

Open 360 Report

Blind Spots Report

Joe Bloggs

ABC Construction

Date:

13.11.2025



Blind Spots

How to interpret the Blind Spots?

Blind Spots measure the difference between one's self-perception and the perceptions of others against a measured competency or group of competencies. Positive Blind Spot scores indicate the self-perception scores are higher than the scores of other assessors.

The colour indicates the size of the Blind Spot:

■ **RED:** Indicates a big difference between the self-assessment score and the score given by the other assessors. The scoring difference is greater than 50% of the scale (+ or -).

■ **YELLOW:** Indicates there is a moderate difference between the self-assessment scores and that of the assessors. The scoring difference is greater than 25% of the scale (+ or -).

■ **GREEN:** Indicates scores align or there is a small difference. The scoring difference is less than 25% of the scale (+ or -).

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

Questions	Self	Managers	Peers	Direct Reports	Weighted average	Blind
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	1.73 ■
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	0.82 ■
4. Shares information freely with their staff.	5.00	3.67	4.33	2.60	3.36	1.64 ■
5. Gets things done quickly and effectively.	4.00	3.67	4.33	2.00	3.09	0.91 ■
6. Addresses poor performance ensuring each individual has a clear plan for improvement.	5.00	4.33	4.33	2.00	3.27	1.73 ■
7. Embodies the values of the company	4.00	3.67	5.00	3.00	3.73	0.27 ■
8. Shows honesty and openness in all situations	5.00	4.33	5.00	3.00	3.91	1.09 ■
9. Deserves the trust of others	5.00	5.00	4.67	3.00	4.00	1.00 ■
10. Is passionate about our product/service and encouraging towards clients.	4.00	4.33	4.67	3.00	3.82	0.18 ■
11. Encourages the setting and agreement of service levels with all customers	5.00	4.33	5.00	2.80	3.82	1.18 ■
12. Uses authority without appearing to be authoritative or heavy-handed	4.00	3.67	3.67	1.80	2.82	1.18 ■
13. Listens when others are talking	5.00	4.33	4.00	2.80	3.55	1.45 ■
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	0.64 ■
15. Works to resolve conflicts and disagreements.	5.00	4.33	5.00	3.00	3.91	1.09 ■
16. Can argue a case effectively.	4.00	4.33	5.00	2.80	3.82	0.18 ■
Average	4.53	4.17	4.56	2.44	3.50	1.04 ■

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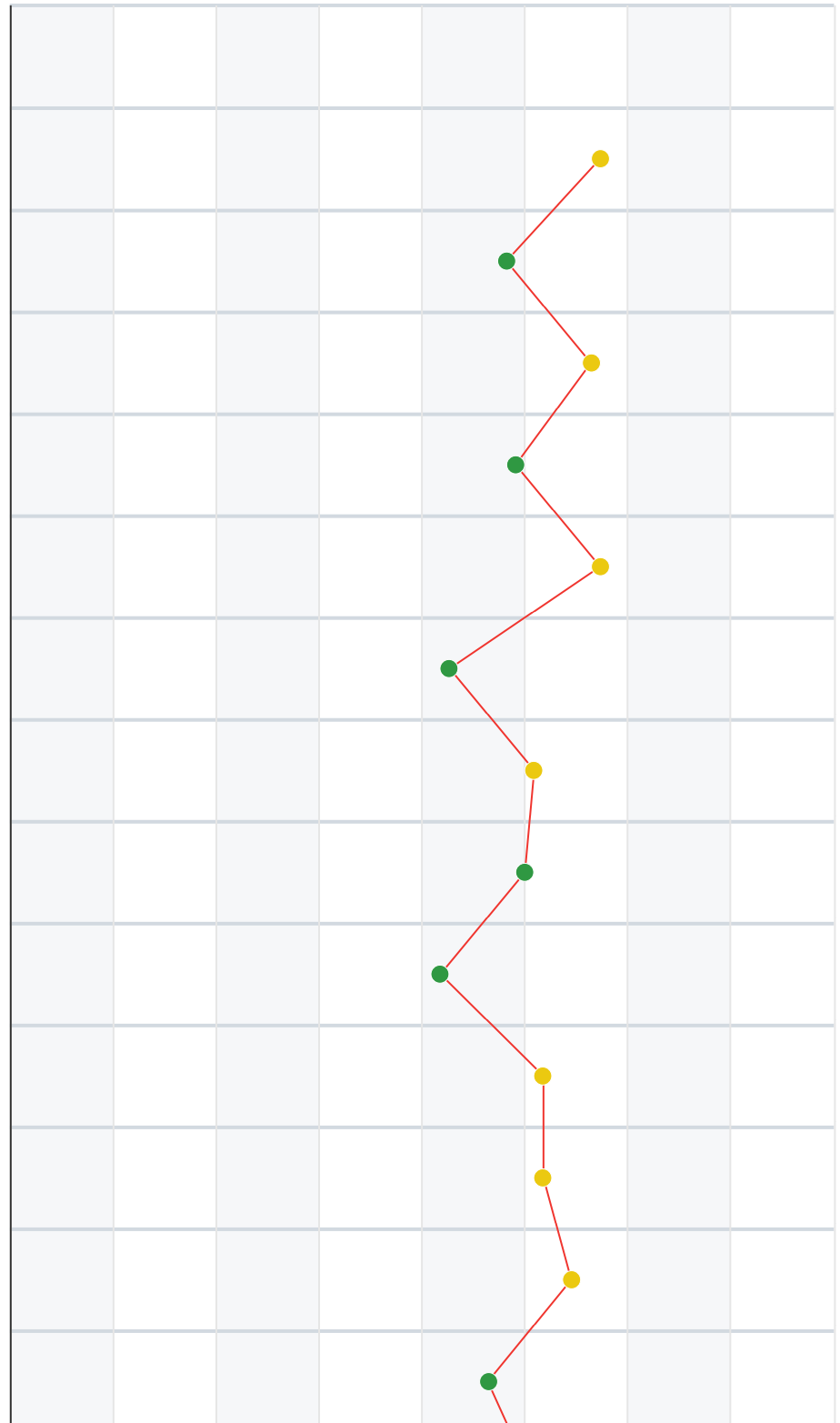
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15. Works to resolve conflicts and disagreements.

16. Can argue a case effectively.

