

# FindingPotential - 360

## Performance Report



**CANDIDATE:** JAYNE BRIGHT  
**REPORT GENERATED:** 01/02/2013  
**CONFIDENTIALITY:** HIGH

Key	n
Focus	1
Manager	1
Peers	8
Reports	4
Others	6





# Introduction

» Jayne Bright

This 360° feedback report contains confidential information about **Jayne Bright** and should only be shared with authorised people, e.g. **Jayne Bright** and her chosen coach/HR support.

It has been designed to provide you with feedback on your leadership and management behaviour and the impact your behaviour is having on people you work closely with – i.e. your line manager, peers, direct reports and others (e.g. internal and external clients).

Whilst the report is set out in a clear and simple manner, it is strongly recommended that you work through the report with a coach or HR person who is experienced at using 360 and coaching. This will ensure that you identify the key strengths and developmental opportunities within the feedback, and build an appropriate action plan to enhance your capability as a leader and manager.

This 360 report has been created based on the feedback received from the different people invited to complete the questionnaire on your behalf. They rated your behaviour against a number of statements, which were drawn from FindingPotential's leadership and management behaviour/competency framework, and our Performance Profile.

## Report Content

Your 360 Premium Feedback Report contains the following sections:

- **Feedback Overview**  
Summary of your overall feedback results
- **Performance Profile**  
Four key factors that drive organisational behaviour
- **Feedback Comments**  
Written feedback from your questionnaire respondents

## N.B

Definitions of the FindingPotential Leadership and Management competencies and Performance Profile can be found in the “**What is Being Measured**” supporting document.

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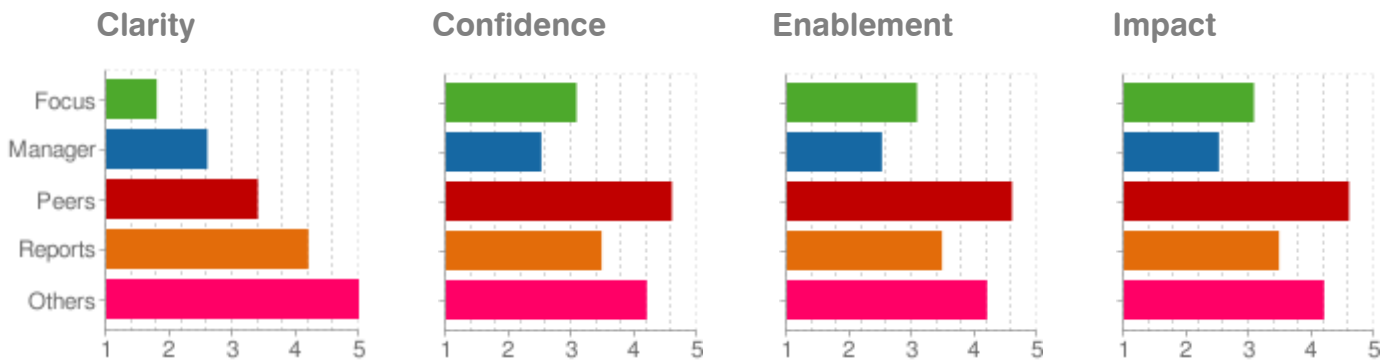
# Feedback Overview

» Jayne Bright

This section provides an overview of your feedback results. The table below sets out your feedback results against the four areas of the Performance Profile.

The 'Scores' columns relate to the average rating you received (on a five point scale) for each area (NB The average includes how you rated yourself in relation to each area) and the rating given to you by each feedback group (e.g. peers, reports or others).

Performance Profile		SCORES					
		OVERALL	FOCUS	MANAGER	PEERS	REPORTS	OTHERS
AREA	Clarity	2.6	1.9	4.9	2.0	4.6	1.2
	Confidence	2.6	1.9	4.9	2.0	4.6	1.2
	Enablement	2.6	1.9	4.9	2.0	4.6	1.2
	Impact	2.6	1.9	4.9	2.0	4.6	1.2





# Performance Profile

» Jayne Bright

This area focuses on four key areas that drive organisational performance: Clarity, Confidence, Enablement and Impact.

<b>Clarity</b> Ensures people have clarity about the future direction and vision of the organisation, where they sit within the organisation's structure and their role and responsibilities within it. Helps others to easily identify performance priorities and focus accordingly.		Low	High	Mean
Clearly describes the vision and purpose of the organisation to others		2	5	4.9
Ensures actions are aligned to wider organisational goals		2	5	4.9
Helps others to understand how they contribute to the success of the business		2	5	4.9
Helps others to navigate the organisation's structure and processes		2	5	4.9
Provides a clear sense of direction to others		2	5	4.9
Ensures people are clear about how their functional goals align to organisational strategy		2	5	4.9
Ensures people are clear about what needs to be delivered		2	5	4.9
Acts as a role model for the organisation's culture and values		2	5	4.9
Explains the organisation's strategy in a way that is clear to everyone		2	5	4.9

■ Focus   
 ■ Manager   
 ■ Peers   
 ■ Reports   
 ■ Others



# Feedback Comments

» Jayne Bright

This section sets out what people said in response to the question:

What one thing can Jayne stop, start and continue that will make her more effective as a manager and leader? To help Jayne understand the value of your idea, please state the benefit each action might bring Jayne and/or others.

These comments have been provided anonymously, and we would encourage you to think about the key themes and messages (and how these relate to the competency and performance profile ratings) rather than trying to identify who might have said what.

**Stop**

**Start**

**Continue**