**explorance.**

# Blue 360 sample individual report - Leadership competencies assessment

## SECTION 1: SUMMARY

### Response Details

This is the makeup of your rater network. In the report below, "My Raters" refers to an average of your Manager, Direct Report and Peer groups. "My Department" is the average score of all other program participants in your department, Self group excluded.

| Raters | Self | Manager | Direct Reports | Peers | External | Total Raters |
|---|---|---|---|---|---|---|
| Responded | 1 | 1 | 6 | 5 | 0 | 13 |
| Invited | 1 | 1 | 6 | 5 | 0 | 13 |

### All Competency Average - Self and Others

**All Competencies' Average**



- Self (3.43)
- My Raters (3.27)
- My Department (3.24)

### All Competency Average - My Rater Group Breakdown

**All Competencies' Average**



- Self (3.43)
- Manager (3.43)
- Direct Reports (3.65)
- Peers (3.52)

## Top Strengths and Opportunity Areas

| Top Behaviors | | | |
|---|---|---|---|
| 1 | Provides help to other team members | Develops Talent | 4.68 |
| 2 | Can be trusted | Integrity/Trust/Respect | 4.64 |
| 3 | Follows through on commitments to self and others | Integrity/Trust/Respect | 4.25 |
| 4 | Works with others to better accomplish team goals | Achieves through Teamwork | 4.23 |
| 5 | Identifies strengths in team members | Develops Talent | 4.13 |

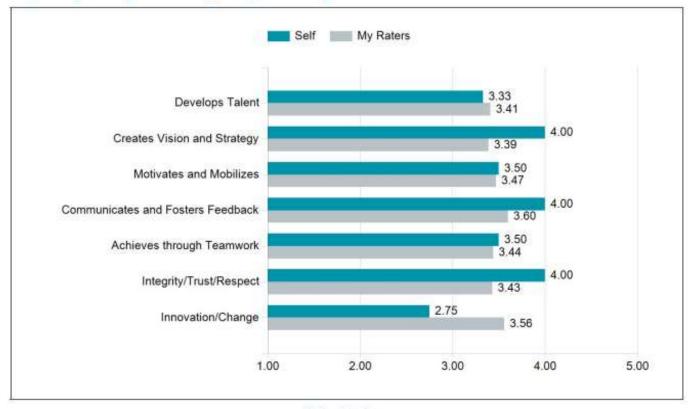| Lowest Behaviors | | | |
|---|---|---|---|
| 1 | Executes with speed and agility | Innovation/Change | 2.90 |
| 2 | Communicates efficiently and effectively | Communicates and Fosters Feedback | 3.28 |
| 3 | Recommends new ideas | Innovation/Change | 3.28 |
| 4 | Links long-range visions and concepts to daily work | Creates Vision and Strategy | 3.29 |
| 5 | Listen to team members' thoughts and ideas | Motivates and Mobilizes | 3.30 |

# SECTION 2: SELF RATINGS COMPARED TO RATER GROUPS

## Radar Chart - Self and Manager



| Competency | Manager | Self |
|---|---|---|
| Develops Talent | 4.33 | 3.33 |
| Creates Vision and Strategy | 3.33 | 4.00 |
| Motivates and Mobilizes | 3.33 | 3.50 |
| Communicates and Fosters Feedback | 3.25 | 4.00 |
| Achieves through Teamwork | 4.25 | 3.50 |
| Integrity/Trust/Respect | 4.25 | 4.00 |
| Innovation/Change | 3.25 | 2.75 |

## Gap Analysis - My Self-Rating compared to My Raters



Legend: ■ Self  ■ My Raters

| Competency | Self | My Raters |
|---|---|---|
| Develops Talent | 3.33 | 3.41 |
| Creates Vision and Strategy | 4.00 | 3.39 |
| Motivates and Mobilizes | 3.50 | 3.47 |
| Communicates and Fosters Feedback | 4.00 | 3.60 |
| Achieves through Teamwork | 3.50 | 3.44 |
| Integrity/Trust/Respect | 4.00 | 3.43 |
| Innovation/Change | 2.75 | 3.56 |

### Self vs My Raters

| Rank | Competency | Gap |
|---|---|---|
| 1 | Develops Talent | -0.08 |
| 2 | Creates Vision and Strategy | 0.61 |
| 3 | Motivates and Mobilizes | 0.03 |
| 4 | Communicates and Fosters Feedback | 0.40 |
| 5 | Achieves through Teamwork | 0.06 |
| 6 | Integrity/Trust/Respect | 0.57 |
| 7 | Innovation/Change | -0.81 |

# SECTION 3: INDIVIDUAL BEHAVIORS

## Competency: Develops Talent (Breakdown by Rater Group)

**Develops Talent**

| | Mean |
|---|---|
| Self (3.33) | |
| Manager (4.33) | |
| Direct Reports (4.33) | |
| Peers (4.20) | |

(Scale 1.00 – 5.00)

## Competency: Develops Talent (Individual Behaviors)

| Question | Manager Mean | Self Mean | Direct Reports Mean | Peers Mean |
|---|---|---|---|---|
| Identifies strengths in team members | 4.00 | 4.00 | 4.50 | 4.00 |
| Articulates own personal strengths and weaknesses | 4.00 | 2.00 | 4.33 | 4.00 |
| Helps team members identify development objectives | 4.00 | 2.00 | 4.00 | 4.80 |
| Provides help to other team members | 5.00 | 5.00 | 4.50 | 4.20 |
| Challenges team members to reach their highest potential | 5.00 | 3.00 | 4.50 | 4.00 |
| Continuously upgrades personal skills | 4.00 | 4.00 | 4.17 | 4.20 |
| Overall | 4.33 | 3.33 | 4.33 | 4.20 |

## Competency: Creates Vision and Strategy (Breakdown by Rater Group)

**Creates Vision and Strategy**

| | Mean |
|---|---|
| Self (4.00) | |
| Manager (3.33) | |
| Direct Reports (3.69) | |
| Peers (3.40) | |

(Scale 1.00 – 5.00)

## Competency: Creates Vision and Strategy (Individual Behaviors)

| Question | Self Mean | Manager Mean | Direct Reports Mean | Peers Mean |
|---|---|---|---|---|
| Identifies strengths in team members | 4.00 | 4.00 | 4.50 | 4.00 |
| Articulates own personal strengths and weaknesses | 2.00 | 4.00 | 4.33 | 4.00 |
| Helps team members identify development objectives | 2.00 | 4.00 | 4.00 | 4.80 |
| Provides help to other team members | 5.00 | 5.00 | 4.50 | 4.20 |
| Challenges team members to reach their highest potential | 3.00 | 5.00 | 4.50 | 4.00 |
| Continuously upgrades personal skills | 4.00 | 4.00 | 4.17 | 4.20 |
| Overall | 3.33 | 4.33 | 4.33 | 4.20 |

# SECTION 4: COMMENTS

## Comments:

Below are the open-ended responses provided by your raters:

| Manager |
| --- |
| Often responds emotionally when experiencing unusual situations. |

| Direct Reports |
| --- |
| Adjusts well to changes in the work place by responding quickly to new instructions, situations, methods, and procedures. |
| Cammy adapts with ease to new systems and processes and seeks out training to enhance knowledge, skills and abilities. |
| Chooses words thoughtfully and diplomatically that puts others at ease even in difficult situations. |
| Documents are always well written and succinct using proper grammar and punctuation. |
| Very knowledgeable of policies and regulations and reports concerns without conducting an investigation. |
| Conducts research using various internal / external resources and promptly reports potential violations, while recommending / leading training to mitigate future occurrences. |

| Peers |
| --- |
| Cammy projects a positive attitude toward her role, and with a bit more familiarization with the nuances of our business will be an effective leader. |
| This person understands when to ask questions and when to seek guidance. |
| I appreciate how this person accepts change and serves as a change agent within the team. |
| Tone, grammar and/or sentence structure is inappropriate. |
| Understands the audience to effectively communicate at all levels – up, down and throughout the University. |