Echospan Webinars Group Report

Echospan Webinars 360 Feedback

360-Degree Feedback Report

2/13/2018

Group Report Participants List

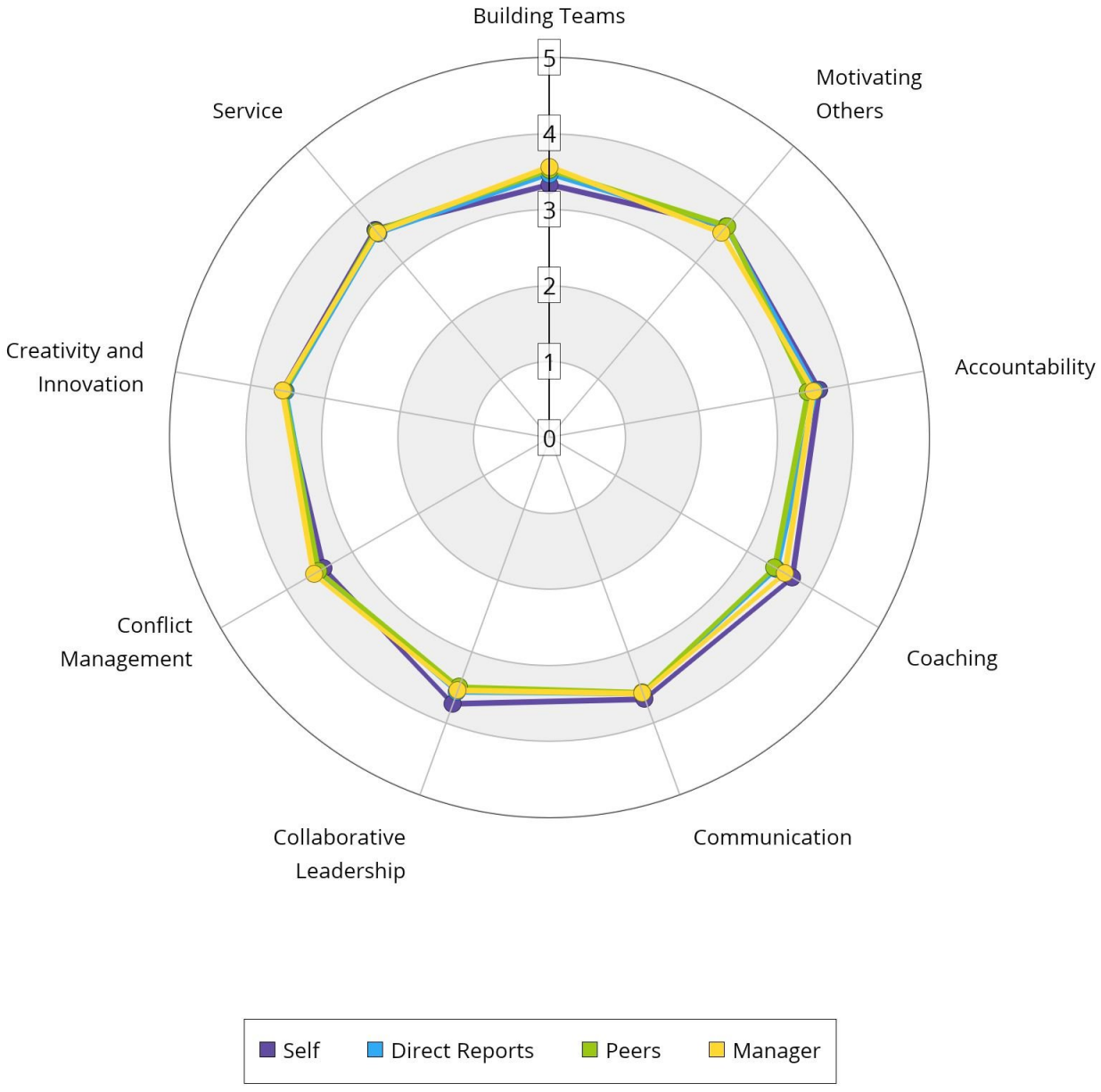
This Group Report shows aggregate scores from individual 360-degree feedback reviews. Targets whose results were included in this report are listed below.

Echospan Webinars 360 Feedback (11/2017)

Target Name	**Date of Review**
Adkins, Sandra	11/10/2017
Allen, Ryder	11/10/2017
Cox, Maryann	11/10/2017
English, Marla	11/10/2017
Mata, Ferris	11/10/2017
Richmond, Ajzan	11/10/2017
Sosa, Lavinia	11/10/2017
Tran, Newell	11/10/2017
Wood, Marshall	11/10/2017
Woodward, Geoffry	11/10/2017

Competency Profile Radar Chart

The Competency Profile radar chart below shows scores for each rating group across all competencies. Radar charts are useful in easily spotting gaps between rater groups' perceptions and observations of an individual's behaviors. More favorable scores fall toward the outside of the chart.

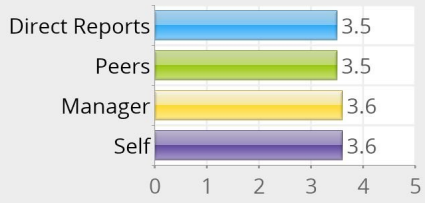


Competency Summary

This report shows average ratings for each competency in the review segmented by rater group. The HI and LO columns present the highest and lowest ratings submitted by each rater group for a given competency.

Overall Rating: 3.5 out of 5.0

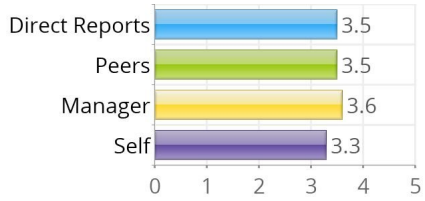
Aggregate ratings for all competencies in the review.



	AVG	HI	LO
Direct Reports	3.5	5	2
Peers	3.5	5	2
Manager	3.6	5	2
Self	3.6	-	-

Building Teams

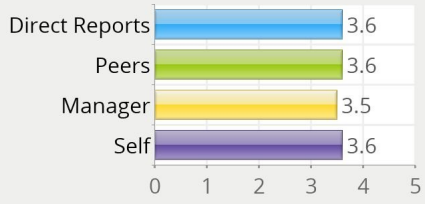
Creating productive and effective work groups



	AVG	HI	LO
Direct Reports	3.5	5	2
Peers	3.5	5	2
Manager	3.6	5	2
Self	3.3	-	-

Motivating Others

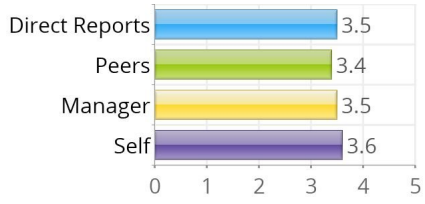
Creating and sustaining a culture that encourages others to do their best



	AVG	HI	LO
Direct Reports	3.6	5	2
Peers	3.6	5	2
Manager	3.5	5	2
Self	3.6	-	-

Accountability

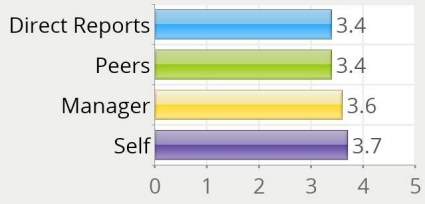
Taking responsibility for performance



	AVG	HI	LO
Direct Reports	3.5	5	2
Peers	3.4	5	2
Manager	3.5	5	2
Self	3.6	-	-

Coaching

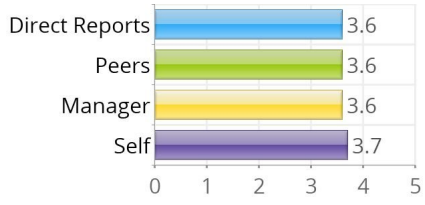
Developing individual and team capabilities through mentorship



	AVG	HI	LO
Direct Reports	3.4	5	2
Peers	3.4	5	2
Manager	3.6	5	2
Self	3.7	-	-

Communication

Relaying information clearly and receiving information effectively

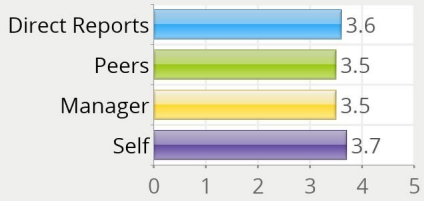


	AVG	HI	LO
Direct Reports	3.6	5	2
Peers	3.6	5	2
Manager	3.6	5	2
Self	3.7	-	-

Competency Summary (continued)

Collaborative Leadership

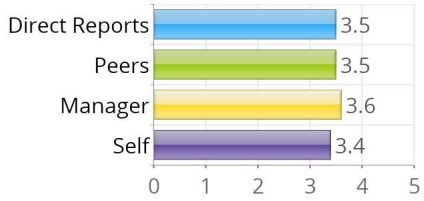
Seeking and embracing cooperation among peers in decision making



	AVG	HI	LO
Direct Reports	3.6	5	2
Peers	3.5	5	2
Manager	3.5	5	2
Self	3.7	-	-

Conflict Management

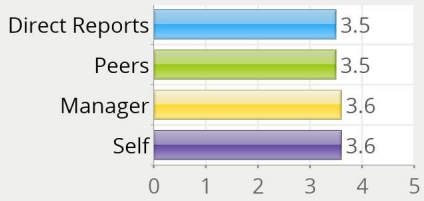
Working to bring disagreements to resolution



	AVG	HI	LO
Direct Reports	3.5	5	2
Peers	3.5	5	2
Manager	3.6	5	2
Self	3.4	-	-

Creativity and Innovation

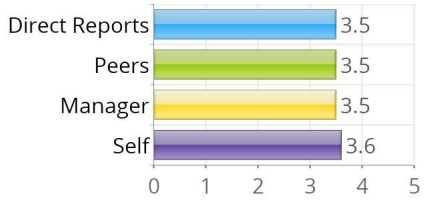
Approaching challenges and problems in original ways



	AVG	HI	LO
Direct Reports	3.5	5	2
Peers	3.5	5	2
Manager	3.6	5	2
Self	3.6	-	-

Service

Dedication to meeting needs of others in the organization

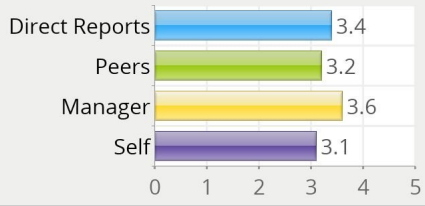
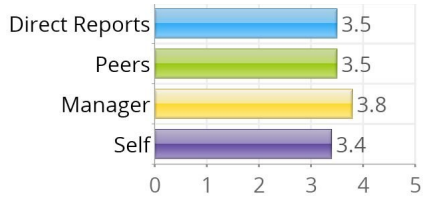
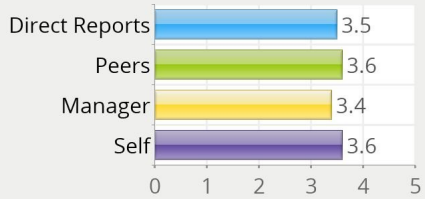
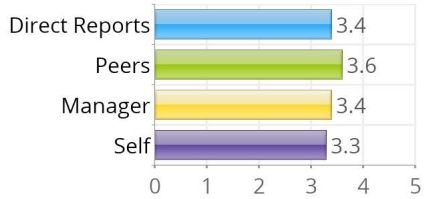
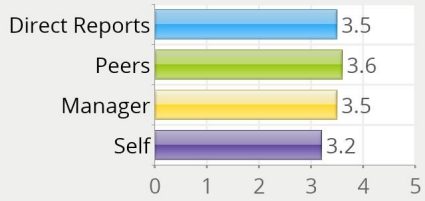


	AVG	HI	LO
Direct Reports	3.5	5	2
Peers	3.5	5	2
Manager	3.5	5	2
Self	3.6	-	-

Individual Review Items

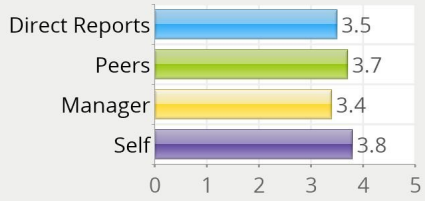
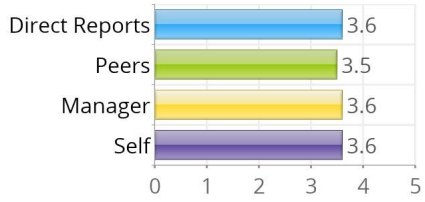
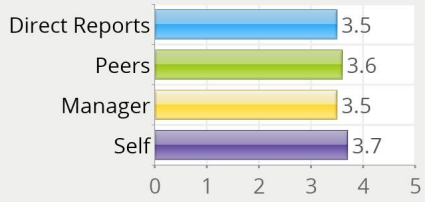
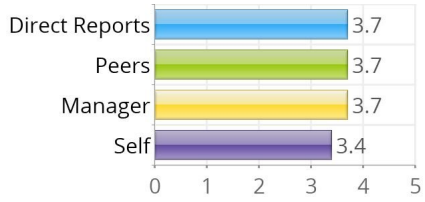
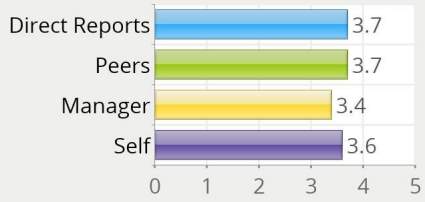
This report shows average ratings for each individual item in the review segmented by each rater group. The HI and LO columns present the highest and lowest ratings submitted by each rater group for a given review item. The N column shows the number of responses submitted in a given rater group for a particular item.

Building Teams

		AVG	HI	LO
1. Builds teams consisting of the right people for the job		3.4	5	2
		3.2	5	2
		3.6	5	2
		3.1	-	-
2. Contributes to the team's work		3.5	5	2
		3.5	5	2
		3.8	5	2
		3.4	-	-
3. Shares appropriate information with team members		3.5	5	2
		3.6	5	2
		3.4	5	2
		3.6	-	-
4. Shares appropriate information with outsiders		3.4	5	2
		3.6	5	2
		3.4	5	2
		3.3	-	-
5. Builds morale and motivates the team		3.5	5	2
		3.6	5	2
		3.5	5	2
		3.2	-	-

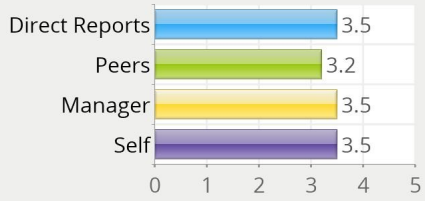
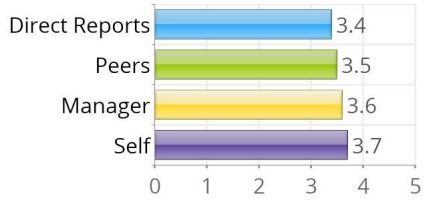
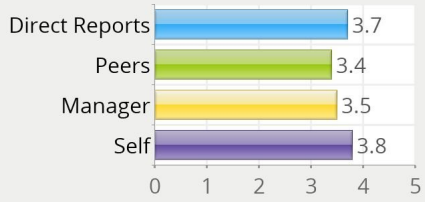
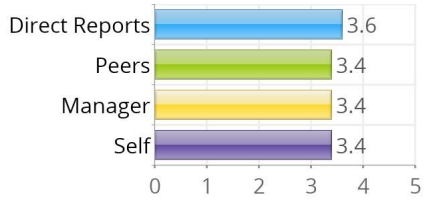
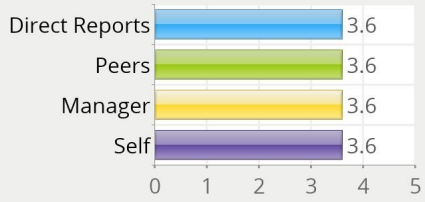
Individual Review Items (continued)

Motivating Others

		AVG	HI	LO
6. Encourages others to produce high quality work		3.5	5	2
		3.7	5	2
		3.4	5	2
		3.8	-	-
7. Links performance and rewards		3.6	5	2
		3.5	5	2
		3.6	5	2
		3.6	-	-
8. Develops effective non-monetary methods of reward		3.5	5	2
		3.6	5	2
		3.5	5	2
		3.7	-	-
9. Maintains others' motivation level even during difficult times		3.7	5	2
		3.7	5	2
		3.7	5	2
		3.4	-	-
10. Is enthusiastic and positive		3.7	5	2
		3.7	5	2
		3.4	5	2
		3.6	-	-

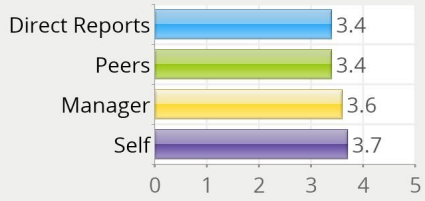
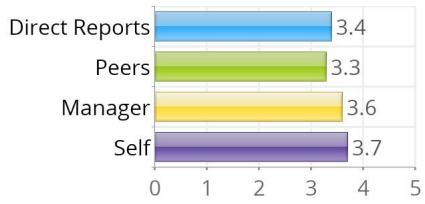
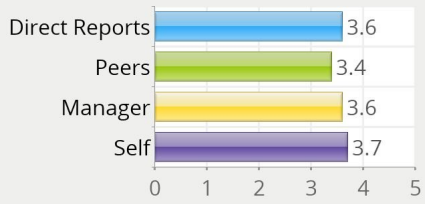
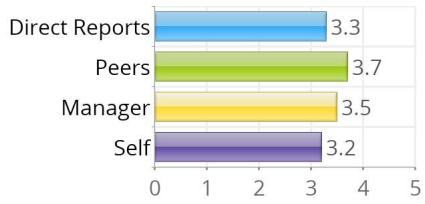
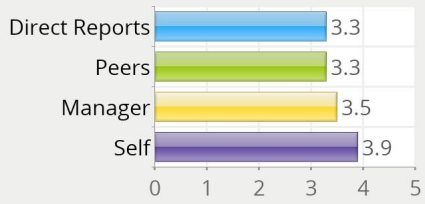
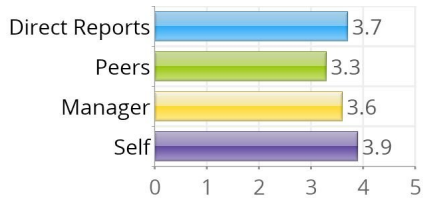
Individual Review Items (continued)

Accountability

		AVG	HI	LO
11. Assignments are accurate and completed on time		3.5	5	2
		3.2	5	2
		3.5	5	2
		3.5	-	-
12. Accepts responsibility for personal success		3.4	5	2
		3.5	5	2
		3.6	5	2
		3.7	-	-
13. Assumes responsibility for failures		3.7	5	2
		3.4	5	2
		3.5	5	2
		3.8	-	-
14. Displays consistency between words and actions		3.6	5	2
		3.4	5	2
		3.4	5	2
		3.4	-	-
15. Sets high expectations for self		3.6	5	2
		3.6	5	2
		3.6	5	2
		3.6	-	-

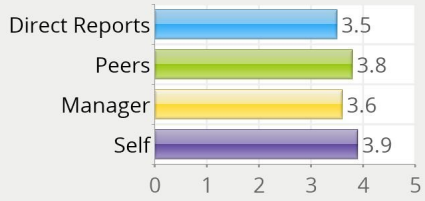
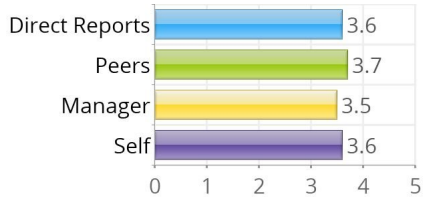
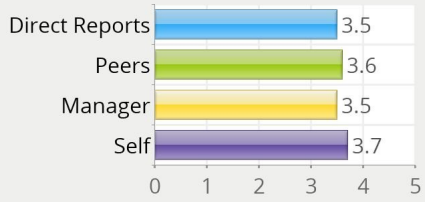
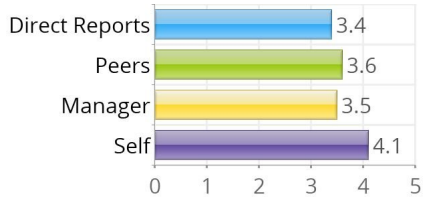
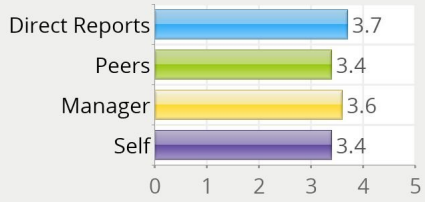
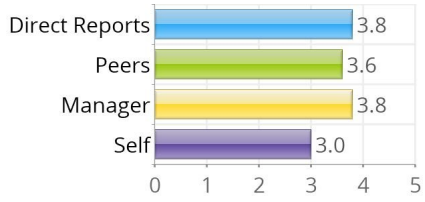
Individual Review Items (continued)

Coaching

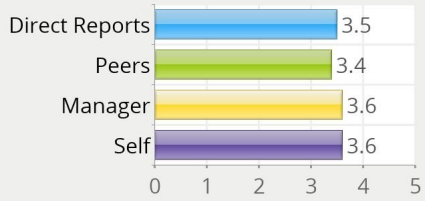
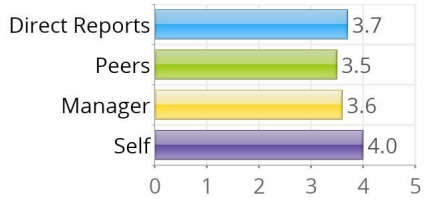
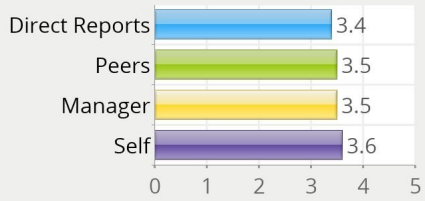
		AVG	HI	LO
16. Actively listens to others		3.4	5	2
		3.4	5	2
		3.6	5	2
		3.7	-	-
17. Explains the impact of actions and ways to improve		3.4	5	2
		3.3	5	2
		3.6	5	2
		3.7	-	-
18. Provides clear, understandable feedback when appropriate		3.6	5	2
		3.4	5	2
		3.6	5	2
		3.7	-	-
19. Has a positive relationship with staff		3.3	5	2
		3.7	5	2
		3.5	5	2
		3.2	-	-
20. Builds trust effectively		3.3	5	2
		3.3	5	2
		3.5	5	2
		3.9	-	-
21. Creates a motivating environment		3.7	5	2
		3.3	5	2
		3.6	5	2
		3.9	-	-

Individual Review Items (continued)

Communication

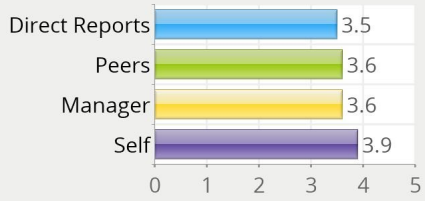
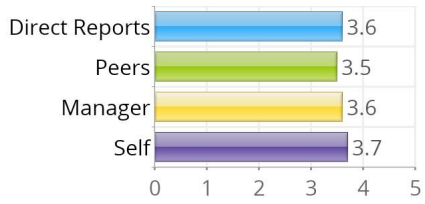
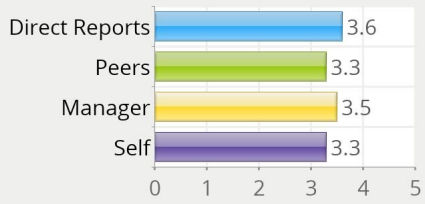
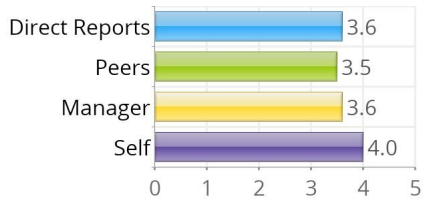
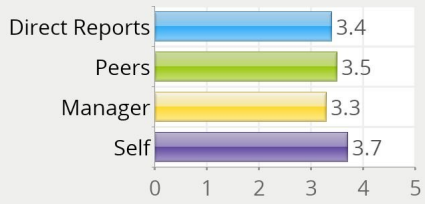
		AVG	HI	LO
22. Tailors communication to the audience		3.5	5	2
		3.8	5	2
		3.6	5	2
		3.9	-	-
23. Delivers effective, high-quality presentations		3.6	5	2
		3.7	5	2
		3.5	5	2
		3.6	-	-
24. Uses non-verbal communication methods effectively		3.5	5	2
		3.6	5	2
		3.5	5	2
		3.7	-	-
25. Shares an appropriate amount of information		3.4	5	2
		3.6	5	2
		3.5	5	2
		4.1	-	-
26. Listens effectively		3.7	5	2
		3.4	5	2
		3.6	5	2
		3.4	-	-
27. Is easy to understand		3.8	5	2
		3.6	5	2
		3.8	5	2
		3.0	-	-

Individual Review Items (continued)

		AVG	HI	LO
28. Uses humor appropriately				
		3.5	5	2
		3.4	5	2
		3.6	5	2
		3.6	-	-
		AVG	HI	LO
29. Encourages others to share their opinions				
		3.7	5	2
		3.5	5	2
		3.6	5	2
		4.0	-	-
		AVG	HI	LO
30. Handles criticism professionally				
		3.4	5	2
		3.5	5	2
		3.5	5	2
		3.6	-	-

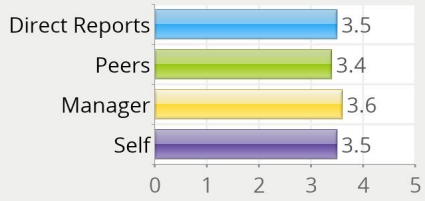
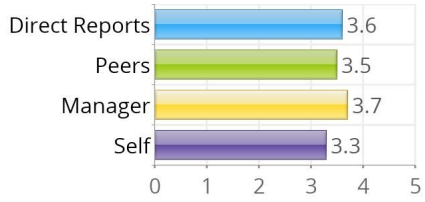
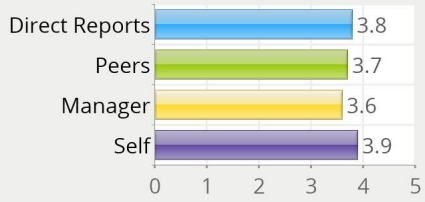
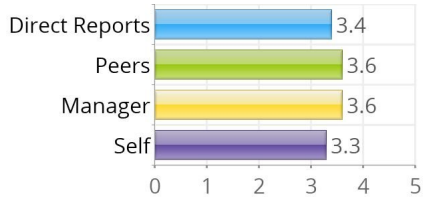
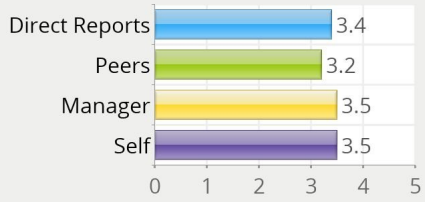
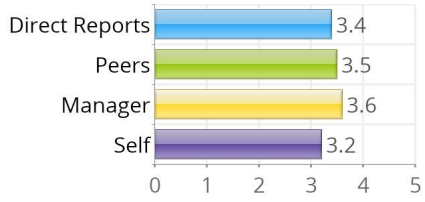
Individual Review Items (continued)

Collaborative Leadership

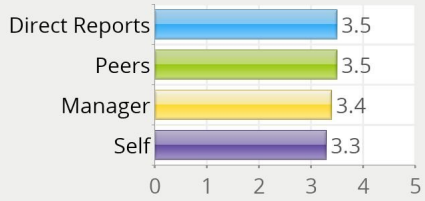
		AVG	HI	LO
31. Separates his/her personal interests in making decisions		3.5	5	2
		3.6	5	2
		3.6	5	2
		3.9	-	-
32. Makes decisions based on the needs of the organization as a whole		3.6	5	2
		3.5	5	2
		3.6	5	2
		3.7	-	-
33. Seeks consensus among his/her peer group before taking action		3.6	5	2
		3.3	5	2
		3.5	5	2
		3.3	-	-
34. Works to align organizational and workgroup goals		3.6	5	2
		3.5	5	2
		3.6	5	2
		4.0	-	-
35. Weighs all available information in reaching decisions		3.4	5	2
		3.5	5	2
		3.3	5	2
		3.7	-	-

Individual Review Items (continued)

Conflict Management

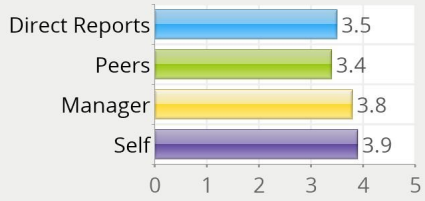
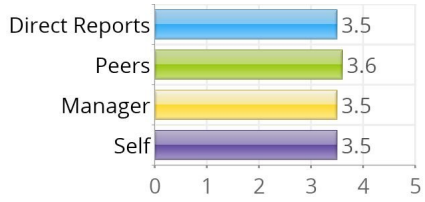
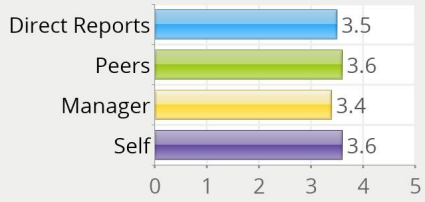
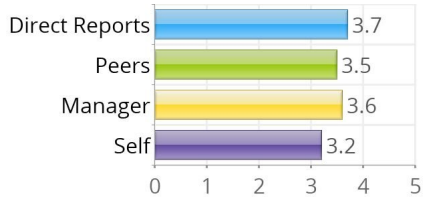
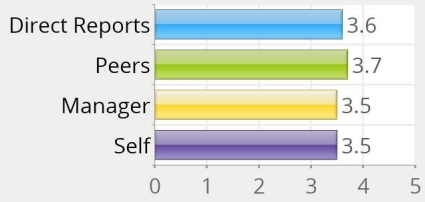
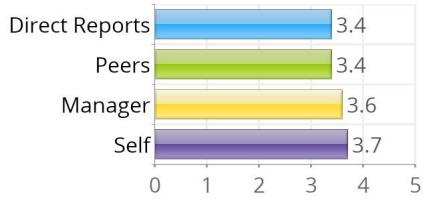
		AVG	HI	LO
36. Recognizes conflict when it occurs		3.5	5	2
		3.4	5	2
		3.6	5	2
		3.5	-	-
37. Foresees possible areas of conflict before they arise		3.6	5	2
		3.5	5	2
		3.7	5	2
		3.3	-	-
38. Identifies ways for parties to resolve conflict quickly		3.8	5	2
		3.7	5	2
		3.6	5	2
		3.9	-	-
39. Works to seek agreement between conflicting parties		3.4	5	2
		3.6	5	2
		3.6	5	2
		3.3	-	-
40. Keeps conflicting parties aware of broader picture when negotiating resolutions		3.4	5	2
		3.2	5	2
		3.5	5	2
		3.5	-	-
41. States his/her point of view constructively		3.4	5	2
		3.5	5	2
		3.6	5	2
		3.2	-	-

Individual Review Items (continued)

		AVG	HI	LO
42. Is not defensive		3.5	5	2
		3.5	5	2
		3.4	5	2
		3.3	-	-

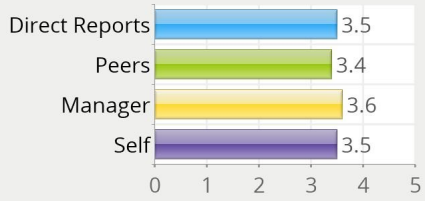
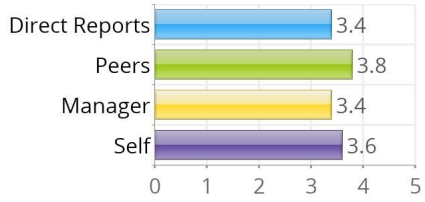
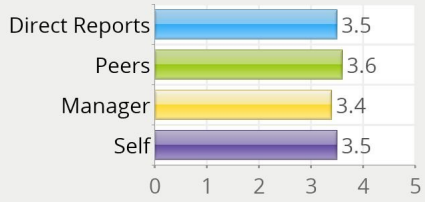
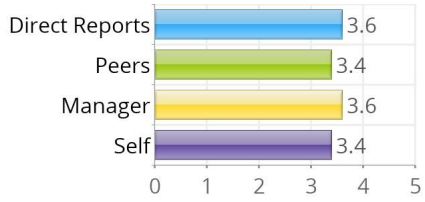
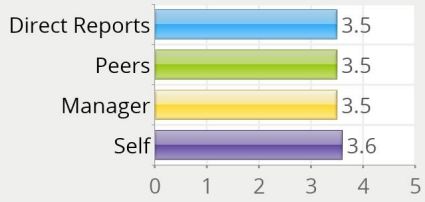
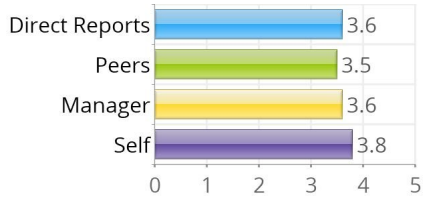
Individual Review Items (continued)

Creativity and Innovation

		AVG	HI	LO
43. Creates new ideas, solutions or approaches to challenges		3.5	5	2
		3.4	5	2
		3.8	5	2
		3.9	-	-
44. Seeks inspiration from unconventional sources		3.5	5	2
		3.6	5	2
		3.5	5	2
		3.5	-	-
45. Solves complex problems by developing new approaches		3.5	5	2
		3.6	5	2
		3.4	5	2
		3.6	-	-
46. Takes calculated risks		3.7	5	2
		3.5	5	2
		3.6	5	2
		3.2	-	-
47. Understands and works around constraints		3.6	5	2
		3.7	5	2
		3.5	5	2
		3.5	-	-
48. Solicits feedback from others on new ideas		3.4	5	2
		3.4	5	2
		3.6	5	2
		3.7	-	-

Individual Review Items (continued)

Service

		AVG	HI	LO
49. Actively seeks to understand the needs and expectations of others				
		3.5	5	2
		3.4	5	2
		3.6	5	2
		3.5	-	-
50. Acts to personally resolve service issues that are brought to his/her attention				
		3.4	5	2
		3.8	5	2
		3.4	5	2
		3.6	-	-
51. Considers both internal and external impacts of his/her actions				
		3.5	5	2
		3.6	5	2
		3.4	5	2
		3.5	-	-
52. Seeks ways to improve service efficiency or reduce service costs				
		3.6	5	2
		3.4	5	2
		3.6	5	2
		3.4	-	-
53. Suggests creative approaches for improving service				
		3.5	5	2
		3.5	5	2
		3.5	5	2
		3.6	-	-
54. Transfers skills and organizational learning to others appropriately				
		3.6	5	2
		3.5	5	2
		3.6	5	2
		3.8	-	-

Highest Rated Items

This report shows average ratings for each of the 10 highest rated items in the review across all non-self rater groups. Average ratings for individual rater groups are also shown for easy reference.

	Self	All Raters	Direct Reports	Peers	Manager
1. **Communication** Is easy to understand	3.0	3.8	3.8	3.6	3.8
2. **Conflict Management** Identifies ways for parties to resolve conflict quickly	3.9	3.7	3.8	3.7	3.6
3. **Motivating Others** Maintains others' motivation level even during difficult times	3.4	3.7	3.7	3.7	3.7
4. **Communication** Tailors communication to the audience	3.9	3.6	3.5	3.8	3.6
5. **Creativity and Innovation** Understands and works around constraints	3.5	3.6	3.6	3.7	3.5
6. **Conflict Management** Foresees possible areas of conflict before they arise	3.3	3.6	3.6	3.5	3.7
7. **Collaborative Leadership** Makes decisions based on the needs of the organization as a whole	3.7	3.6	3.6	3.5	3.6
8. **Motivating Others** Is enthusiastic and positive	3.6	3.6	3.7	3.7	3.4
9. **Communication** Encourages others to share their opinions	4.0	3.6	3.7	3.5	3.6
10. **Communication** Delivers effective, high-quality presentations	3.6	3.6	3.6	3.7	3.5

Lowest Rated Items

This report shows average ratings for each of the 10 lowest rated items in the review across all non-self rater groups. Average ratings for individual rater groups are also shown for easy reference.

	Self	All Raters	Direct Reports	Peers	Manager
1. **Conflict Management** Keeps conflicting parties aware of broader picture when negotiating resolutions	3.5	3.4	3.4	3.2	3.5
2. **Coaching** Builds trust effectively	3.9	3.4	3.3	3.3	3.5
3. **Collaborative Leadership** Weighs all available information in reaching decisions	3.7	3.4	3.4	3.5	3.3
4. **Accountability** Assignments are accurate and completed on time	3.5	3.4	3.5	3.2	3.5
5. **Building Teams** Builds teams consisting of the right people for the job	3.1	3.4	3.4	3.2	3.6
6. **Accountability** Displays consistency between words and actions	3.4	3.5	3.6	3.4	3.4
7. **Coaching** Actively listens to others	3.7	3.5	3.4	3.4	3.6
8. **Coaching** Explains the impact of actions and ways to improve	3.7	3.5	3.4	3.3	3.6
9. **Conflict Management** Is not defensive	3.3	3.5	3.5	3.5	3.4
10. **Building Teams** Shares appropriate information with outsiders	3.3	3.5	3.4	3.6	3.4