Open 360 Report

Multi-person Report

Number of people included: 3

ABC Construction

Date:

13.11.2025

Extended DISC AUSTRALASIA | FinxS ONLINE PLATFORM | HR PROFILING SOLUTIONS

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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.

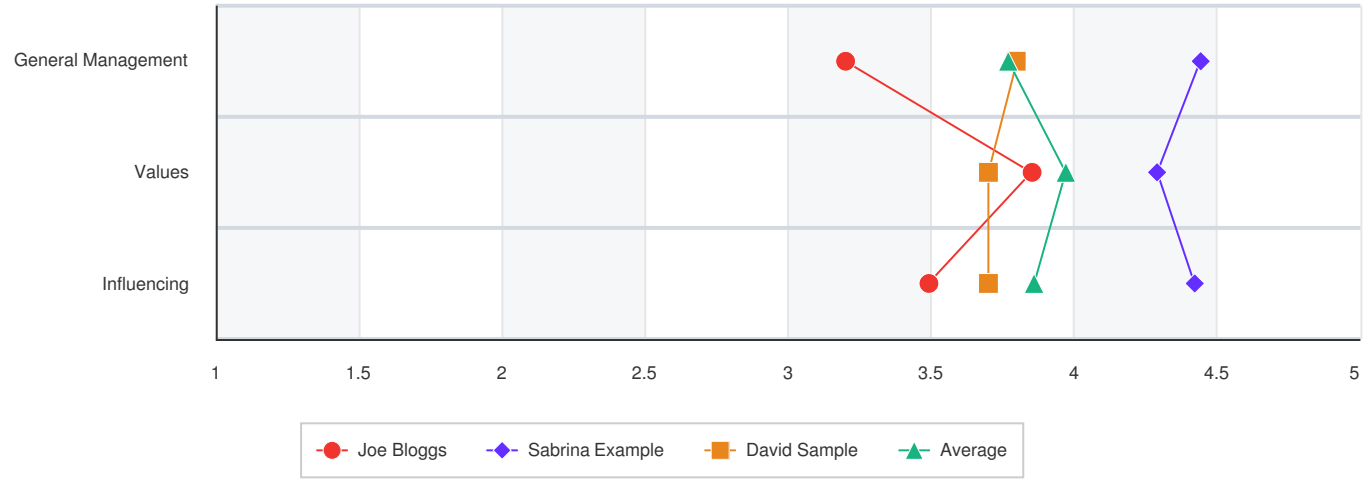
Red indicates a definite area to improve.

Results by question groups

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

Question Groups	Joe Bloggs	Sabrina Example	David Sample	Average
General Management	3.20	4.44	3.80	**3.77**
Values	3.85	4.29	3.70	**3.97**
Influencing	3.49	4.42	3.70	**3.86**
Score Average	3.50	4.39	3.73	**3.86**

Table includes the following response groups: Local groups
Total column includes: Local groups



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General Management	Joe Bloggs	Sabrina Example	David Sample	Average
1. Willing to describe projects and tasks and set parameters so employees know what is expected of them and why.	3.00	4.78		**3.84**
2. Gives employees positive reinforcement and praise.	3.27	4.22	3.83	**3.73**
3. Allows staff the freedom to do their job, once the desired results have been communicated.	3.18	4.33	3.83	**3.73**
4. Shares information freely with their staff.	3.36	4.44	3.67	**3.81**
5. Gets things done quickly and effectively.	3.09	4.33	3.67	**3.65**
6. Addresses poor performance ensuring each individual has a clear plan for improvement.	3.27	4.56	4.00	**3.88**
Score Average	3.20	4.44	3.80	**3.77**

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Values	Joe Bloggs	Sabrina Example	David Sample	**Average**
7. Embodies the values of the company	3.73	4.33	3.50	**3.88**
8. Shows honesty and openness in all situations	3.91	4.11	3.83	**3.96**
9. Deserves the trust of others	4.00	4.33	3.83	**4.08**
10. Is passionate about our product/service and encouraging towards clients.	3.82	4.33	3.67	**3.96**
11. Encourages the setting and agreement of service levels with all customers	3.82	4.33	3.67	**3.96**
Score Average	3.85	4.29	3.70	**3.97**

Table includes the following response groups: Local groups
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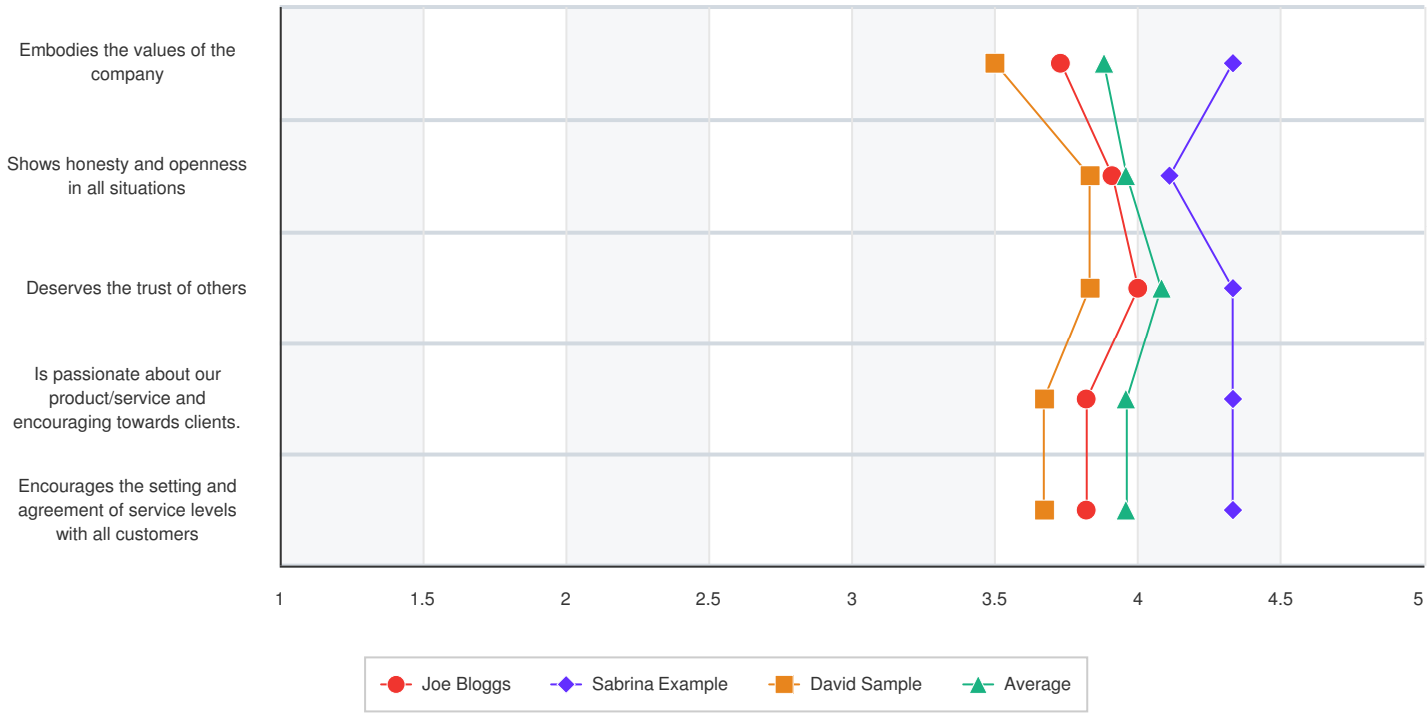

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Influencing	Joe Bloggs	Sabrina Example	David Sample	**Average**
12. Uses authority without appearing to be authoritative or heavy-handed	2.82	4.44	3.67	**3.58**
13. Listens when others are talking	3.55	4.22	3.83	**3.85**
14. Sets a good example and models the behaviour they want to see in others.	3.36	4.11	3.83	**3.73**
15. Works to resolve conflicts and disagreements.	3.91	4.78	3.50	**4.12**
16. Can argue a case effectively.	3.82	4.56	3.67	**4.04**
Score Average	3.49	4.42	3.70	**3.86**

Table includes the following response groups: Local groups
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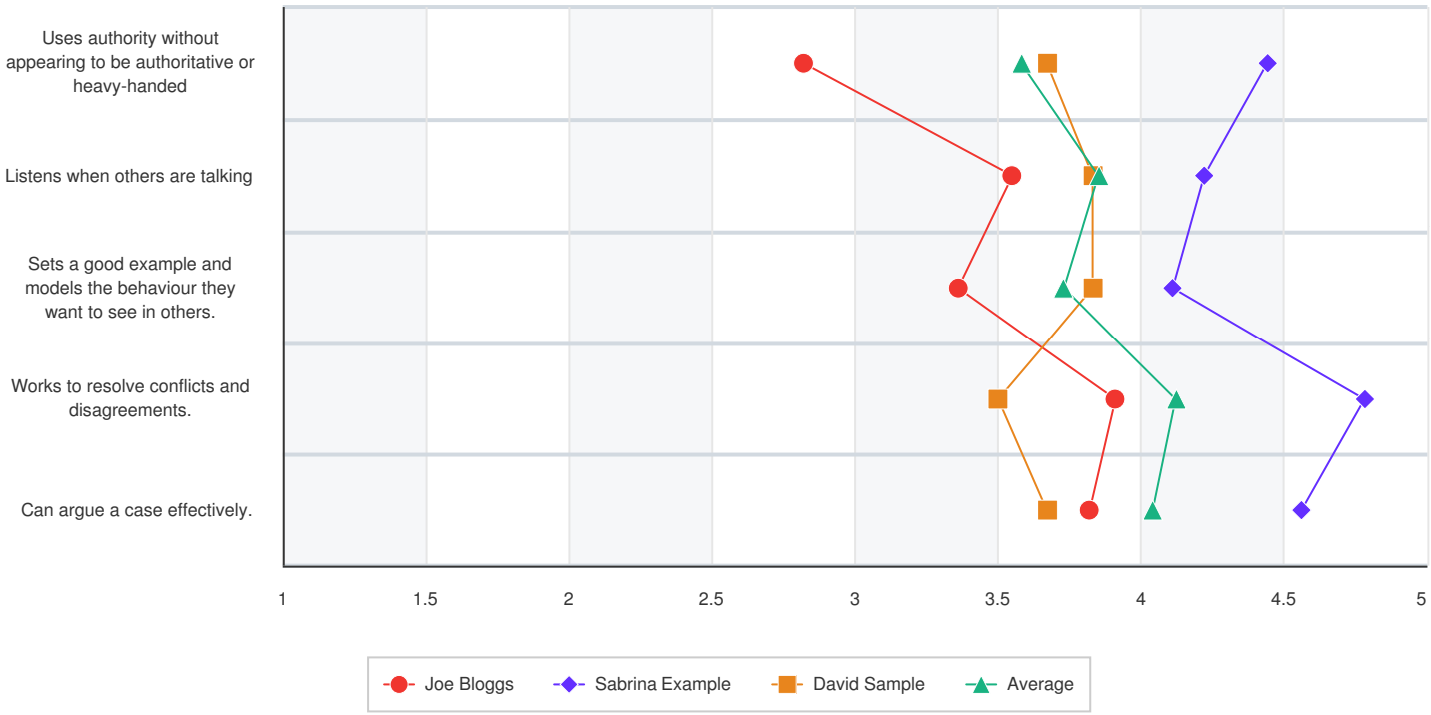

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Ranking Data Self Open scale: 5-points scale (range 1 to 5) questions

Influencing	Joe Bloggs	Sabrina Example	David Sample	**Average**
General Management	4.60	4.20	3.00	**3.93**
Values	4.60	4.60	4.00	**4.40**
Influencing	4.40	3.00	4.80	**4.07**
Score Average	4.53	3.93	3.93	**4.13**

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General Management	Joe Bloggs	Sabrina Example	David Sample	Average
1. Willing to describe projects and tasks and set parameters so employees know what is expected of them and why.				
2. Gives employees positive reinforcement and praise.	5.00	4.00	3.00	**4.00**
3. Allows staff the freedom to do their job, once the desired results have been communicated.	4.00	5.00	4.00	**4.33**
4. Shares information freely with their staff.	5.00	3.00	2.00	**3.33**
5. Gets things done quickly and effectively.	4.00	4.00	3.00	**3.67**
6. Addresses poor performance ensuring each individual has a clear plan for improvement.	5.00	5.00	3.00	**4.33**
Score Average	4.60	4.20	3.00	**3.93**

Table includes the following response groups: Local groups
Total column includes: Local groups

Values	Joe Bloggs	Sabrina Example	David Sample	Average
7. Embodies the values of the company	4.00	4.00	4.00	**4.00**
8. Shows honesty and openness in all situations	5.00	5.00	4.00	**4.67**
9. Deserves the trust of others	5.00	5.00	4.00	**4.67**
10. Is passionate about our product/service and encouraging towards clients.	4.00	4.00	4.00	**4.00**
11. Encourages the setting and agreement of service levels with all customers	5.00	5.00	4.00	**4.67**
Score Average	4.60	4.60	4.00	**4.40**

Table includes the following response groups: Local groups
Total column includes: Local groups

Influencing	Joe Bloggs	Sabrina Example	David Sample	Average
12. Uses authority without appearing to be authoritative or heavy-handed	4.00	3.00	5.00	**4.00**
13. Listens when others are talking	5.00	3.00	5.00	**4.33**
14. Sets a good example and models the behaviour they want to see in others.	4.00	3.00	5.00	**4.00**
15. Works to resolve conflicts and disagreements.	5.00	3.00	4.00	**4.00**
16. Can argue a case effectively.	4.00	3.00	5.00	**4.00**
Score Average	4.40	3.00	4.80	**4.07**

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

Joe Bloggs	
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
Sabrina Example	
Response group	Answer
Self	I need to focus on taking more initiative and commit to life long learning
Response Groups	Already has a great work ethic, and is committed to the company. Undergoing her current training and learning new skills and methods can only add to her already admirable qualities.
	Communicate broadly, in person and via phone more, not just over email
	Have confidence in her knowledge and abilities.
	She is always seeking to learn from her peers, and participating in training. Is always open and polite when seeking/sharing information.
David Sample	
Response group	Answer
Response Groups	Continue to be involved in core tasks of people he is responsible for.
	He is very good at problem solving and enhancements to tools that add value to the business.
	Teach his team to share the knowledge & skills he has