



The Island Inc. 360 Degree Feedback Report – Sept. 2022

for

Hugo Reyes

Introduction

Background

The Island Inc. (The Island) appointed Verita HR Solutions to conduct a 360-degree feedback process with its' top two layers of management – senior leaders and managers. The Island wished to implement a 360-degree feedback to assess how the senior management team is executing its leadership skills now and gain insights on how the team could improve its leadership skills.

THE ISLAND elected to measure the following aspects of leadership:

- Business Acumen
- Communication (Two-Way)
- Decision Making
- Integrity/Accountability
- Leading Others
- Planning/Management
- Teamwork/Collaboration
- Temperament

The self-evaluation and rater surveys presented a number of statements and asked the respondents to select the level of their agreement from six response categories – strongly agree, agree, slightly agree, slightly disagree, disagree, and strongly agree.

This report sets out the results of your self-evaluation and the aggregated results from your raters.

Reading the Report

The first section of the report provides a summary table of scores for each aspect of leadership.

Following sections set out the results for all questions used to assess that aspect of leadership and include:

- A graph of the overall self and rater scores (average) for this aspect of leadership.
- A graph and table for each question showing the percentage of responses for each of the six response categories and the Self and Rater means.
- A table showing the difference between your response and the raters' responses.
- A graphical representation of the difference – positive or negative – between your response and the raters' responses. A difference of -1.0 or more represents a significant negative difference that may indicate a "blind spot." A difference of between -1.0 and +1.0 is considered insignificant. A difference of +1.0 or more represents a significant positive difference that may indicate a "hidden strength."

The final section of the report summarizes the feedback from three open-ended questions on the raters' surveys:

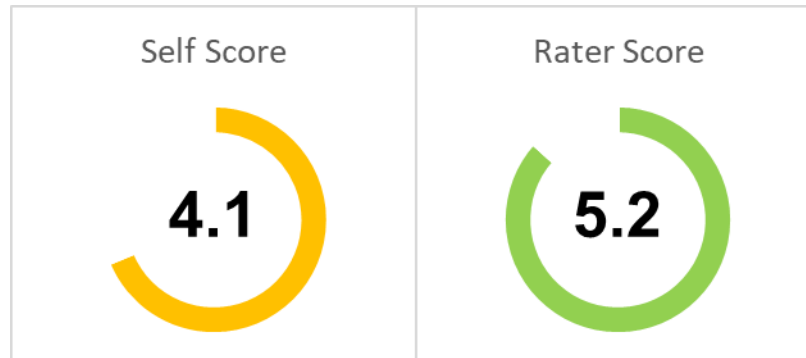
- Describe this individual's greatest leadership strengths.

- Describe what this individual could do to become a more effective leader.
- Describe in two or three sentences the impact this individual has had on you.

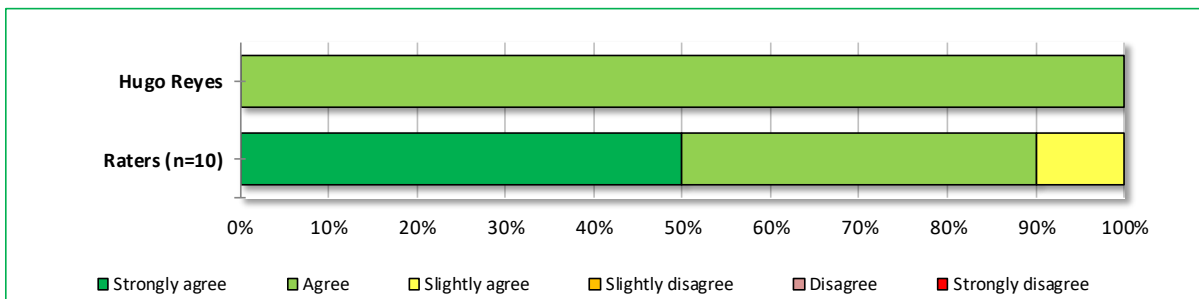
Summary of Scores

Hugo Reyes: Aspects of Leadership Self and Rater Scores (6-point scale)		
Business Acumen	Self Score 5.0	Rater Score 3.3
Communication (Two-Way)	Self Score 4.1	Rater Score 5.2
Decision Making	Self Score 4.0	Rater Score 5.1
Integrity/Accountability	Self Score 4.5	Rater Score 5.3
Leading Others	Self Score 3.1	Rater Score 5.1
Planning/Management	Self Score 3.9	Rater Score 5.1
Teamwork/Collaboration	Self Score 4.2	Rater Score 5.2
Temperament	Self Score 4.5	Rater Score 5.3

Communication (Two-Way) (Example of Report Section)

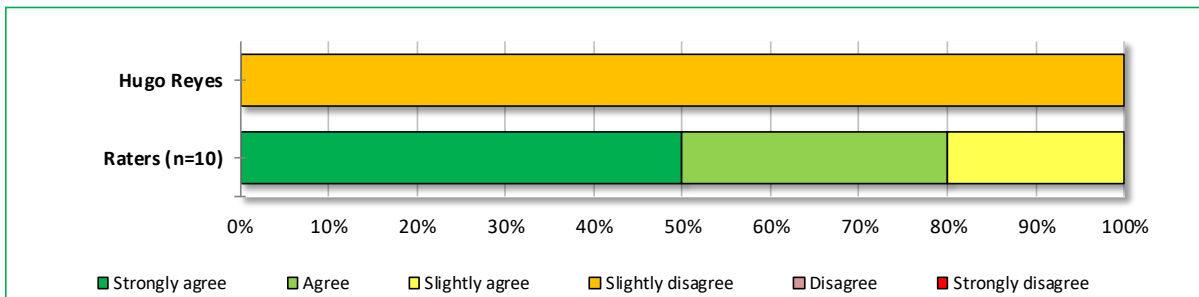


Q4. provide clear direction for the future / provides clear direction for the future



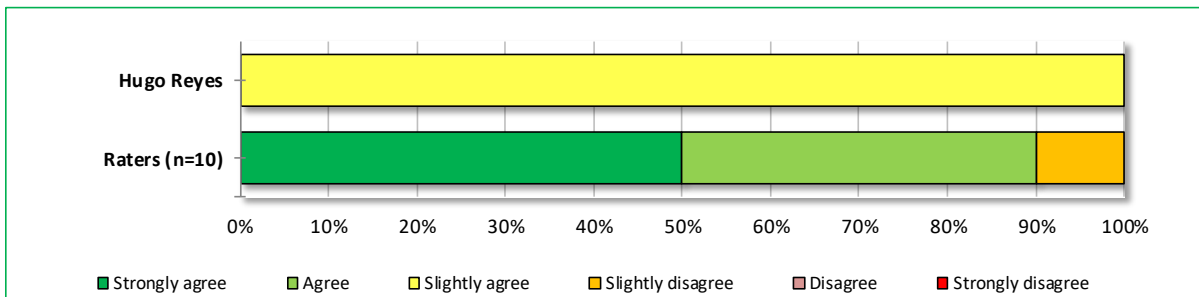
	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
Hugo Reyes	0%	100%	0%	0%	0%	0%	5.0
Raters (n=10)	50%	40%	10%	0%	0%	0%	5.4

Q5. clearly articulate the strategy for The Island / clearly articulates the strategy for The Island



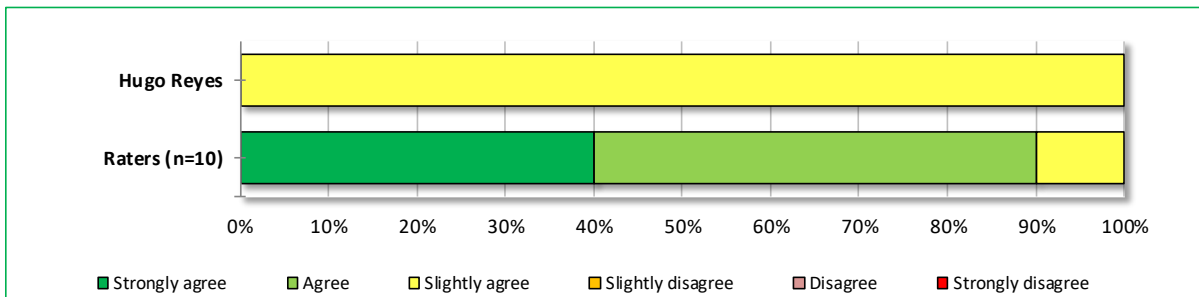
	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
Hugo Reyes	0%	0%	0%	100%	0%	0%	3.0
Raters (n=10)	50%	30%	20%	0%	0%	0%	5.3

Q16. clearly communicate reasons behind changes and decisions / clearly communicates reasons behind changes and decisions



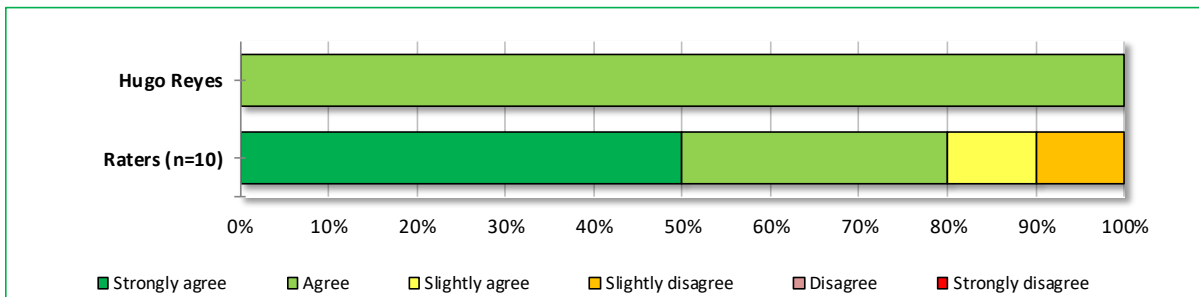
	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
Hugo Reyes	0%	0%	100%	0%	0%	0%	4.0
Raters (n=10)	50%	40%	0%	10%	0%	0%	5.3

Q23. are open to feedback/constructive criticism / is open to feedback/constructive criticism



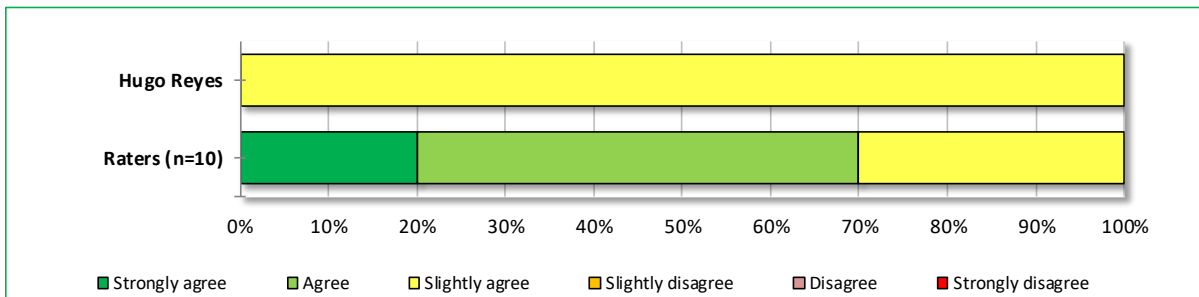
	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
Hugo Reyes	0%	0%	100%	0%	0%	0%	4.0
Raters (n=10)	40%	50%	10%	0%	0%	0%	5.3

Q26. are honest in communication / is honest in communication



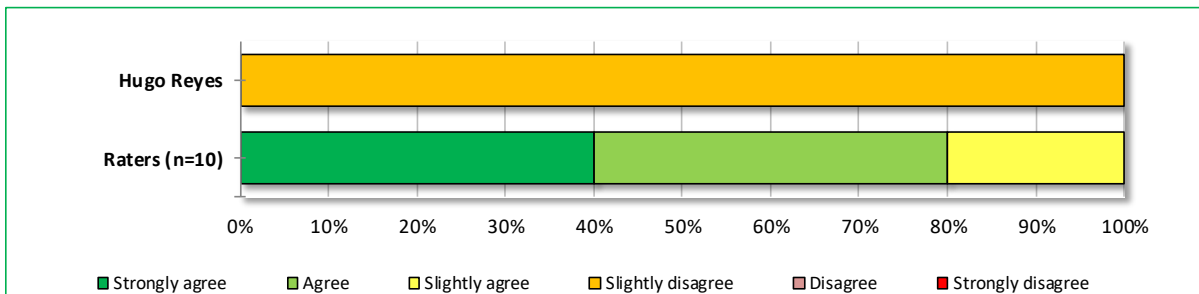
	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
Hugo Reyes	0%	100%	0%	0%	0%	0%	5.0
Raters (n=10)	50%	30%	10%	10%	0%	0%	5.2

Q27. have good listening skills / has good listening skills



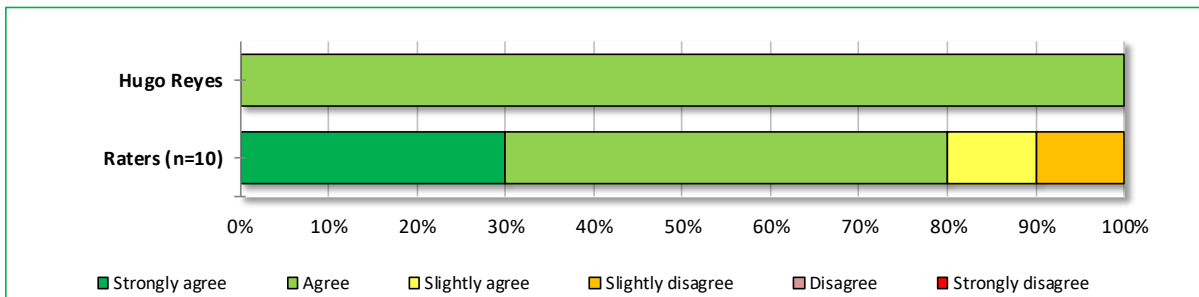
	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
Hugo Reyes	0%	0%	100%	0%	0%	0%	4.0
Raters (n=10)	20%	50%	30%	0%	0%	0%	4.9

Q32. seek and value others' input and opinions / seeks and values others' input and opinions



	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
Hugo Reyes	0%	0%	0%	100%	0%	0%	3.0
Raters (n=10)	40%	40%	20%	0%	0%	0%	5.2

Q41. encourage and invite feedback / encourages and invites feedback



	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
Hugo Reyes	0%	100%	0%	0%	0%	0%	5.0
Raters (n=10)	30%	50%	10%	10%	0%	0%	5.0

Hugo Reyes - Communication (Two-Way) (n=10)

All scores out of 6.

Question	Self	Rater	Diff
Q4. provide clear direction for the future / provides clear direction for the future	5.0	5.4	0.4
Q5. clearly articulate the strategy for The Island / clearly articulates the strategy for The Island	3.0	5.3	2.3
Q16. clearly communicate reasons behind changes and decisions / clearly communicates reasons behind changes and decisions	4.0	5.3	1.3
Q23. are open to feedback/constructive criticism / is open to feedback/constructive criticism	4.0	5.3	1.3
Q26. are honest in communication / is honest in communication	5.0	5.2	0.2
Q27. have good listening skills / has good listening skills	4.0	4.9	0.9
Q32. seek and value others' input and opinions / seeks and values others' input and opinions	3.0	5.2	2.2
Q41. encourage and invite feedback / encourages and invites feedback	5.0	5.0	0.0

Hugo Reyes - Communication (Two-Way) (n=10)

