



2022 The Island Inc.

360-Degree Feedback Survey

Company Rollup Report

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Introduction

Background

The Island (THE ISLAND INC.) 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 INC. 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 self-evaluation and the aggregated results from all 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 self and the raters' responses.
- A graphical representation of the difference – positive or negative – between all self 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."

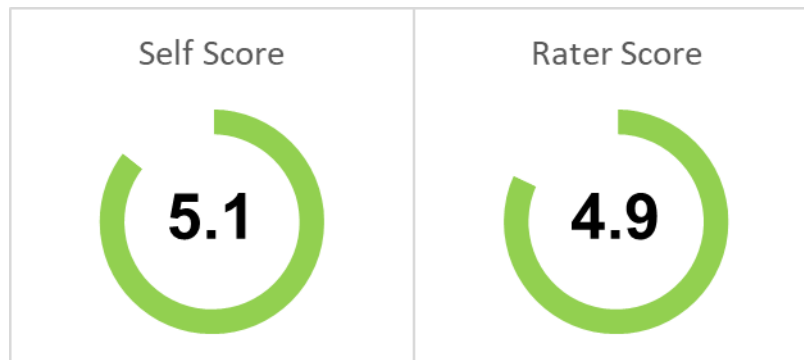
The final section of the report summarizes the feedback from three open-ended questions on the raters' surveys:

- 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.

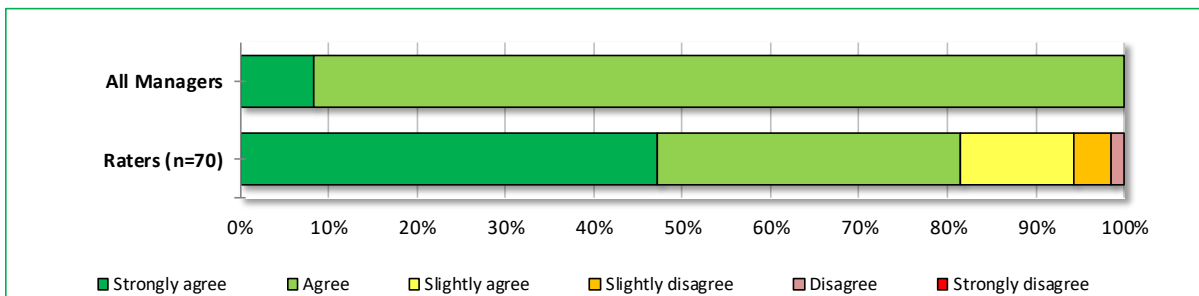
Summary of Scores

Company Rollup: Aspects of Leadership Self and Rater Scores (6-point scale)		
Business Acumen	Self Score 5.1	Rater Score 4.9
Communication (Two-Way)	Self Score 5.0	Rater Score 3.9
Decision Making	Self Score 4.4	Rater Score 2.9
Integrity/Accountability	Self Score 5.2	Rater Score 4.8
Leading Others	Self Score 5.0	Rater Score 4.7
Planning/Management	Self Score 4.8	Rater Score 4.5
Teamwork/Collaboration	Self Score 5.3	Rater Score 4.8
Temperament	Self Score 4.7	Rater Score 4.1

Business Acumen (Example report section)

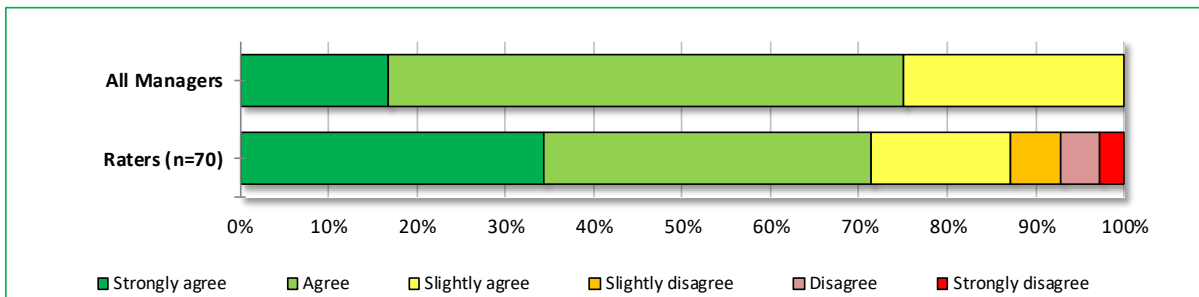


Q1. demonstrate a clear understanding of your business / demonstrates a clear understanding of our business



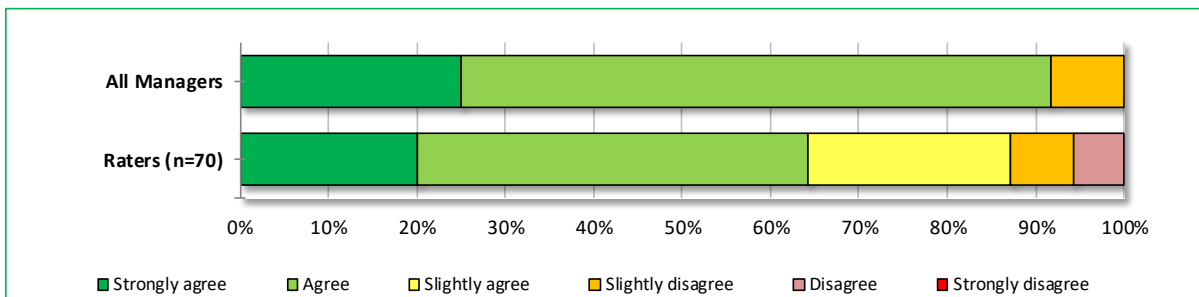
	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
All Managers	8%	92%	0%	0%	0%	0%	5.1
Raters (n=70)	47%	34%	13%	4%	1%	0%	5.2

Q2. keep current with the issues that affect your business / keeps current with the issues that affect our business



	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
All Managers	17%	58%	25%	0%	0%	0%	4.9
Raters (n=70)	34%	37%	16%	6%	4%	3%	4.8

Q9. make decisions that reflect a good understanding of your business and operations / makes decisions that reflect a good understanding of our business and operations



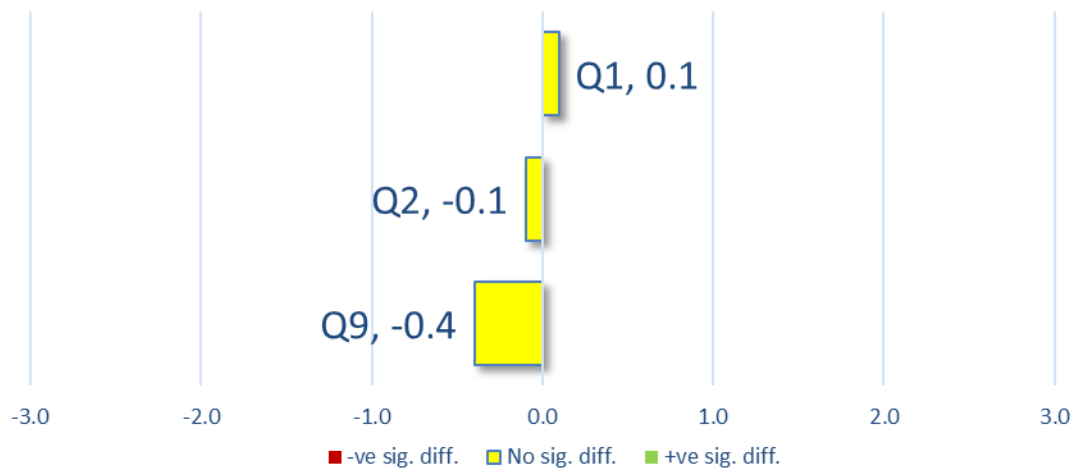
	Strongly agree	Agree	Slightly agree	Slightly disagree	Disagree	Strongly disagree	Mean (out of 6)
All Managers	25%	67%	0%	8%	0%	0%	5.1
Raters (n=70)	20%	44%	23%	7%	6%	0%	4.7

All Managers - Business Acumen (n=70)

All scores out of 6.

Question	Self	Rater	Diff
Q1. demonstrate a clear understanding of your business / demonstrates a clear understanding of our business	5.1	5.2	0.1
Q2. keep current with the issues that affect your business / keeps current with the issues that affect our business	4.9	4.8	-0.1
Q9. make decisions that reflect a good understanding of your business and operations / makes decisions that reflect a good understanding of our business and operations	5.1	4.7	-0.4

All Managers - Business Acumen (n=70)



(Report continues ...)