

Open 360 Report

Results by Question Group

Joe Bloggs

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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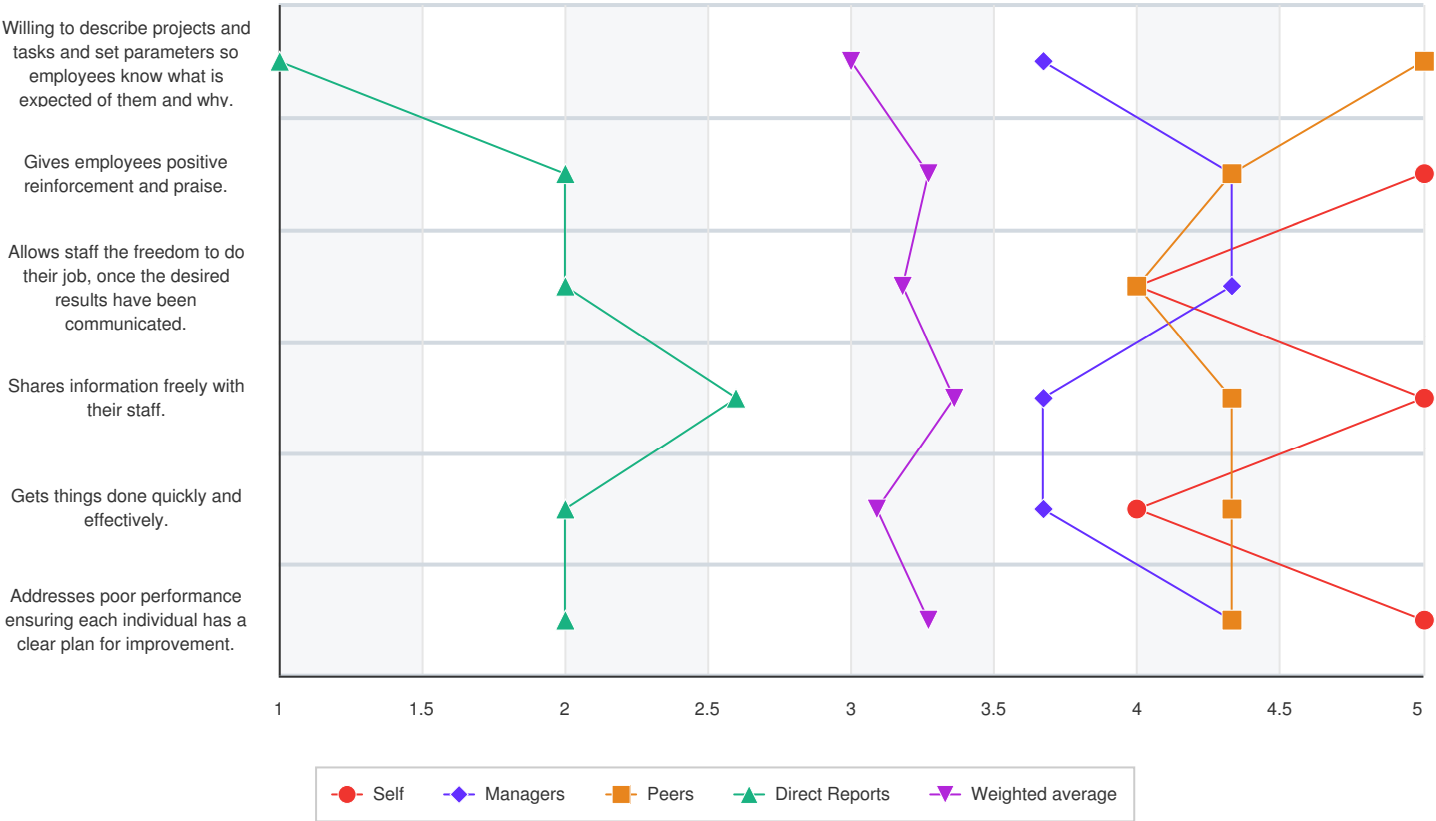
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| General Management | Self | Managers | Peers | Direct Reports | Weighted average |
|--|--------------------|--------------------|--------------------|--------------------|---------------------------|
| 1. Willing to describe projects and tasks and set parameters so employees know what is expected of them and why. | | 3.67 | 5.00 | 1.00 | 3.00 |
| 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 |



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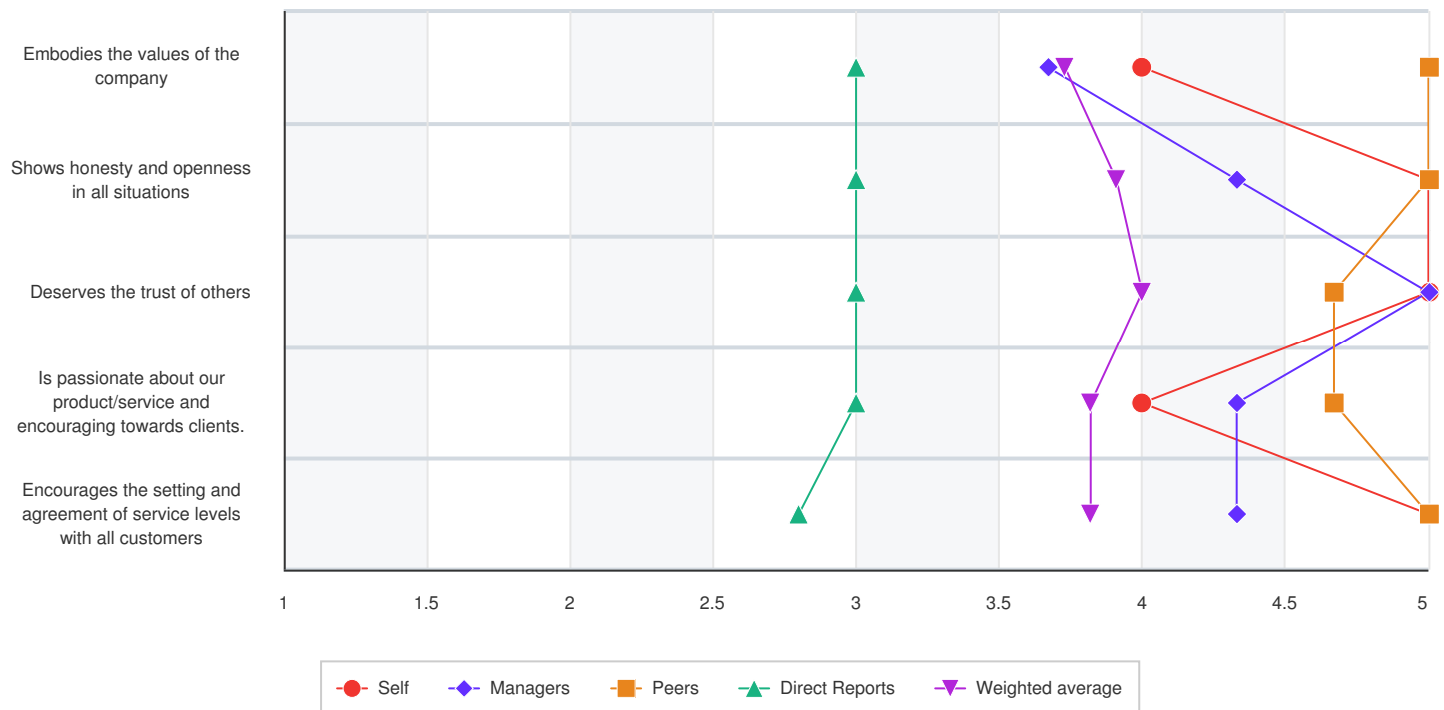
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| Values | Self | Managers | Peers | Direct Reports | Weighted average |
|---|--------------------|--------------------|--------------------|--------------------|---------------------------|
| 7. Embodies the values of the company | 4.00 | 3.67 | 5.00 | 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 |



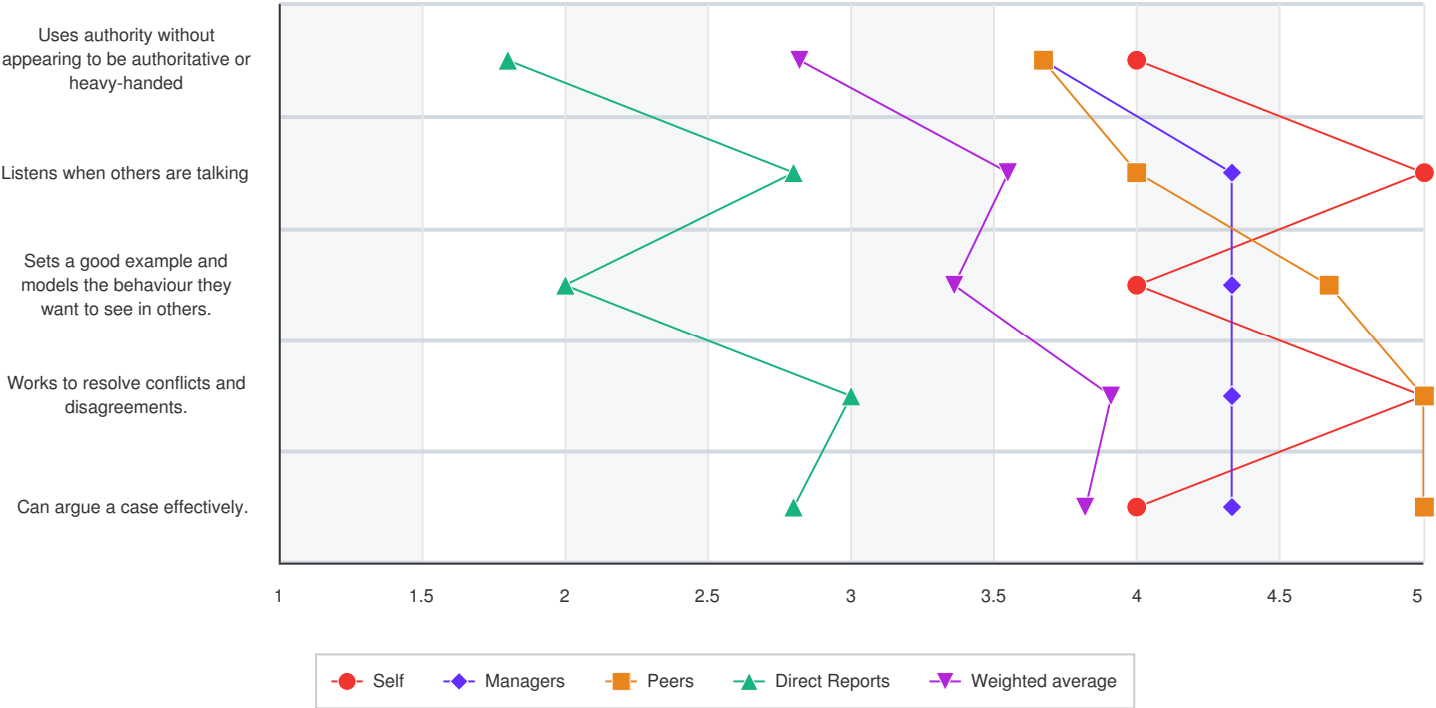
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| Influencing | Self | Managers | Peers | Direct Reports | Weighted average |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|
| 12. Uses authority without appearing to be authoritative or 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. |
| Response Groups | By listening to others more, empathy towards other departments might benefit. |
| | By listening to others more, empathy towards other departments might benefit. |
| | 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 |