



G360 Career Booster

Prepared for John Sample

Number of outside raters: 6

December 29, 2018

UNDERSTANDING YOUR FEEDBACK REPORT

Reading this report is the first step in a proven process of personal growth and learning. Our four-step process of **Read**, **Reflect**, **Plan** and **Execute** helps you turn the feedback you receive into measurable growth. To get the most out of this experience, you will need to understand this report thoroughly, so please take the time to review this introductory material instead of jumping immediately to your results.



Read: First, we present the data that was collected from your colleagues. That includes raw scores, percentile scores, and specific feedback from your raters.



Reflect: Then we provide a worksheet to record your reflections. This is a very important step in the process, so please take the time to complete it.



Plan: Identify two goals for personal development and create an action plan to achieve those goals. We provide a number of development resources to help you in this process. Click on the competency names in the results section to get more information.



Execute: The most important part of the process is execution. You have to work your plan. We encourage you to enlist the help of a coach or mentor to discuss your progress on a regular basis.

What was assessed by the G360 Career Booster?

The G360 Career Booster gives individuals feedback that can help them advance in their careers. While this is only a brief assessment, the results can be powerful. The following competencies were measured and are strongly correlated to success.

Dependability	Work Ethic
Initiative	Respect for Others
Communication	Collaboration
Learning Orientation	Optimism

INTERPRETING THE RESULTS

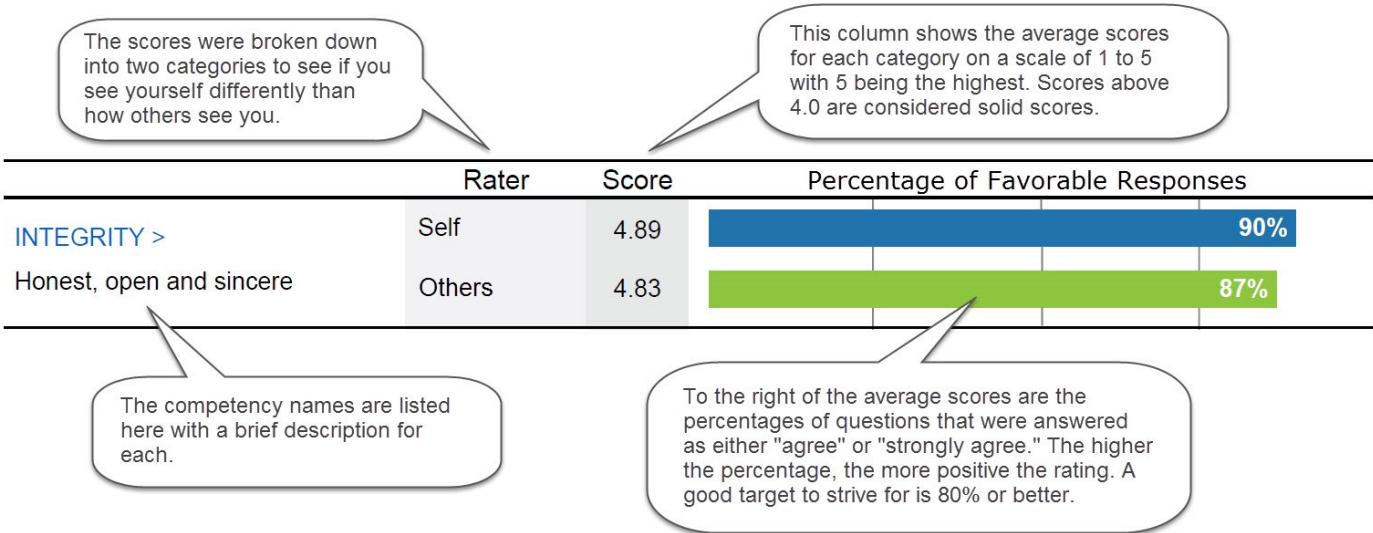
There are three types of results presented in this report: strengths, competency scores, and personal feedback.

STRENGTHS

Participants were asked to select three strengths that describe you from a large list of options. The results are presented in a word cloud where strengths that were mentioned multiple times are in a larger font.

COMPETENCY SCORES

The bar chart shows your scores for each of the core competencies that were measured in this survey. Questions were answered from strongly disagree (1) to strongly agree (5) and averaged together.



Below each chart are four symbols that identify high scores, low scores, hidden strengths, and blind spots.

- High Scores** are defined as the *top 25%* of scores from surveys completed in the last four years. They are strengths to be built upon.
- Low Scores** are defined as the *bottom 25%* of scores from surveys completed in the last four years. They are barriers to success.
- Hidden strengths** are areas in which you rated yourself at least a half point lower than another rater group. You are doing better than you think.
- Blind spots** are areas in which you rated yourself at least a half point higher than another rater group. Blind spots can be problem areas that you are not aware of.
















PERSONAL FEEDBACK

Underneath the competencies are optional comments from your raters. They were asked to provide information about your specific strengths, areas for growth, and suggestions for improvement. These comments can offer you valuable insight into what you are doing well and what you can improve upon.

Approachable Humble Level-headed Driven
Respectful Ambitious
Goal-oriented Practical
Appreciative Confident
Open-minded Caring
Dedicated Dependable
Charismatic

PERSONAL FEEDBACK

- John is a very vocal person and helps groups get things done. He has a strong moral compass and has principles that he does not compromise on. That said, there are times when John could be more political and respect those that he thinks do not deserve respect. Even if John disagrees with someone, he could gain from not being so apparent of his dislike for someone. John is extremely goal-oriented, disciplined, and a good family man. I do not worry about his growth as a person or a professional because he is always willing to self-evaluate or go to those he trusts to hear honest feedback.
- John is a great person to have as a friend. You know that he is there for you when you need him. He gets back to you quickly when you reach out to him. John is a perfectionist in some ways. He cares a lot about how he does on school assignments especially. In some ways he could be less hard on himself about his work. I think he might stress too much over it.
- He has common sense. He needs to talk more in groups.
- John doesn't make rash decisions; he thinks through the options carefully before acting.

	Rater	Score	Percentage of Favorable Responses
DEPENDABILITY > Reliable, consistent, and trustworthy	Self	4.00	 100%
	Participants	4.00	 80%
WORK ETHIC > Hard-working and goal oriented	Self	4.00	 100%
	Participants	4.33	 100%
INITIATIVE > Proactive and action-oriented	Self	4.00	 100%
	Participants	4.50	 100%
RESPECT FOR OTHERS > Treats all people with respect	Self	5.00	 100%
	Participants	3.83	 83%
COMMUNICATION > Able to communicate effectively	Self	4.00	 100%
	Participants	4.50	 100%
COLLABORATION > Works well in a team environment	Self	5.00	 100%
	Participants	4.20	 80%
LEARNING ORIENTATION > Interested in learning new things	Self	5.00	 100%
	Participants	4.60	 100%
OPTIMISM > Enthusiastic and positive about the future	Self	2.00	
	Participants	3.17	 33%

↑ HIGH SCORES

- No High Scores

↓ LOW SCORES

- No Low Scores

👍 HIDDEN STRENGTHS

- No Hidden Strengths

⚠️ BLIND SPOTS

- No Blind Spots

REFLECT

Getting feedback can be challenging. It often evokes strong emotions and reactions. In the space below, we would like you to explore those feelings so we can transform them into goals and action.

What is your general reaction to the feedback?

Were there any high scores or positive comments that surprised you? Please explain.

Were there any low scores or critical comments that surprised you? Please explain.

Did you have any hidden strengths or blind spots? Please record them below.

Were there any big differences between rater groups? Why might different groups see you differently?

What are two goals you will set for yourself as a result of this feedback?

1. _____

2. _____

GOAL SETTING GUIDANCE

“Leadership is the capacity to translate vision into reality through planning.”
Warren Bennis
Author and Leadership Expert

An awareness of your strengths and weaknesses is not enough to improve your performance. You must take the two goals you wrote down on the previous page and turn them into smart goals. They should be specific, measurable, attainable, relevant, and time-bound. Click on each of the competencies in the previous charts for additional resources such as sample action plans and recommended books, articles, and videos.

Specific	Describe, in detail, what you want to accomplish. Include the who, what, when, where, and why of your goal.
Measurable	Pick a goal that can be easily measured and define how you will evaluate your success.
Attainable	Make sure that your goal is within your reach. Overly ambitious goals will not be taken seriously.
Relevant	Consider what’s important to your organization and tailor your goal to help you become more successful within that context.
Time-bound	Set a deadline for completion of your goal. Otherwise, it is at risk of being put on the “back burner” and forgotten.

EXAMPLES OF SMART GOALS

- *Improving Communication:* As project leader, I will set up a shared online document by Feb 17th that includes our project timeline, a description of each members’ roles and responsibilities, and minutes from our weekly meetings.
- *Improving Encouragement:* In the next three months, I will make three positive comments during our weekly staff meetings to encourage team members and to improve team morale. At the end of that time, I will ask my team leader if she has noticed any change in my behavior.

TIME TO CREATE A PERSONAL DEVELOPMENT PLAN

Take your revised SMART goals and transfer them to the next page. It’s time to transform your goals into action plans. You will identify three to five specific things you need to do to achieve each goal and assign a deadline for each of them. This is the most important part of the G360 feedback process. Setting realistic goals and executing detailed action plans is the key to success. Individuals who work hard to improve their skills almost always outperform those who don’t.

PERSONAL DEVELOPMENT PLAN

What is your first goal?

What specific action steps do you need to take to achieve your goal?

By when?

What is your second goal?

What specific action steps do you need to take to achieve your goal?

By when?

Identify two people with whom you will discuss your goals and action plans.

- 1. _____
- 2. _____

Schedule two checkpoints to revisit and adjust your goals as necessary. Put these dates on your calendar.

- 1. _____
- 2. _____