



Mary Sample

## 360° Feedback Report

Learning Loops Lda

06.October.2014

*We all need people who will give us feedback. That's how we improve.*

Bill Gates

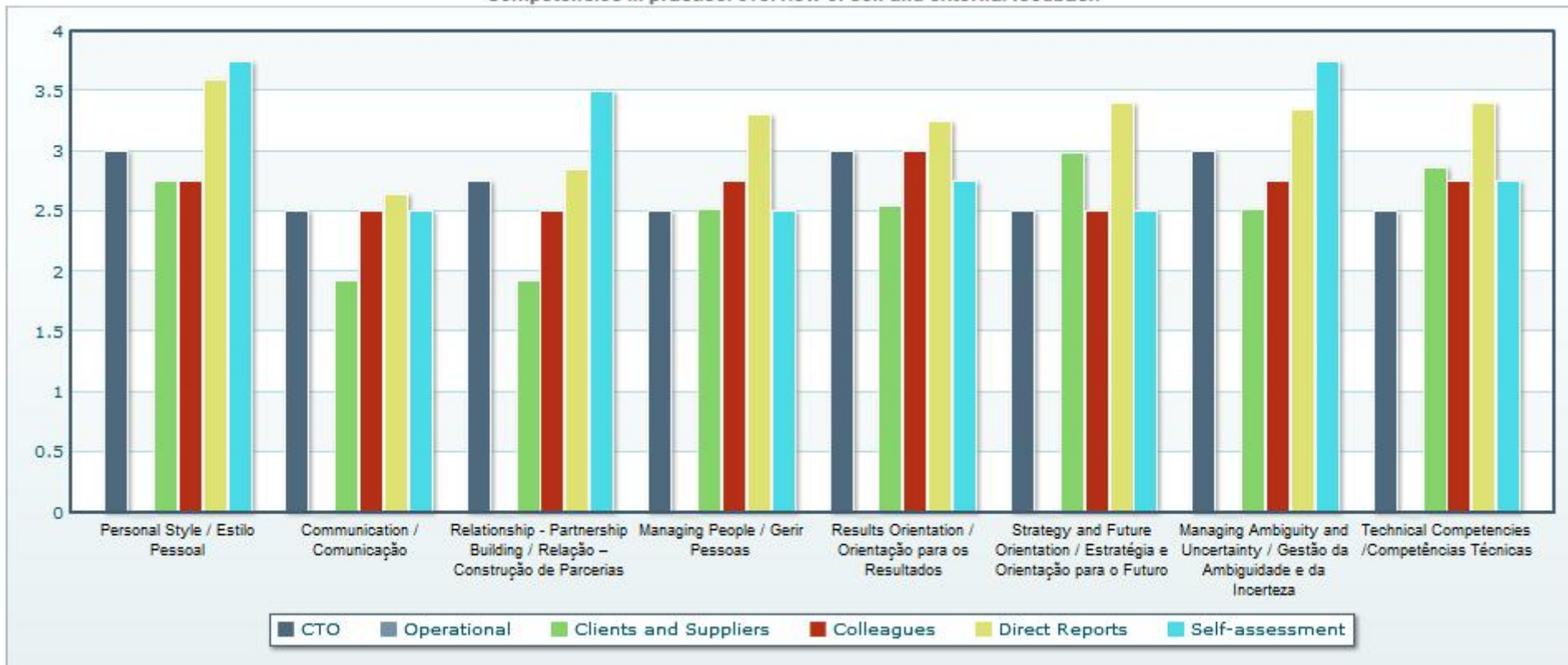
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## Part A – Quantitative Feedback Overviews

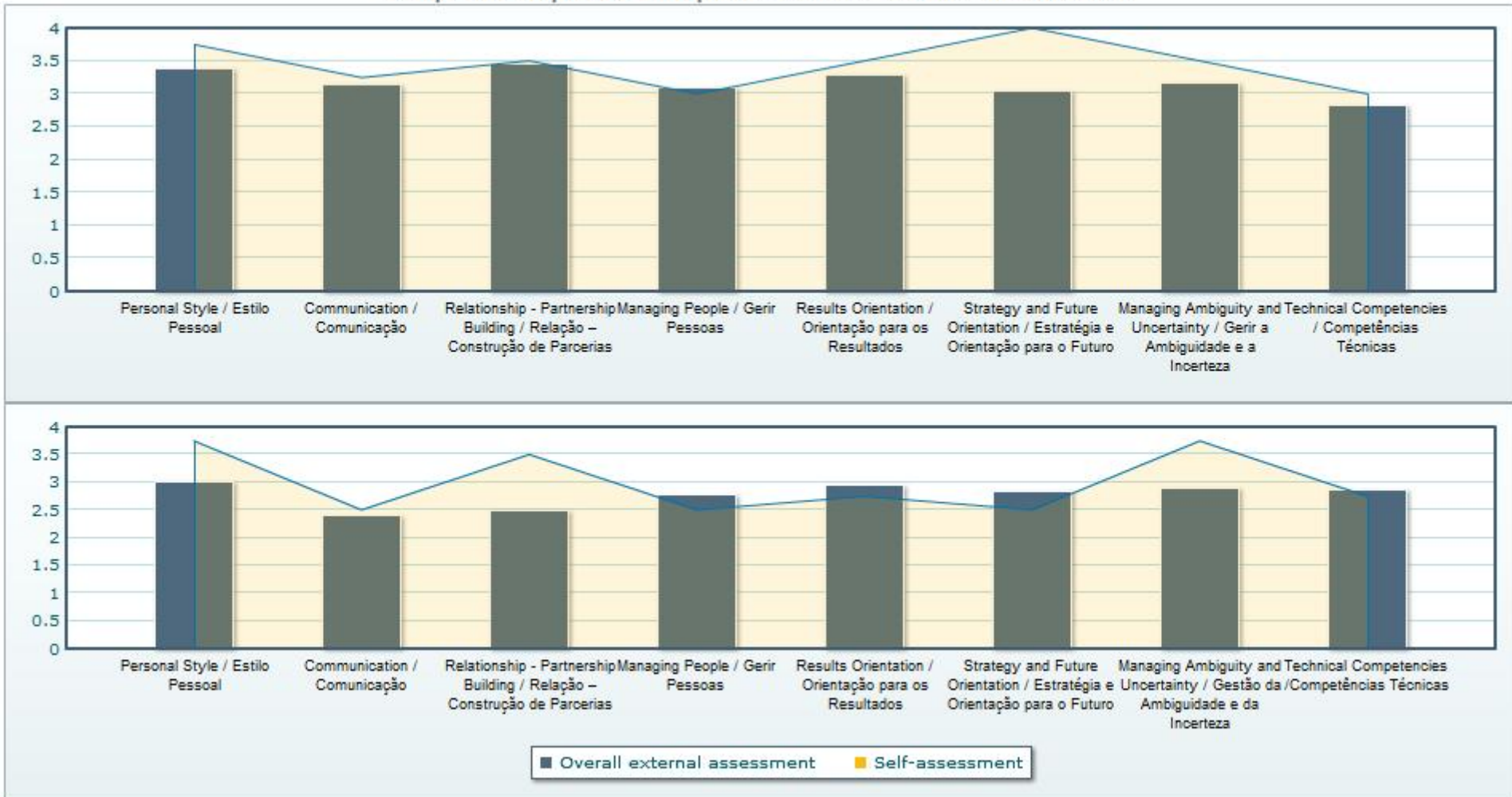
Competencies in practise: overview of self and external feedback



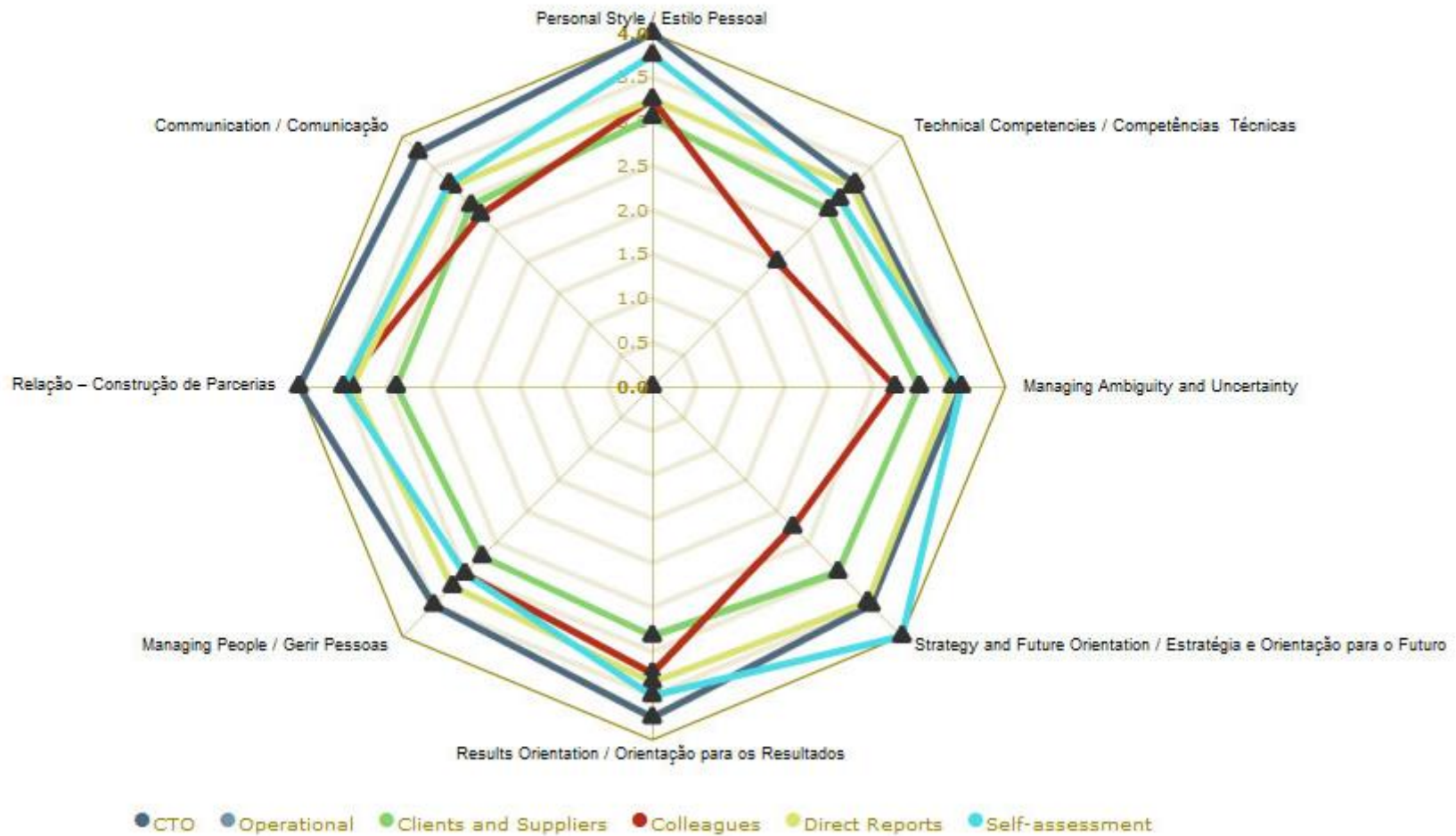
Competencies importance and in practise: overview of self and detailed external feedback



Competencies importance and in practise: overview of self and external feedback



Radar graph of importance of competencies: overview of self and external feedback

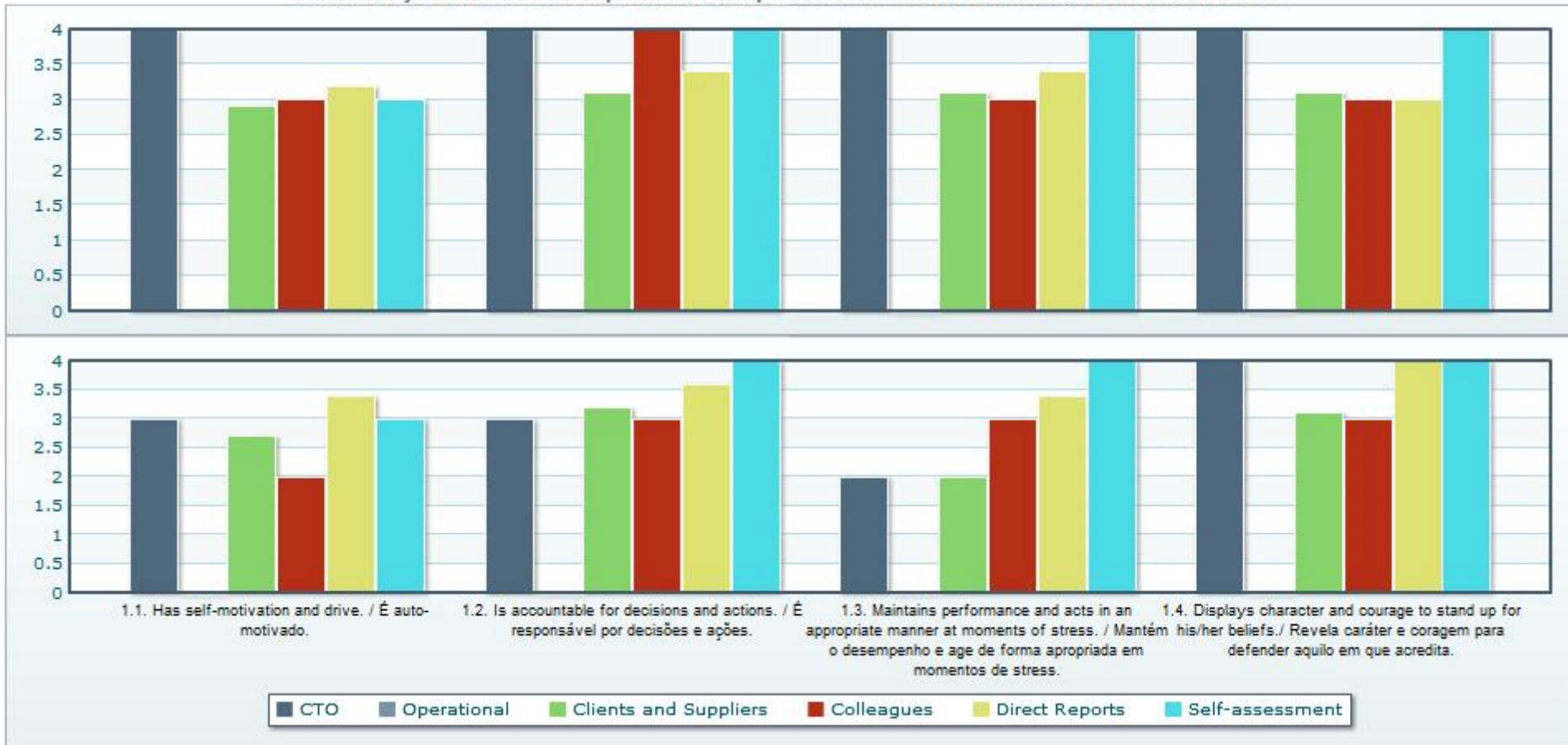




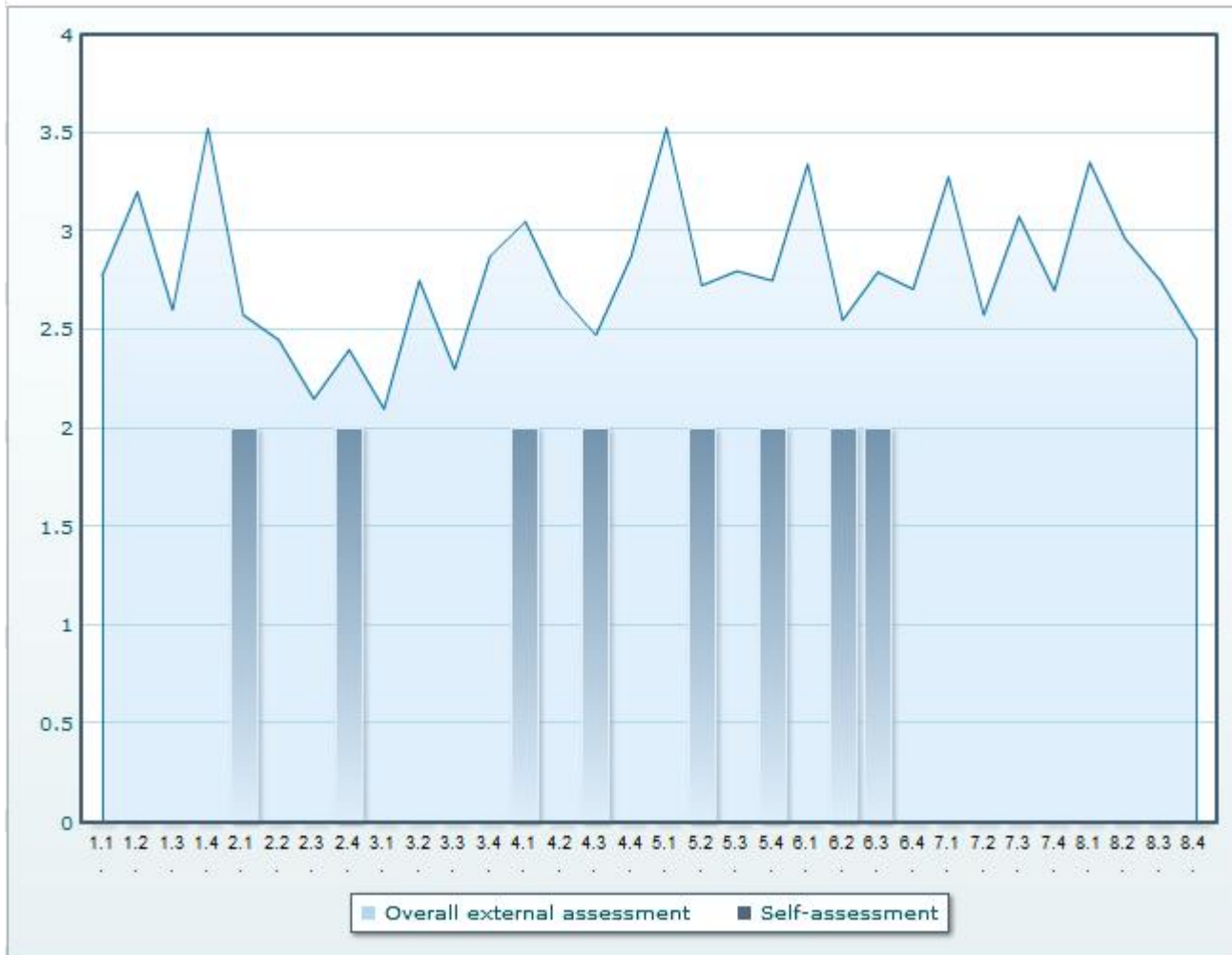
Part B – Quantitative Feedback: detailed views per dimension



Personal Style / Estilo Pessoal importance and in practise: overview of self and detailed external feedback



Wish for improvement and external image



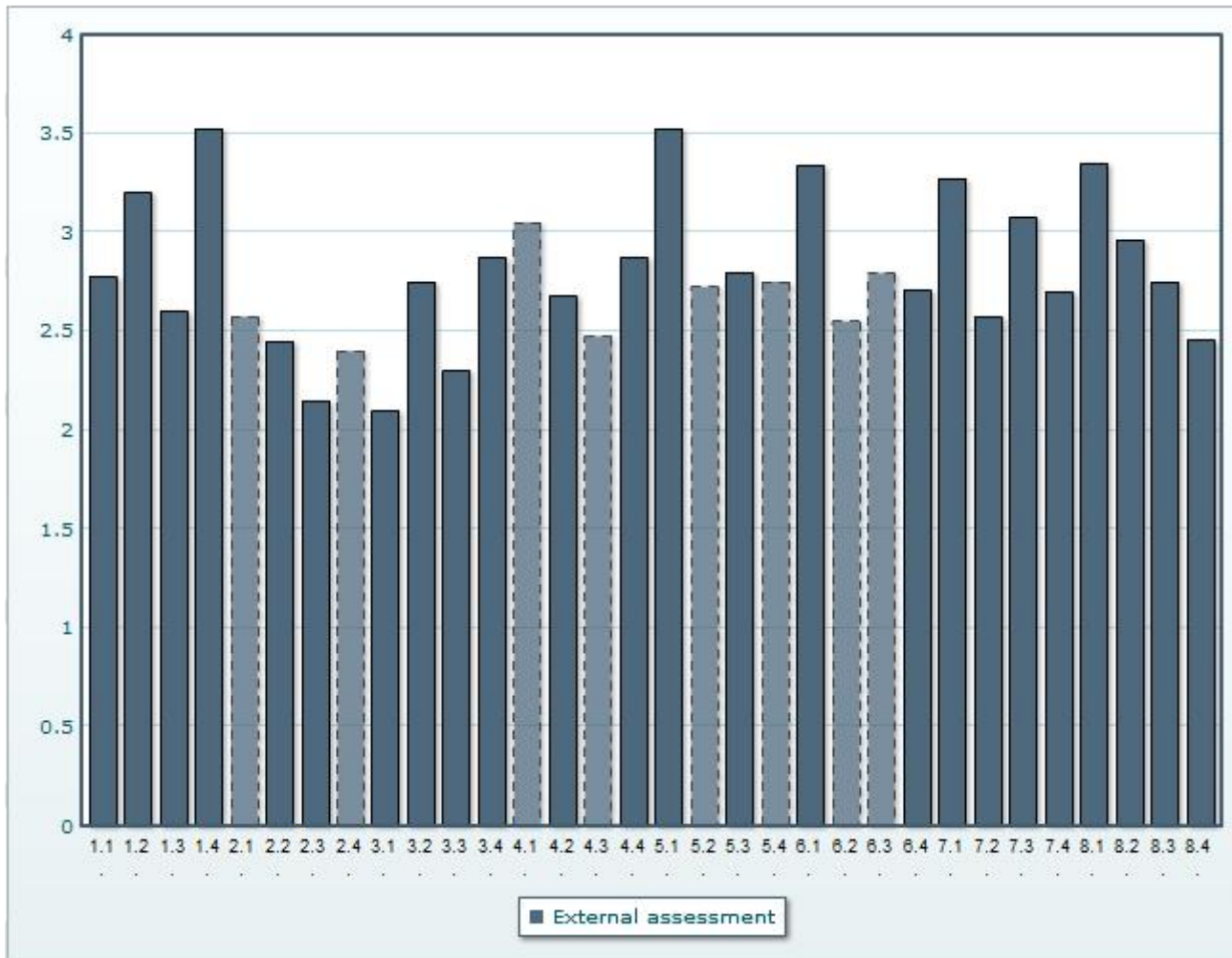


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**External feedback and wish for improvement: lower rated questions ( $\leq 2$ )**

No data to display.

External feedback and wish for improvement: higher rated questions (>2)





## Part C – Qualitative Feedback

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**1. What I appreciate in this person is..../ O que aprecio nesta pessoa é...**

**Direct Reports:**

**Feedback:** Profundo know-how dos processos, pensar "out-of-the-box", dedicação à empresa

**Feedback:** Luta pelos seus objetivos e ideias

**Feedback:** Capacidade de tomada de decisões em momentos de stress

**Feedback:** Motivação e capacidade de lutar por aquilo em que acredita.

**Colleagues:**

**Feedback:** good on giving the quick solution and feedback on an urgent case and in continuous follow up.

**Feedback:** possui um vasto conhecimento e experiência sobre processos de produção e qualidade

**Clients and Suppliers:**

**Feedback:** pessoa de confiança, está por dentro dos assuntos de todos os departamentos

**Feedback:** Determinação

**Direct Boss:**

**Feedback:** energia para pôr as coisas a mexer

2. In order to improve performance and to be more effective, what could this person do... / Por forma a melhorar a sua performance, esta pessoa deveria fazer...

Less... /Menos...

**Direct Reports:**

**Feedback:** Saber ouvir e manter as decisões.

**Colleagues:**

**Feedback:**

**Clients and Suppliers:**

**Feedback:**

**Direct Boss:**

**Feedback:**

**More... /Mais...**

**Direct Reports:**

**Feedback:** saber ouvir, motivar

**Colleagues:**

**Feedback:** promover mais as ideias inovadoras (melhoria de ambiente ,...)

**Feedback:** ouvir outros intervenientes e outras opiniões e motivar

**Feedback:** elogiar/reconhecer mais as pessoas quando for o caso

**Feedback:** Dialogar com espírito aberto e sem opinião formada.

**Feedback:** saber ouvir as pessoas

**Direct Boss:**

**Feedback:**

procurar compromissos





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**3. Additional information, feedback or remarks: / informação adicional, feedback ou observações:**

**Direct Reports:**

**Feedback:** Demonstrar a importância individual de colaboradores no atingir de objectivos comuns da empresa.

**Colleagues:**

**Clients and Suppliers:**

**Direct Boss:**

### Annex 1 – Feedback Givers Groups’ Statistics

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