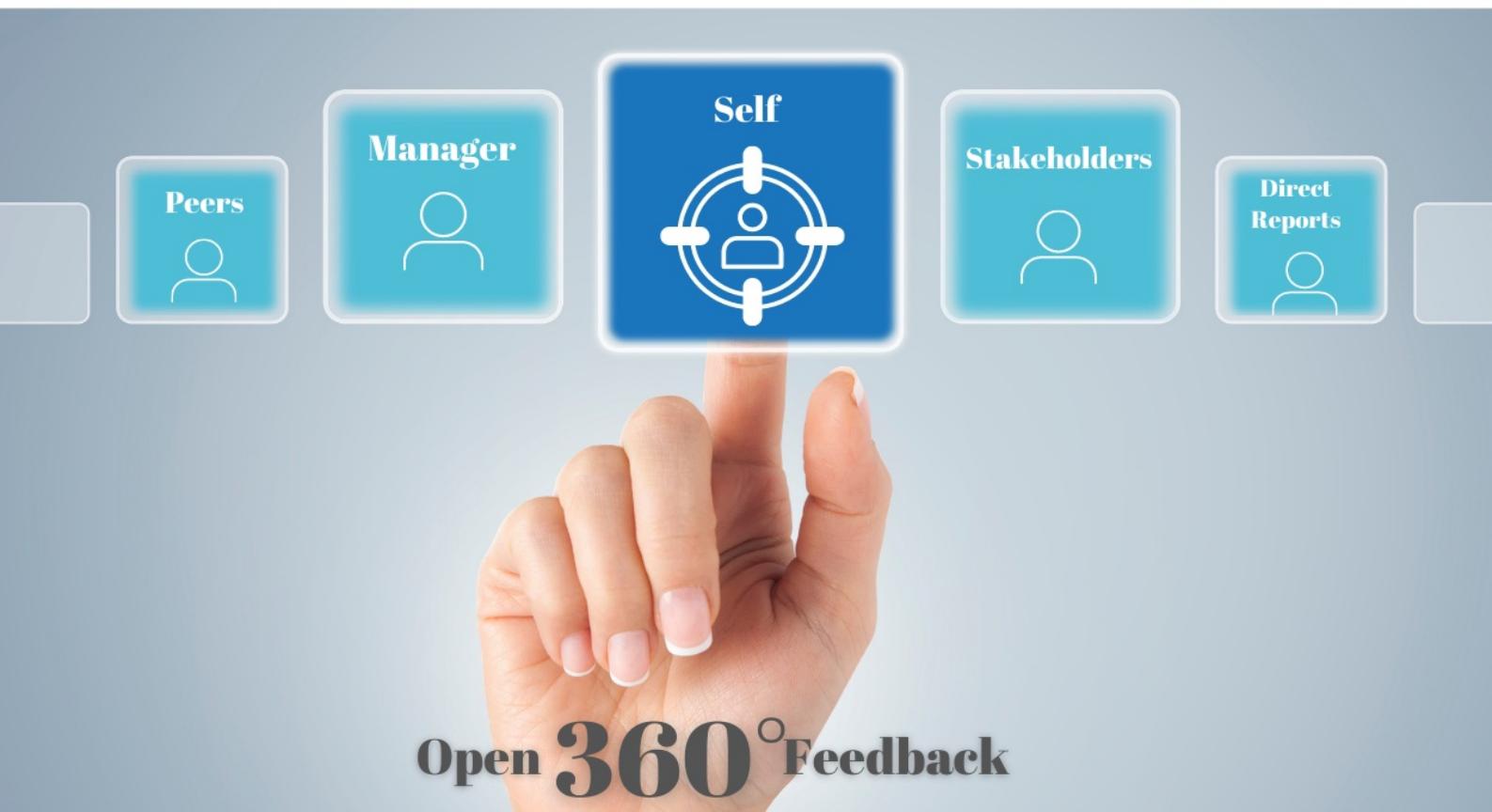
Results by Question Group

Joe Bloggs

ABC Construction

Date:

13.11.2025



Open 360° Feedback

Joe Bloggs

Organisation:

ABC Construction

Date:

13.11.2025

The Open 360° Feedback displays results using numbers and traffic light colours:

Green indicates that the person assessed has scored highly in the measured behavioural competency.**Yellow** indicates there is some room for improvement.**Red** indicates a definite area to improve.**Results by question groups**

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

Question Groups	Self	Managers	Peers	Direct Reports	Weighted average
General Management	4.60 	4.00 	4.39 	1.97 	3.20
Values	4.60 	4.33 	4.87 	2.96 	3.85
Influencing	4.40 	4.20 	4.47 	2.48 	3.49
Score Average	4.53 	4.17 	4.56 	2.44 	3.50



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General Management	Self	Managers	Peers	Direct Reports	Weighted average
1. Willing to describe projects and tasks and set parameters so employees know what is expected of them and why.	3.67 ■	5.00 ■	1.00 ■	3.00 ■	3.00 ■
2. Gives employees positive reinforcement and praise.	5.00 ■	4.33 ■	4.33 ■	2.00 ■	3.27 ■
3. Allows staff the freedom to do their job, once the desired results have been communicated.	4.00 ■	4.33 ■	4.00 ■	2.00 ■	3.18 ■
4. Shares information freely with their staff.	5.00 ■	3.67 ■	4.33 ■	2.60 ■	3.36 ■
5. Gets things done quickly and effectively.	4.00 ■	3.67 ■	4.33 ■	2.00 ■	3.09 ■
6. Addresses poor performance ensuring each individual has a clear plan for improvement.	5.00 ■	4.33 ■	4.33 ■	2.00 ■	3.27 ■
Score Average	4.60 ■	4.00 ■	4.39 ■	1.97 ■	3.20 ■

Willing to describe projects and tasks and set parameters so employees know what is expected of them and why.

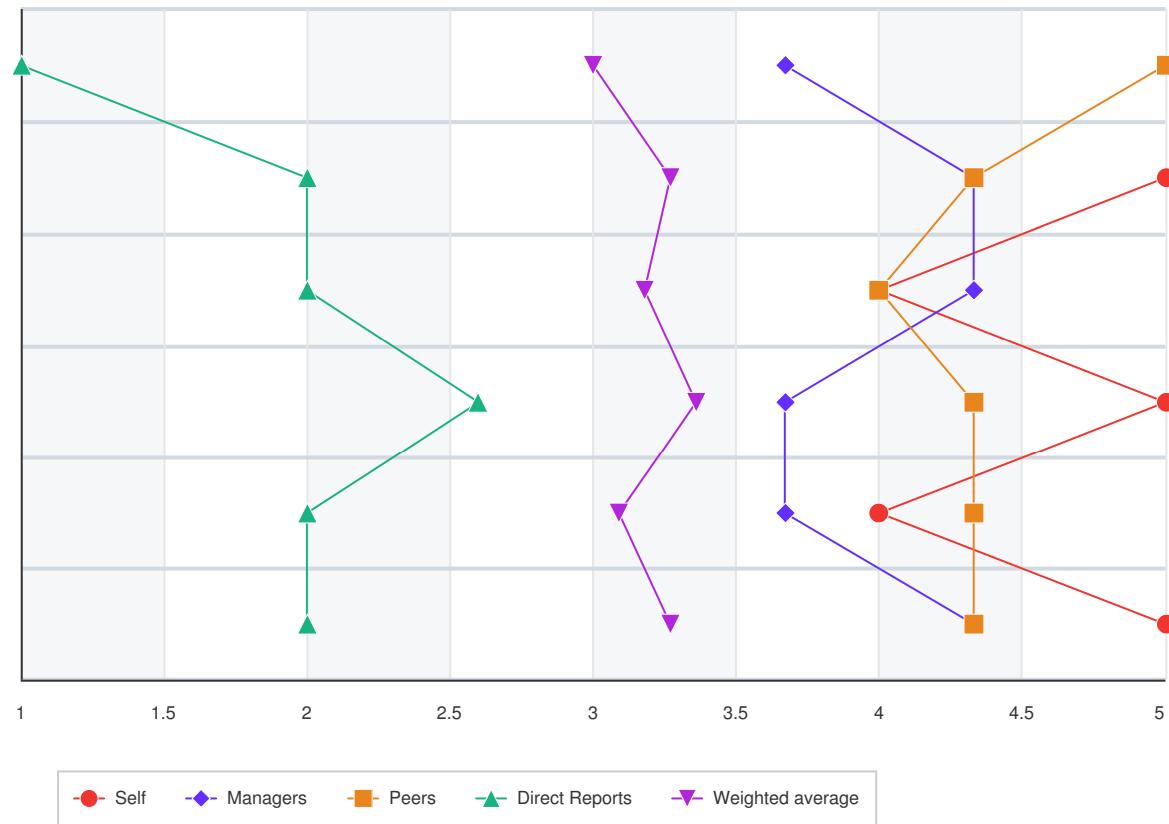
Gives employees positive reinforcement and praise.

Allows staff the freedom to do their job, once the desired results have been communicated.

Shares information freely with their staff.

Gets things done quickly and effectively.

Addresses poor performance ensuring each individual has a clear plan for improvement.



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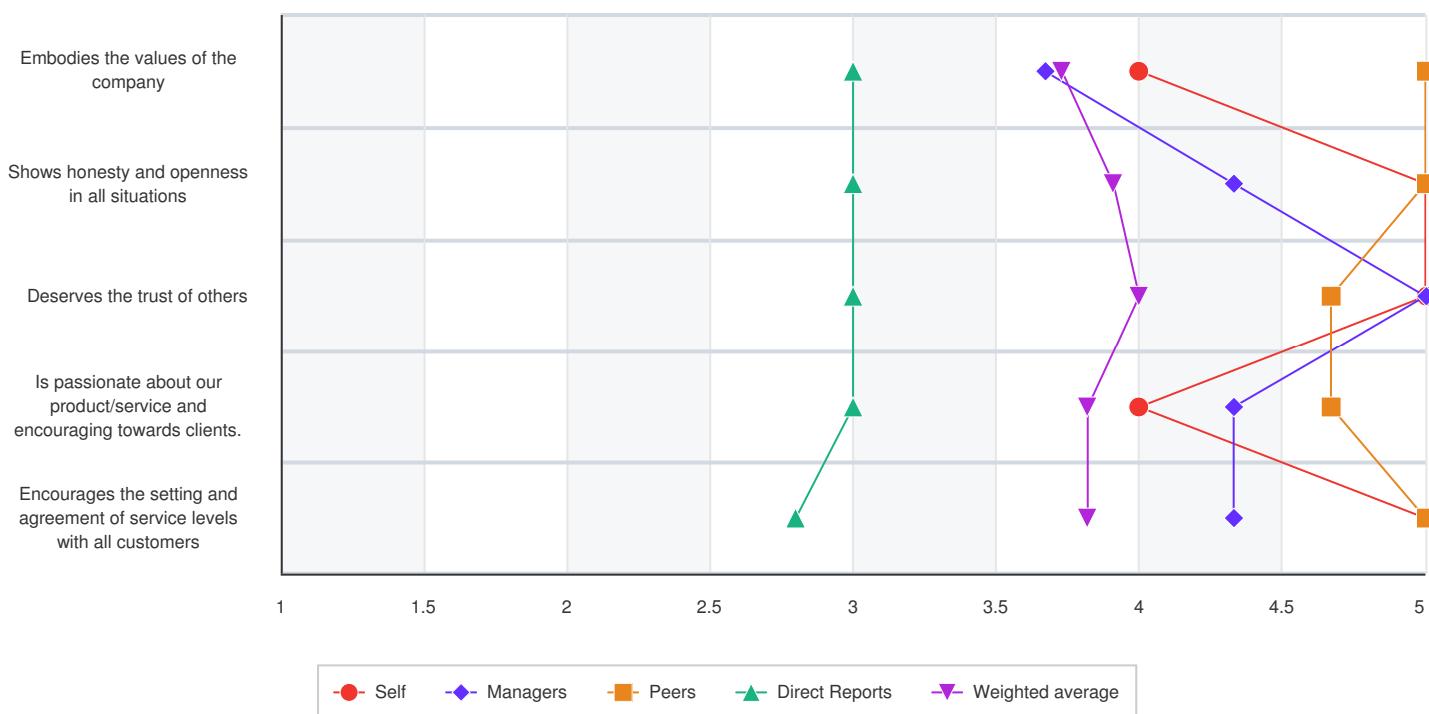
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Values	Self	Managers	Peers	Direct Reports	Weighted average
7. Embodies the values of the company	4.00 	3.67 	5.00 	3.00 	3.73
8. Shows honesty and openness in all situations	5.00 	4.33 	5.00 	3.00 	3.91
9. Deserves the trust of others	5.00 	5.00 	4.67 	3.00 	4.00
10. Is passionate about our product/service and encouraging towards clients.	4.00 	4.33 	4.67 	3.00 	3.82
11. Encourages the setting and agreement of service levels with all customers	5.00 	4.33 	5.00 	2.80 	3.82
Score Average	4.60 	4.33 	4.87 	2.96 	3.85



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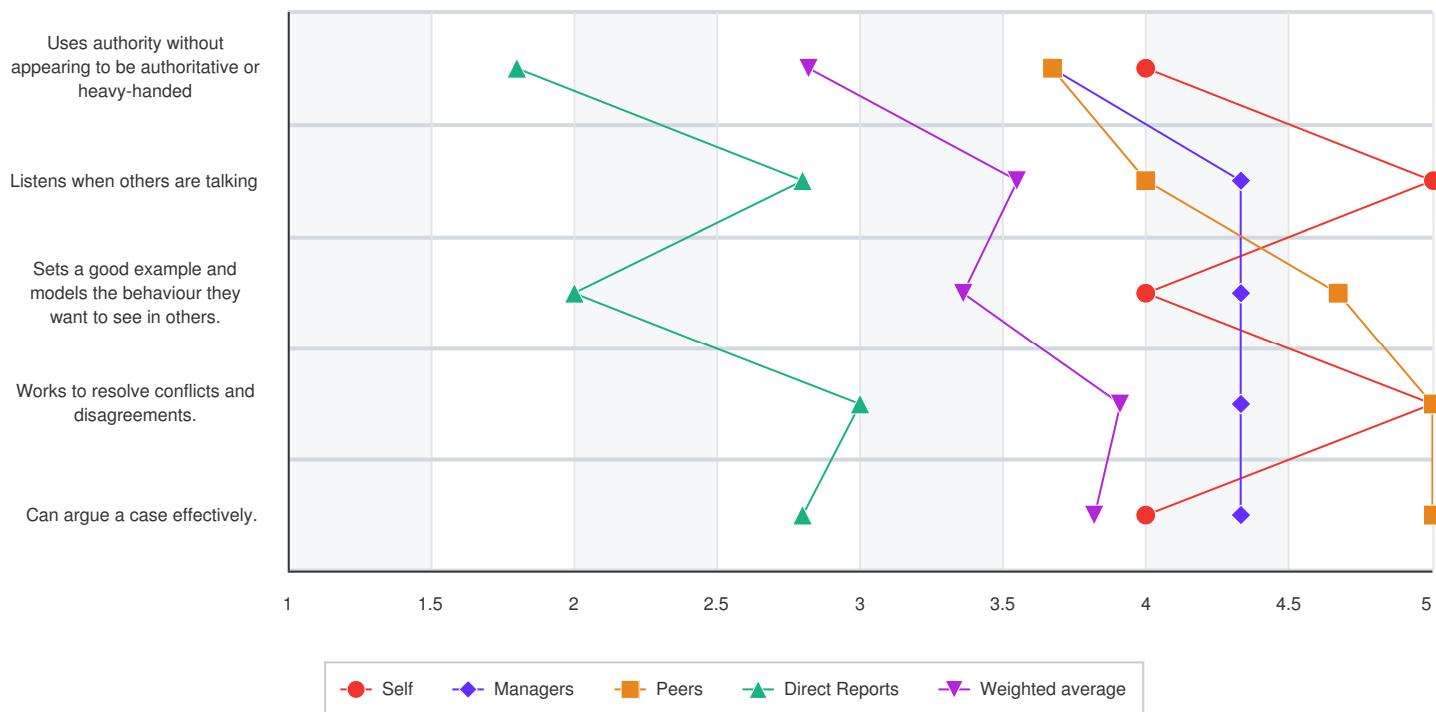
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Influencing	Self	Managers	Peers	Direct Reports	Weighted average
12. Uses authority without appearing to be authoritative or heavy-handed	4.00 	3.67 	3.67 	1.80 	2.82
13. Listens when others are talking	5.00 	4.33 	4.00 	2.80 	3.55
14. Sets a good example and models the behaviour they want to see in others.	4.00 	4.33 	4.67 	2.00 	3.36
15. Works to resolve conflicts and disagreements.	5.00 	4.33 	5.00 	3.00 	3.91
16. Can argue a case effectively.	4.00 	4.33 	5.00 	2.80 	3.82
Score Average	4.40 	4.20 	4.47 	2.48 	3.49



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Open Ended Question 17. What three things could this person do to become more effective?

Response group	Answer
Self	I can focus on being more aware of my direct reports workload.
	By listening to others more, empathy towards other departments might benefit.
	By listening to others more, empathy towards other departments might benefit.
Response Groups	Support to take on the hard decisions, to call out poor employee performance, unacceptable behaviours and deal with these immediately via disciplinary action.
	Take opportunities to participate in activities outside of his direct responsibility if and when they become available
	Test