

360 DEGREE FEEDBACK

# Demo report

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# 360 DEGREE FEEDBACK

## Demo report

Test Subject: John Doe

### Themes

- Integrity
- Customer orientation
- Persuasiveness
- Focus on results
- Collaboration

### (Fictive) Respondents

▪ John Doe	Test subject
▪ Amanda Appelman	Supervisor
▪ Ben van den Berg	Colleague
▪ Casper Camelot	Colleagues
▪ Daniëlle van Dijk	Colleagues
▪ Emma Eastend	Employee
▪ Fadua Fahres	Employee
▪ Gerard de Groot	Employee
▪ Herman Händel	Team leader
▪ Ineke Ibrovic	Team leader
▪ John de Jong	External relation

### Scoring options

1. Insufficient
2. Sufficient
3. Satisfactory
4. Good
5. Excellent
- ? I don't know / Not applicable

#### ↳ Customised questionnaire

Choose relevant themes from our competency library or create your own questionnaires. [More information >](#)

#### ↳ Number of respondents

The number of respondents you can invite depends on the pricing level you choose: a maximum of 10 respondents for the Premium plan and 20 for the Pro plan. [More information >](#)

#### ↳ Scoring options

Choose the scale you would like to use for evaluation: a 5-point scale, a 10-point scale, something in between, or perhaps a star rating or smileys [More information >](#)



# Summary

Below, we have listed the assessed themes, sorted from highest to lowest scores.

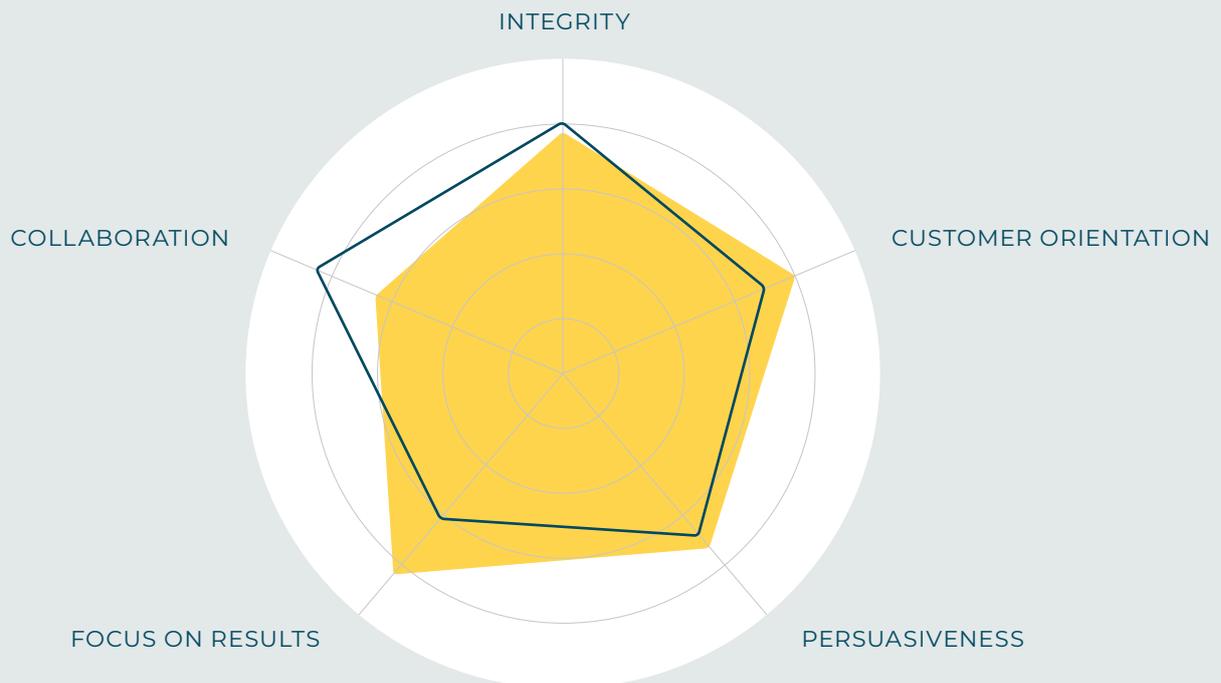
The colored bar represents the average scores of all respondents combined, without distinguishing between categories. The line indicates the dispersion of scores. If you have previously received feedback on a theme, the prior score is displayed as a black dot. For each theme, a 'target score' is represented by a triangle, indicating the score level that corresponds to your position.



# Self-Reflection Quick Scan

In the diagram below, the collective feedback from all respondents (represented by the line) is compared to your self-reflection (represented by the plane). If the plane and the line align, it indicates that your self-reflection is consistent with the scores provided by the respondents. However, if there is a gap between the line and the plane, it suggests that your self-assessment differs from the perceptions of the respondents.

-  SELF-REFLECTION
-  AVERAGE SCORE RESPONDENTS



## Observations

**Collaboration:** Your **self-assessment** score is considerably **lower** than the average score of the respondents.

**Focus on results:** Your **self-assessment** score is considerably **higher** than the average score of the respondents.



# Explanation Score Details

On the following pages you will find the score details presented per theme:

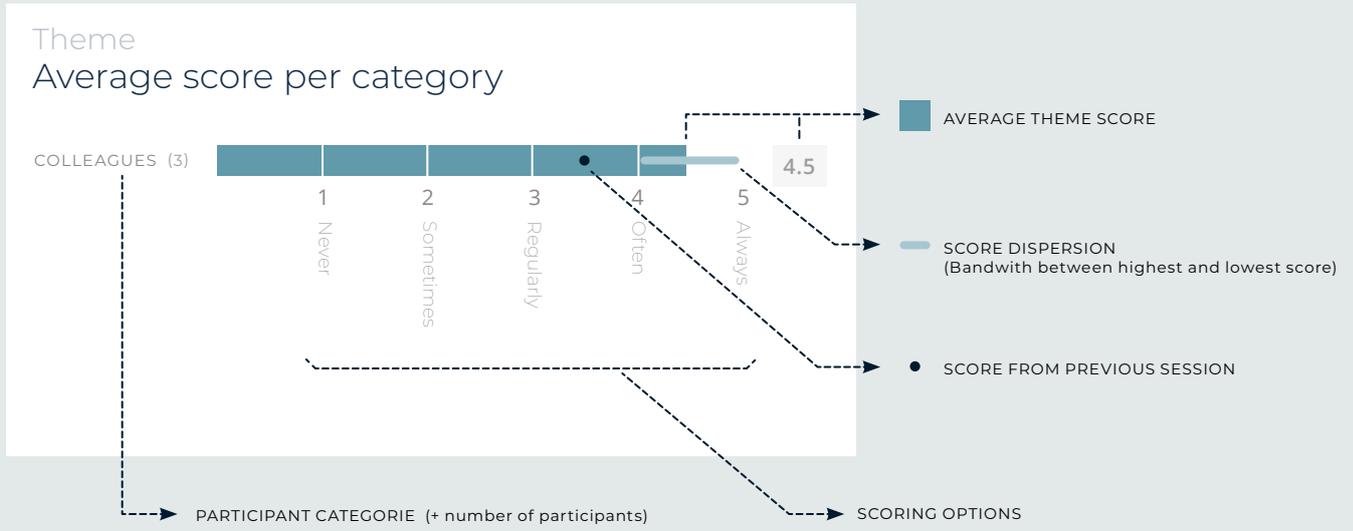
- the average theme score per participant category (see example below),
- detailed scores per statement (see example below),
- an AI-generated analysis,
- any remarks or elaboration the respondents provided.

**Below is an example of the presentation of participant scores per category.**

The bar chart shows the average score of all participants in a category (for example: 3 colleagues).

The small horizontal line in the score bar represents the measure of dispersion.

If this is a follow-up report, a black dot marks the score from a previous feedback session.

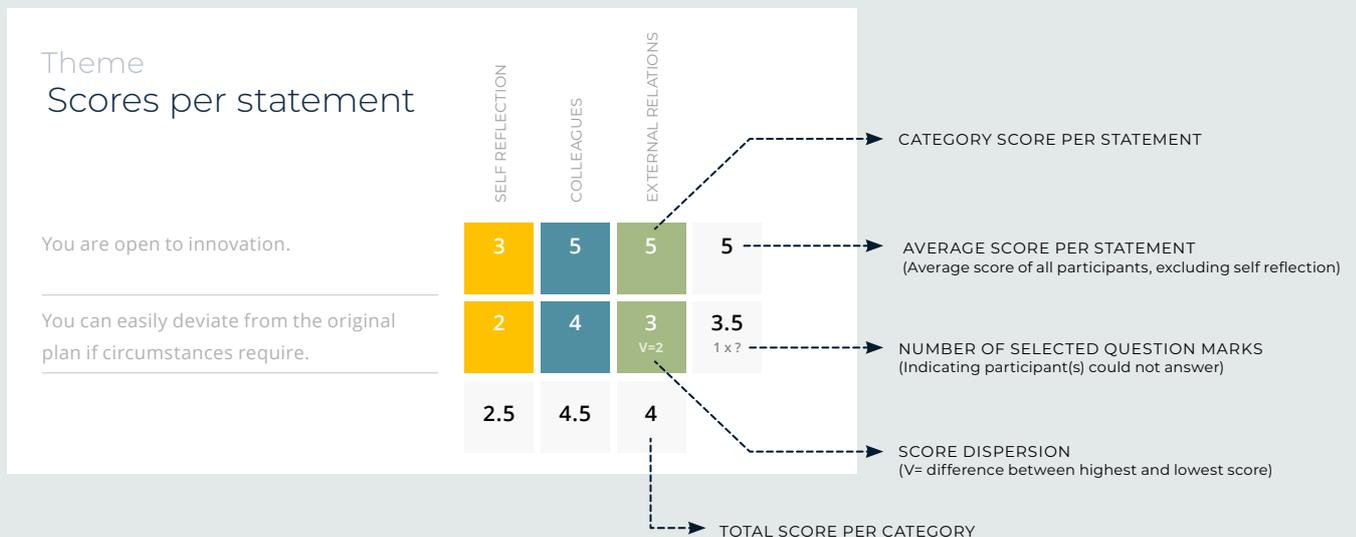


**In the presentation per statement you can analyse the underlying data.**

For each statement an average score per participant category is shown, with a possible indication of spread.

For example:  $V=2$  (the difference between the lowest and highest score is 2).

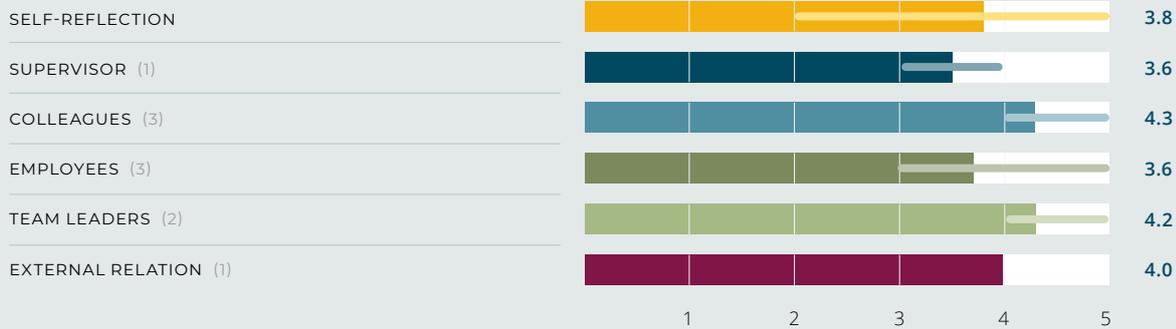
A question mark indicates that a participant could not rate the statement. For each statement, we reveal how often this happened. For example 1 x ?.



# Integrity

DEFINITION: ENFORCING GENERALLY ACCEPTED ETHICAL STANDARDS.

## Scores per category



## Scores per statement

You abide by procedures, regulations, and rules.

You are able to gauge the confidentiality of information.

You communicate pro-actively about personal interests.

You are keen to avoid conflicts of interest.

You act according to rules, even when you experience opposition or pressure.

	SELF-REFLECTION	SUPERVISOR	COLLEAGUES	EMPLOYEES	TEAM LEADERS	EXTERNAL RELATION	
You abide by procedures, regulations, and rules.	5	4	4.3 v=1	4 v=2	4	4	4.1
You are able to gauge the confidentiality of information.	4	3	4.3 v=1	3.7 v=1	4	4	3.9
You communicate pro-actively about personal interests.	2	3	4.3 v=1	3.3 v=1	4	4	3.8 1 x ?
You are keen to avoid conflicts of interest.	4	4	4	3.7 v=1	5	5	4.1
You act according to rules, even when you experience opposition or pressure.	4	4	4.3	3.3 v=1	4	4	3.9
	3.8	3.6	4.3	3.6	4.2	4.0	

### Example (semi-)anonymous report

Average scores per category are presented by theme. As long as there are multiple respondents assigned to such a category, personal scores cannot be traced back.

## Analysis

When reviewing the feedback on John's performance around the theme of 'Integrity', it's clear that there is a general consensus on his ability to follow procedures and avoid conflicts of interest. Most categories rated him consistently with 'Good' or 'Excellent' in these areas. His ability to gauge confidentiality was also rated highly, although the feedback from the 'Supervisor' and 'Employees' categories suggests there may be room for improvement in recognising confidentiality nuances.

One area that stood out is the communication around personal interests, where John rated himself lower than other respondents. This self-assessment aligns with some of the feedback from 'Employees', indicating a possible opportunity for John to be more proactive in this regard. Despite this, the overall ratings still reflect a strong level of trust in his integrity, especially from the 'Colleagues' and 'Team leaders' categories.

In conclusion, John demonstrates a solid foundation in integrity, with minor areas to focus on, particularly in proactive communication about personal interests and maintaining confidentiality under pressure.

### Example AI Analysis

PRO FEATURE

At our Pro pricing level, you can add analyses generated by Artificial Intelligence to your reports.



# Integriteit

Remarks from respondents (demo-text)

## Elaboration

With each theme, respondents may provide additional elaboration. In anonymous reports, the identity of the sender is kept confidential.

“ Lorum ipsum site amet. Unterra fuem aus postifectem factabus criontia derorum publiciam quit ius, quam dium intem et Opiorte, quem suspiorum pario, culiu es videlic tame consulabunt. Pero cria vercere tordius se iae etiam andii scrinum moltora med Catquam omnintrum amquid isunt.

“ Lorum ipsum site amet. Unterra fuem aus postifectem factabus criontia derorum publiciam quit ius, quam dium intem et Opiorte, quem suspiorum pario, culiu es videlic tame consulabunt. Pero cria vercere tordius se iae etiam andii scrinum moltora med Catquam omnintrum amquid isunt.

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## Reflection questions

PRO FEATURE

When using our **Pro Plan**, you can include reflection questions with every theme in your reports.

### Reflection questions

Do you see yourself reflected in the participants' feedback?

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What personal development opportunities do you envision?

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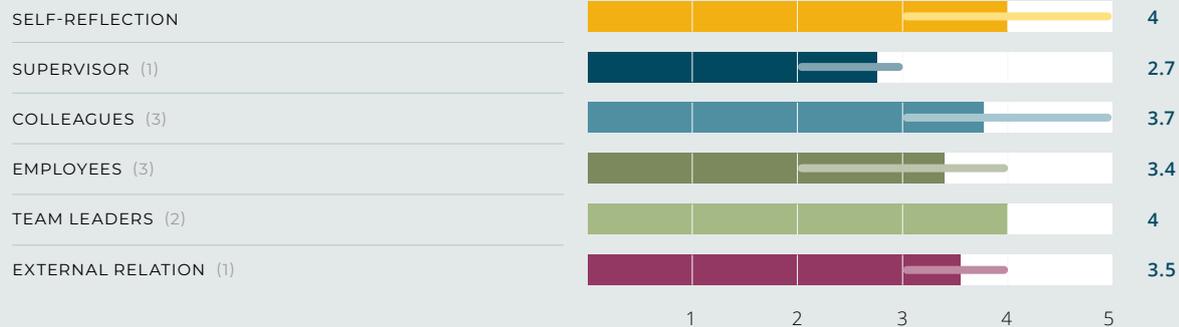


Example non-anonymous report  
This report features scores for each respondent, along with attribution.

# Customer orientation

DEFINITION: FOCUSING ON THE NEEDS OF THE CUSTOMER.

## Scores per category



## Scores per statement

You are helpful.

You try to identify the customer's needs: you ask in-depth questions, anticipate and offer suggestions.

You honour commitments and communicate in a timely and clear manner.

You check whether you have met the customer's expectations.

You respond constructively to dissatisfaction and complaints.

You maintain a relationship with customers.

	ZELFREFLECTIE	AMANDA APPELMAAN	BEN VAN DEN BERG	CASPER CAMELOT	DANIELLE VAN DIJK	EMMA EASTEND	FADUA FAHRES	GERARD DE GROOT	HERMAN HANDEL	INEKE IBROVIC	JOHN DE JONG	
You are helpful.	5	3	4	3	5	4	3	4	4	4	4	3.8
You try to identify the customer's needs: you ask in-depth questions, anticipate and offer suggestions.	4	3	4	3	4	4	3	4	4	?	4	3.7 1x?
You honour commitments and communicate in a timely and clear manner.	4	3	4	3	4	4	2	3	4	?	3	3.3 1x?
You check whether you have met the customer's expectations.	3	3	4	3	4	4	3	3	4	?	3	3.4 1x?
You respond constructively to dissatisfaction and complaints.	4	2	4	3	4	4	3	4	4	?	4	3.6 1x?
You maintain a relationship with customers.	4	2	4	3	4	3 v=1	2	4	4	?	3	3.2 1x?
	4	2.7	4	3	4.2	4	2.7	3.5	4	4	3.5	

Observations (as an alternative to AI analysis)  
Automated observations for each theme, aiding in the interpretation of the scores. Observations are added if you do not activate AI analysis.

## Observations

The average score from all respondents is 3.4. Your self-reflection average is slightly higher: 4.0.

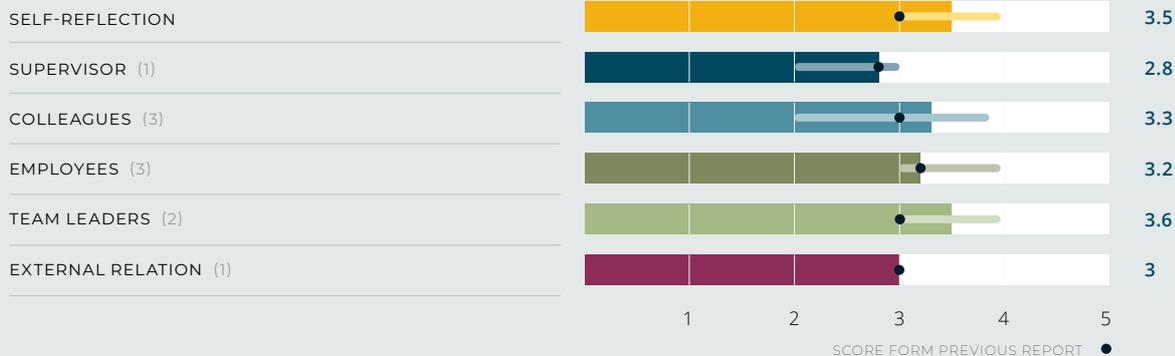
The spread in the categories Colleagues and Employees stands out: there is a significant deviation in the scores.



# Persuasiveness

DEFINITION: BEING CAPABLE OF CONVINCING OTHERS OF YOUR VIEWPOINT.

## Scores per category



### Example Follow-up report

Do you regularly utilise 360° feedback? If so, we include the scores from previous reports (indicated by the black dots in the score bars below) alongside the latest feedback, enabling you to track progress.

## Scores per statement

You use clear argumentation to convince others of your viewpoint.

Your non-verbal behaviour shows your conviction.

You stand firm in case of resistance and objections.

You counter objections with arguments and empathy.

	ZELFREFLECTIE	AMANDA APPELMAN	BEN VAN DEN BERG	CASPER CAMELOT	DANIËLLE VAN DIJK	EMMA EASTEND	FADUA FAHRES	GERARD DE GROOT	HERMAN HÂNDEL	INEKE IBROVIC	JOHN DE JONG	
You use clear argumentation to convince others of your viewpoint.	4	3	4	3	4	4	3	3	4	4	3	3.5
Your non-verbal behaviour shows your conviction.	3	2	3	2	3	3	3	3	3	3	3	2.8
You stand firm in case of resistance and objections.	3	3	4	2	3	4	3	3	4	3	3	3.2
You counter objections with arguments and empathy.	4	3	4	3	4	3	?	3	4	4	3	3.4 1 x 7
	3.5	2.8	3.8	2.5	3.5	3.5	3	3	3.8	3.5	3	

### Development tips

PRO FEATURE

When using our **Pro Plan**, you can activate paragraphs based on score bandwidths: a compliment for high scores and a tip for lower scores.

## Ontwikkeltip

Persuasiveness is a crucial quality for managers within our organisation. If you wish to enhance your skills in this area, consider asking your coach about the training program titled *Influencing and Persuasion for Professionals*.



# Persuasiveness

Remarks from respondents (demo-text)

“ **Daniëlle van Dijk:**

Lorum ipsum site amet. Unterra fuem aus postifectem factabus criontia derorum publiciam quit ius, quam dium intem et Opiorte, quem suspiorum pario, culiu es videlic tame consulabunt. Pero cria vercere tordius se iae etiam andii scrinum moltora med Catquam omnintrum amquid isunt.

“ **Fadua Fahres:**

Lorum ipsum site amet. Unterra fuem aus postifectem factabus criontia derorum publiciam quit ius, quam dium intem et Opiorte, quem suspiorum pario, culiu es videlic tame consulabunt. Pero cria vercere tordius se iae etiam andii scrinum moltora med Catquam omnintrum amquid isunt.

“ **Herman Håndel:**

Lorum ipsum site amet. Unterra fuem aus postifectem factabus criontia derorum publiciam quit ius, quam dium intem et Opiorte, quem suspiorum pario, culiu es videlic tame consulabunt. Pero cria vercere tordius se iae etiam andii scrinum moltora med Catquam omnintrum amquid isunt.

“ **John de Jong:**

Lorum ipsum site amet. Unterra fuem aus postifectem factabus criontia derorum publiciam quit ius, quam dium intem et Opiorte, quem suspiorum pario, culiu es videlic tame consulabunt. Pero cria vercere tordius se iae etiam andii scrinum moltora med Catquam omnintrum amquid isunt.

## Reflection questions

Do you see yourself reflected in the participants' feedback?

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What personal development opportunities do you envision?

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# Open questions

## Open questions

In addition to themes, you can also present open questions to respondents.  
Tip: ask for recommendations and progress-oriented feedback.

### What do you value in your dealings with John?

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“ Lorum ipsum site amet. Unterra fuem aus postifectem factabus criontia derorum publiciam quit ius, quam dium intem et Opiorte, quem suspiorum pario, culiu es videlic tame consulabunt. Pero cria vercere tordius se iae etiam andii scrinum moltora med Catquam omnintrum amquid isunt.

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### What tips would you like to give to John?

“ Lorum ipsum site amet. Unterra fuem aus postifectem factabus criontia derorum publiciam quit ius, quam dium intem et Opiorte, quem suspiorum pario, culiu es videlic tame consulabunt. Pero cria vercere tordius se iae etiam andii scrinum moltora med Catquam omnintrum amquid isunt.

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## Reflection questions

When using our **Pro Plan**, you can include general reflection questions in your reports.

# Reflection questions

What is your general impression of the feedback you received?

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What is your strength and what can you do to use it more often?

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What area needs improvement?

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What targets do you set for yourself and when will you evaluate them?

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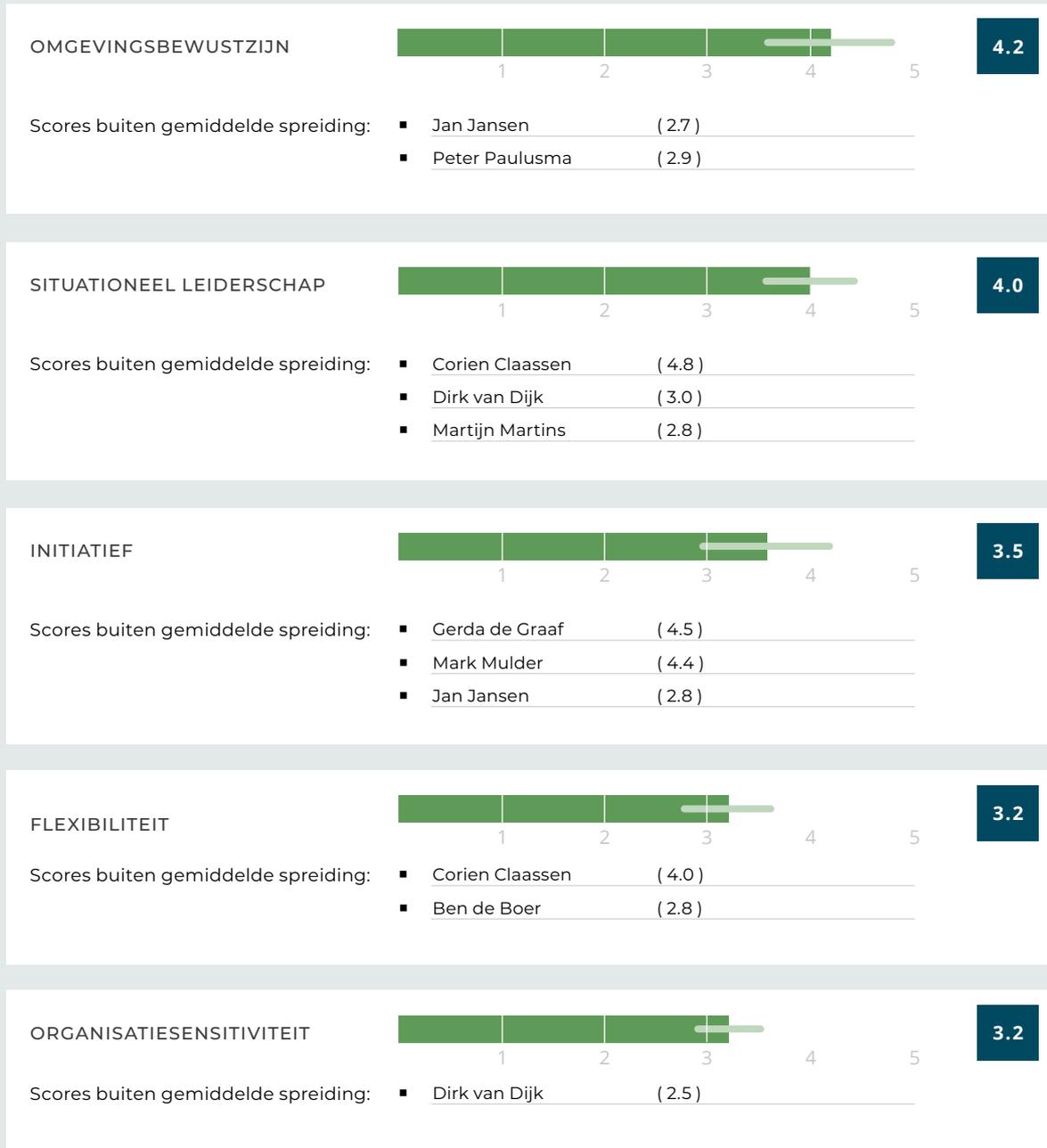


## Example Group analysis

A Group analysis combines data from multiple individual feedback reports presenting joint qualities.

# Group analysis

The overview below provides insight into the collective qualities of 15 test subjects. We have summarized their individual feedback reports by presenting the combined average scores for each theme. The standard deviation (indicated by the line) reflects the average variability. Additionally, we identify outliers - subjects whose scores significantly deviate from the average, either above or below.



**DevelopmentPlanner**

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Badhuislaan 4

6957 DB Laag Soeren

The Netherlands

+31 (0)85 065 37 75

[www.360feedback.app](http://www.360feedback.app)

[info@360feedback.app](mailto:info@360feedback.app)

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introducing 360° feedback  
in your organisation?

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