

Sample 360 Degree Feedback Report

Gap Analysis Report

Introduction

The following pages contain the results of a 360 Degree Feedback Survey that was conducted to investigate Brian Cooper's skills and abilities.

This survey was conducted in order to determine Brian Cooper's areas of strength and to discover areas for his future development.

Senior Managers, Brian Cooper's Colleagues, Brian Cooper's Direct Reports and Brian himself participated in this survey and answered a number of statements were rated according to the following scale:

1 = Disagree Strongly

2 = Disagree

3 = Disagree Slightly

4 = Agree Slightly

5 = Agree

6 = Agree Strongly

This report contains averages for each statement within the survey as well as a ranking of the key areas for development for Brian Cooper.

Sample 360 Degree Feedback Report

Gap Analysis Report

Personal Summary

Name	Brian Cooper	Position	IT Supervisor
Time in Role:	18 months	Telephone:	(03) 9855 1436
Email:	bcooper@oisinsuccess.com	Manager	Bill Gates

Ranking of Development Needs

Rank	Competency	Gap
1	Brian is accessible/available when needed	4.0
2	Brian makes timely decisions	3.8
3	Brian makes sound decisions based on accurate information	3.5
4	Brian is as productive as she/he could be	3.3
5	Brian sets high standards of performance	3.0

Sample 360 Degree Feedback Report

Gap Analysis Report

Productivity

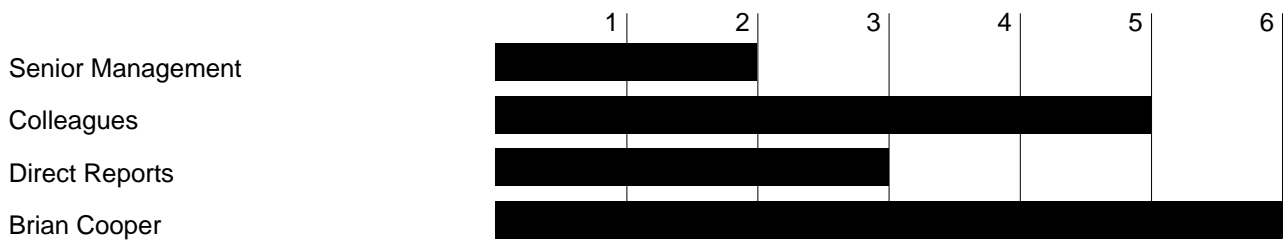
Brian is as productive as she/he could be



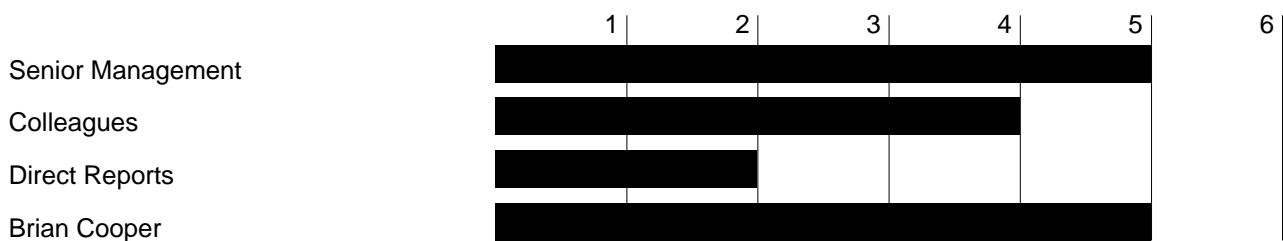
Brian makes timely decisions



Brian confronts problems early, before they get out of hand



Brian is effective in establishing short-term and/or long-term objectives



Sample 360 Degree Feedback Report

Gap Analysis Report

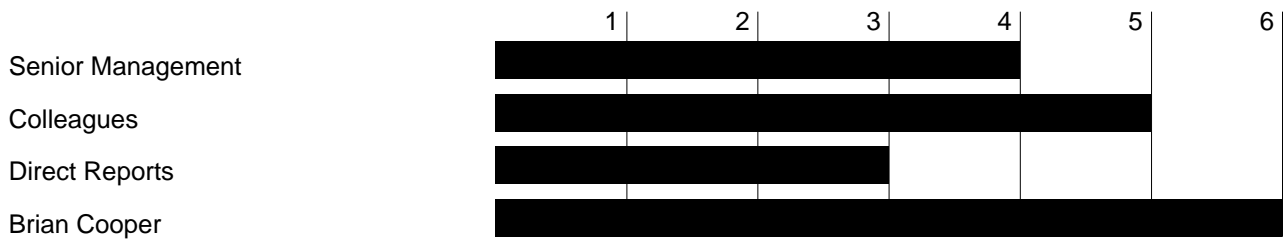
Brian puts a top priority in getting results



Brian arranges the flow of work to allow the most effective handling of assignments



Brian uses sound logic in solving problems

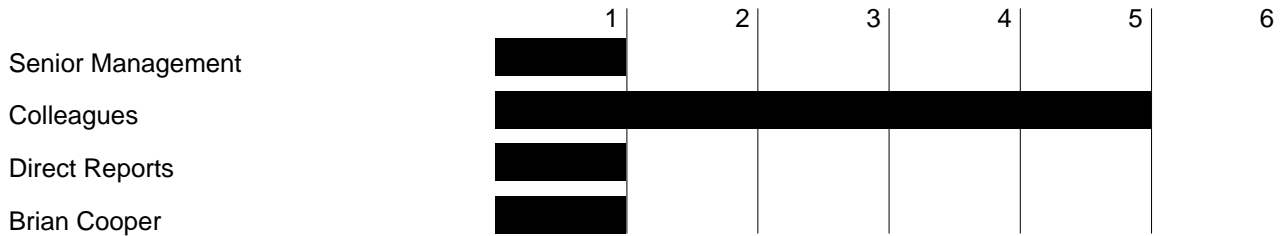


Sample 360 Degree Feedback Report

Gap Analysis Report

Management Skills

Brian is accessible/available when needed



Brian makes sound decisions based on accurate information



Brian involves others in shaping decisions that affect them



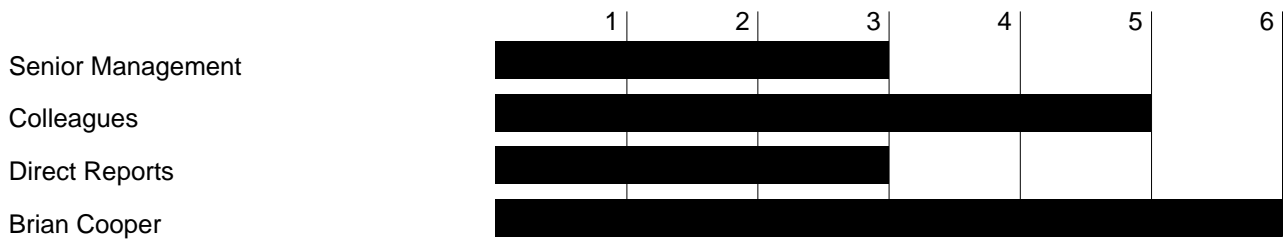
Brian works towards win/win solutions whenever possible



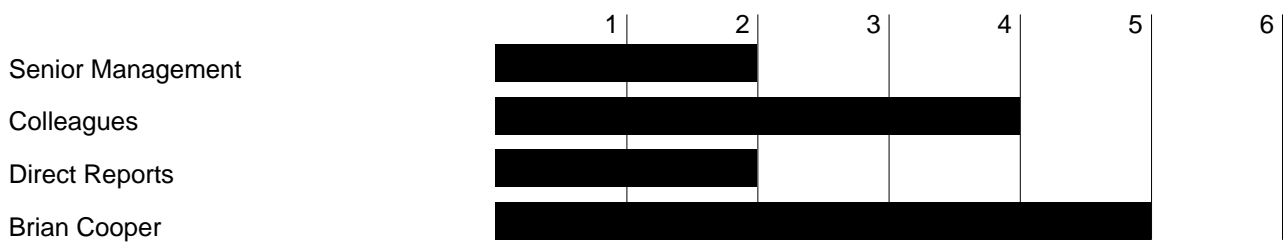
Sample 360 Degree Feedback Report

Gap Analysis Report

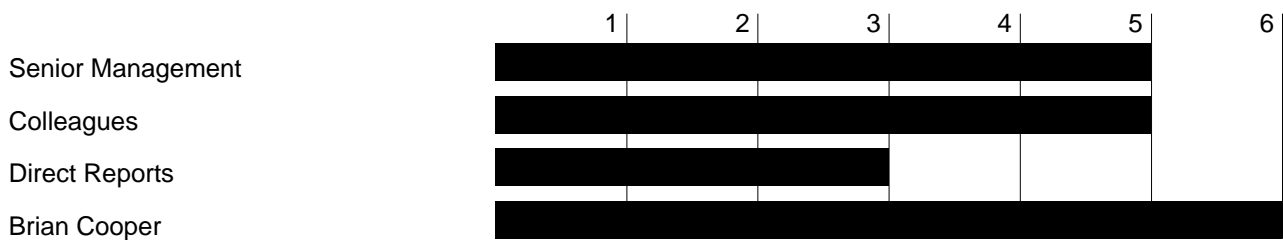
Brian expresses appreciation for work well done



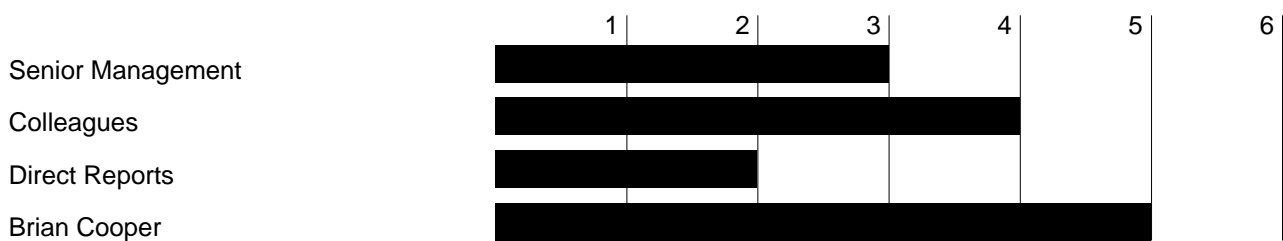
Brian appraises subordinates' performance and provides constructive guidance for improvement



Brian recognises the importance of subordinates' lives outside their jobs



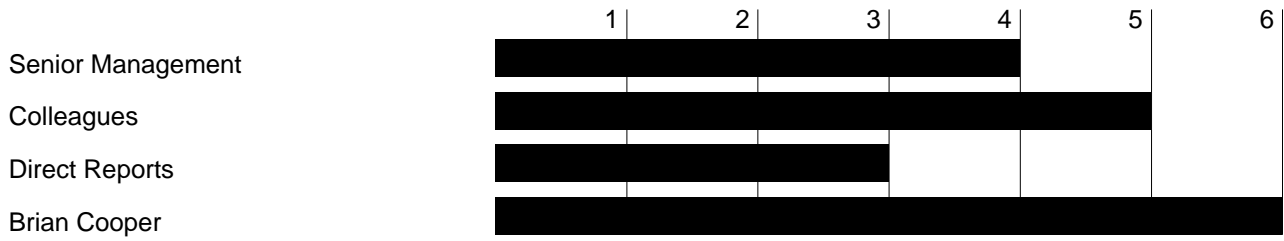
Brian gives specific constructive feedback



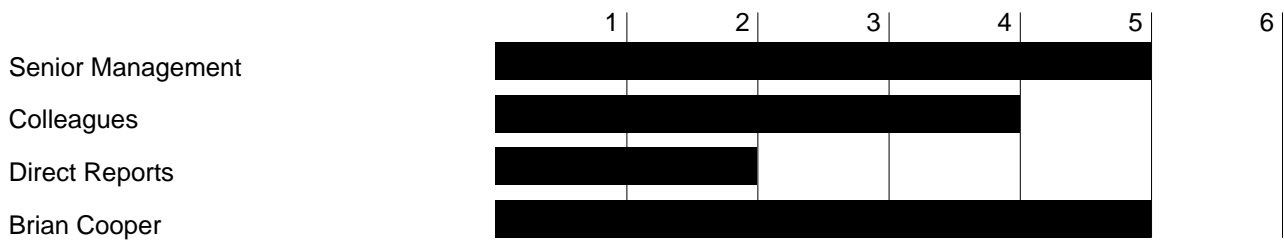
Sample 360 Degree Feedback Report

Gap Analysis Report

Brian encourages people to work together to help each other solve problems



Brian is effective in training subordinates



Sample 360 Degree Feedback Report

Gap Analysis Report

Personal Skills

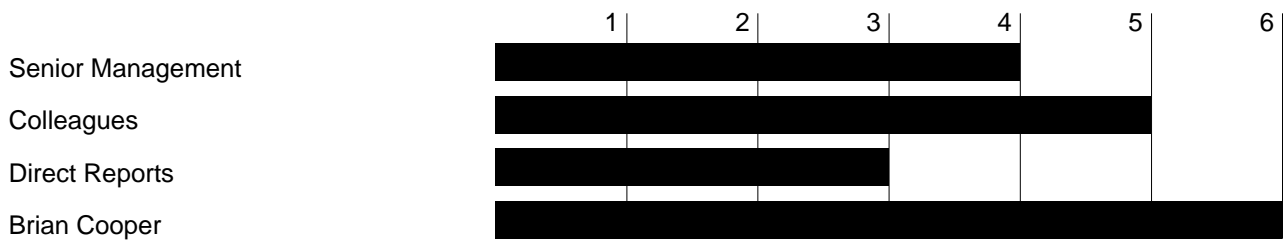
Brian seeks out new work challenges



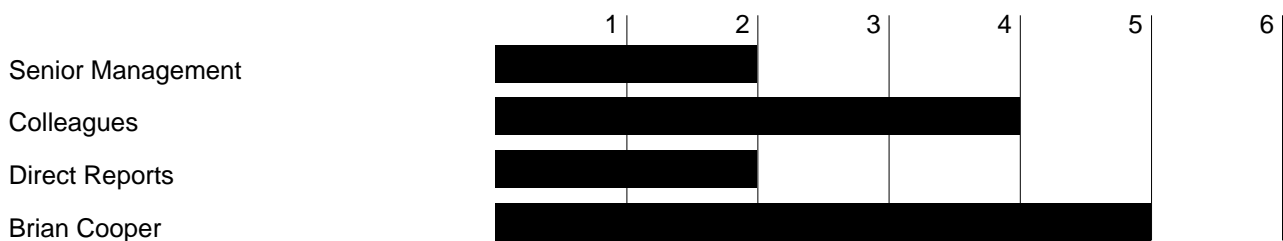
Brian sets high standards of performance



Brian supports the organisation's long-term mission, direction and goals



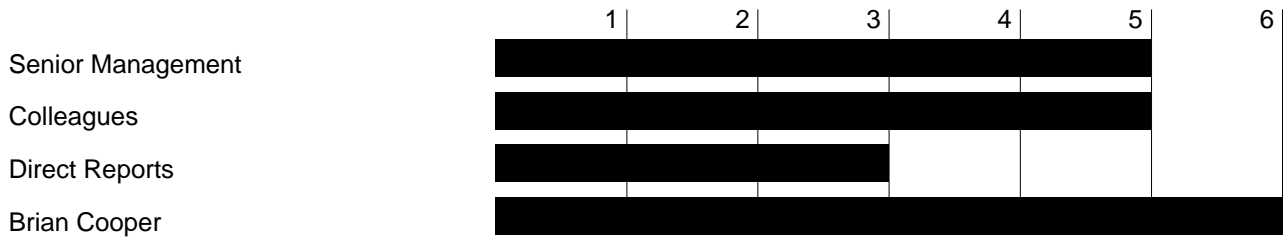
Brian is receptive to change



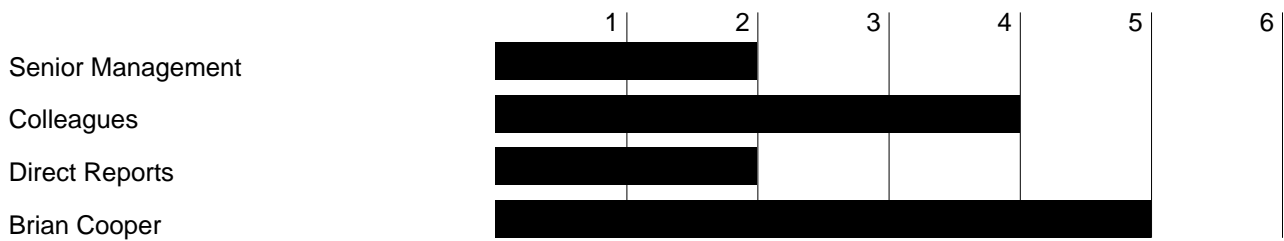
Sample 360 Degree Feedback Report

Gap Analysis Report

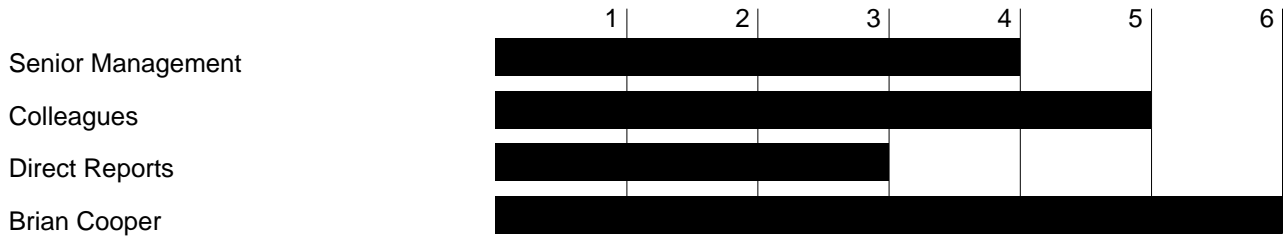
Brian handles the technical side of the job well



Brian puts in extra time and effort when needed



Brian supports the outgoing improvement efforts in this organisation



Brian is willing to take calculated risks to improve performance

