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Sample Organization

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360-Degree Feedback Report

1/30/2024

About This Report

This multi-rater survey is designed to assist your organization in assessing and developing its effectiveness. As an aggregated report of the perceptions of the members of the organization, it is intended to:

- Help your organization identify its strengths and areas for improvement
- Enable the leaders of the organization to better understand collective perspectives
- Serve as a quantitative baseline for the organization's progress over time
- Catalyze constructive discussions about how the organization can be more effective
- Demonstrate that the organization is open to feedback and committed to continuous improvement

Rating Scale

The rating scale shown below was used in scoring quantitative feedback.

Scale Option	Assigned Value
n/a	---
strongly disagree	1
disagree	2
neutral	3
agree	4
strongly agree	5

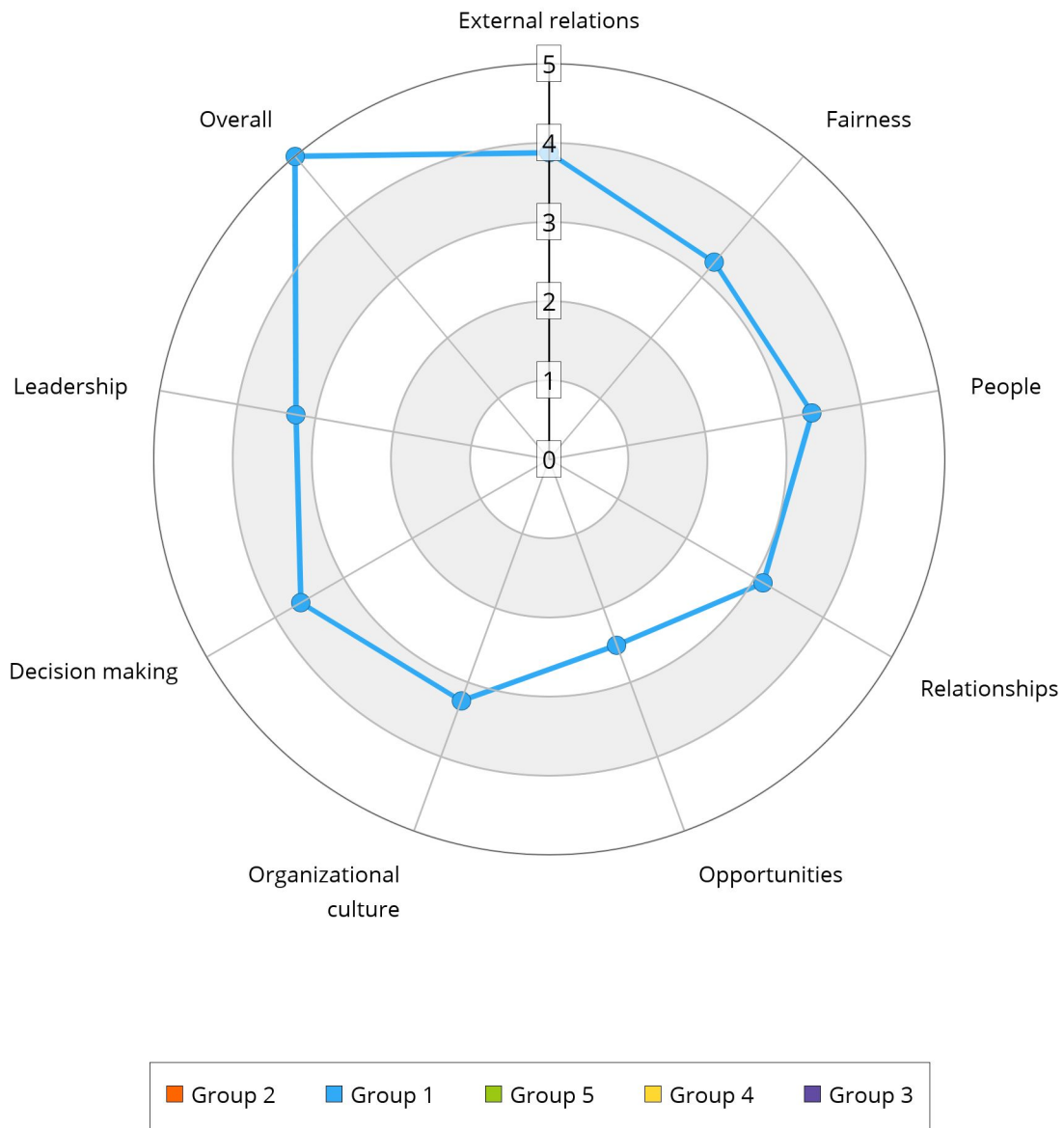
Response Summary

The following groups of individuals were invited to participate in this review. The "Nominated" rater count excludes individuals that opted-out of participating or were removed by project administrators.

Rater Type	Nominated	Responded	Response Rate
Group 1	2	1	50%
Total	2	1	50%

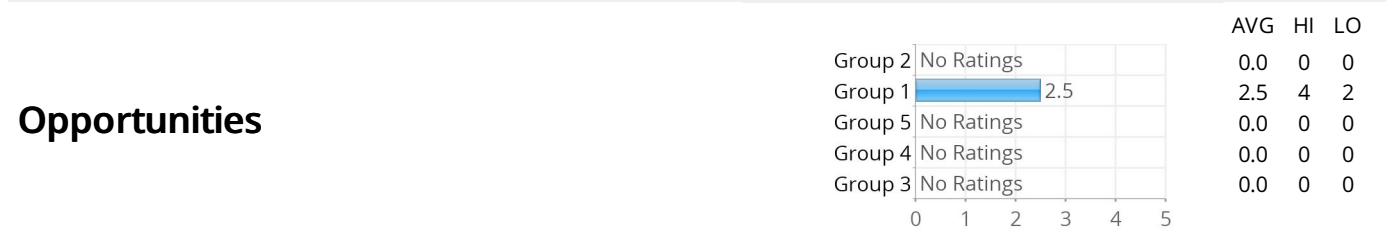
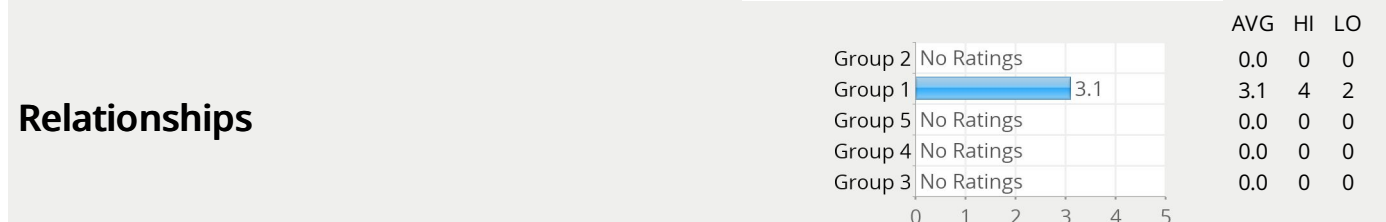
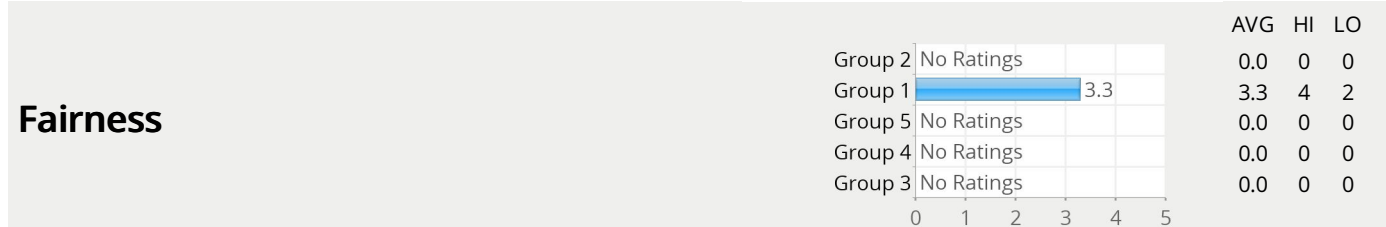
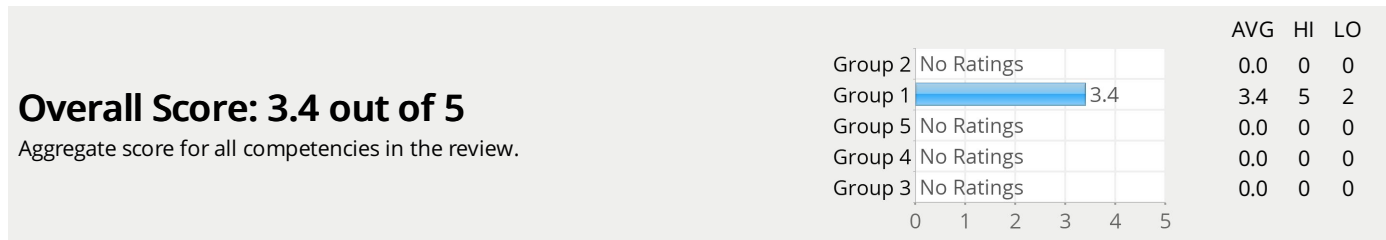
Organizational Competency Profile

The Competency Profile radar chart below shows scores with each rating group across all Competencies. Radar charts are useful in easily spotting gaps between Rater groups' ratings of an organization. More favorable scores fall toward the outside of the chart.



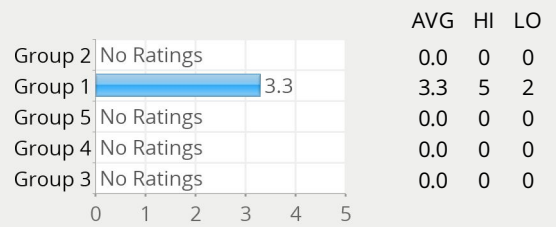
Competency Summary

Summary of all competency groups sorted by Rater group

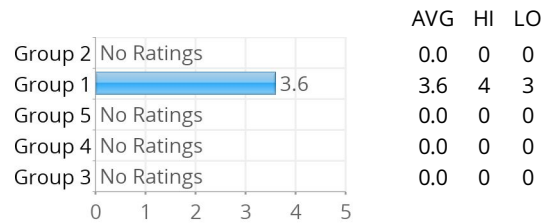


Competency Summary (continued)

Organizational culture



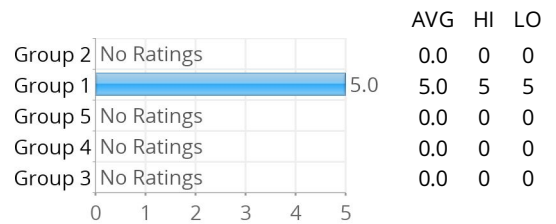
Decision making



Leadership



Overall



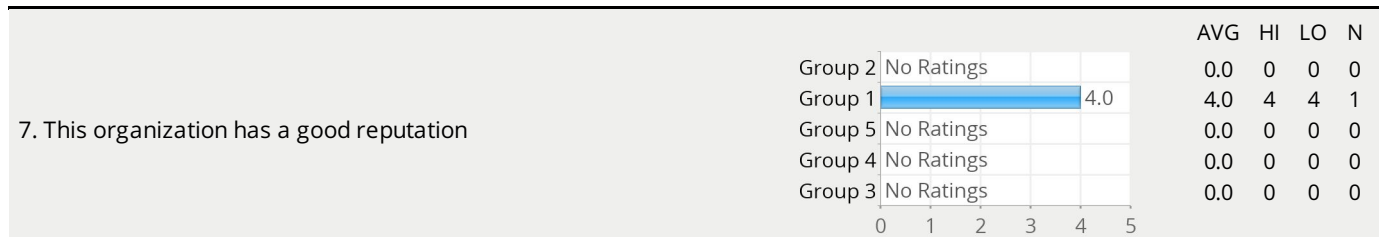
Individual Review Items

Graphs below show ratings on each survey item, sorted by Rater Group

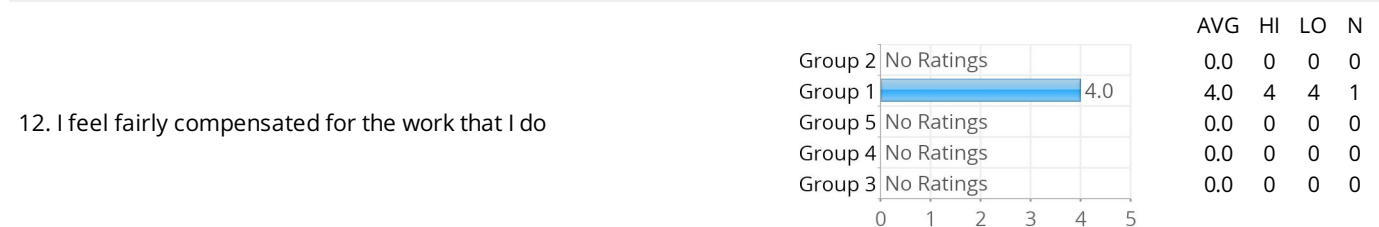
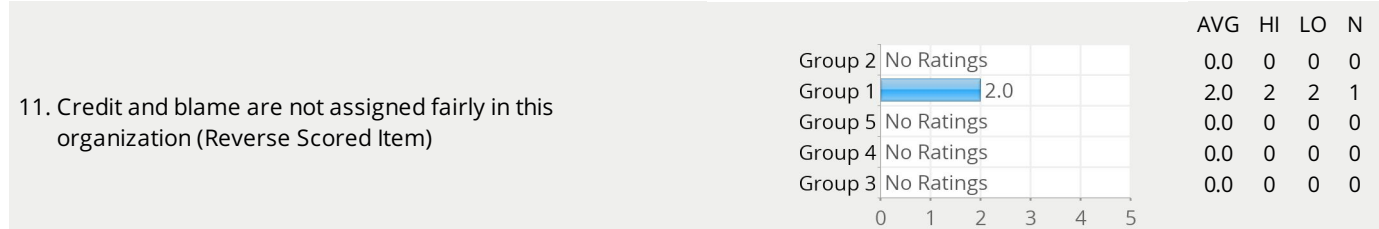
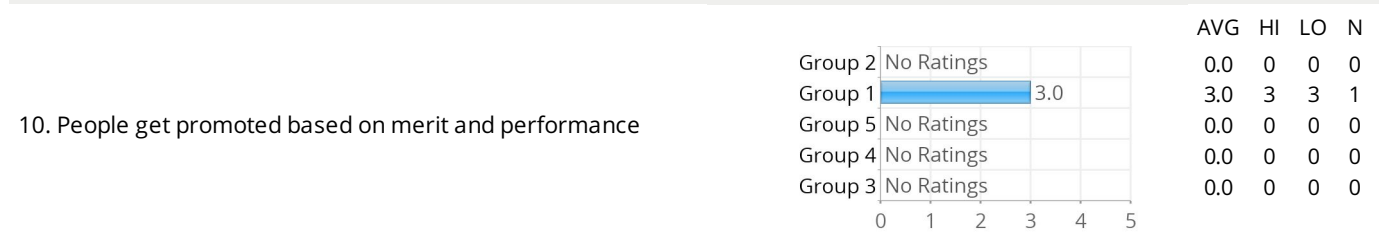
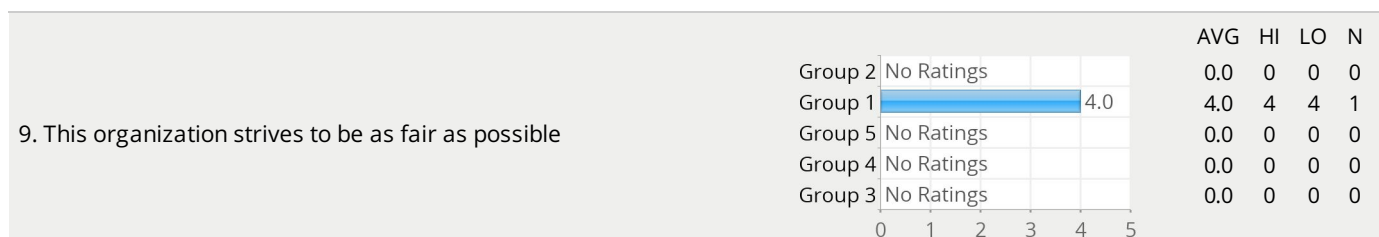
External relations

Item	Group 2	Group 1	Group 5	Group 4	Group 3	AVG	HI	LO	N
1. This organization is attentive to the needs of its customers or clients	No Ratings	4.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
						4.0	4	4	1
						0.0	0	0	0
						0.0	0	0	0
						0.0	0	0	0
2. Our customers or clients are satisfied with the value that we provide	No Ratings	5.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
						5.0	5	5	1
						0.0	0	0	0
						0.0	0	0	0
						0.0	0	0	0
3. This organization tends to ignore or discount feedback from customers (Reverse Scored Item)	No Ratings	2.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
						2.0	2	2	1
						0.0	0	0	0
						0.0	0	0	0
						0.0	0	0	0
4. Other organizations have an easy time collaborating with us	No Ratings	5.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
						5.0	5	5	1
						0.0	0	0	0
						0.0	0	0	0
						0.0	0	0	0
5. We treat all sizes and kinds of customers with a high and consistent level of respect	No Ratings	5.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
						5.0	5	5	1
						0.0	0	0	0
						0.0	0	0	0
						0.0	0	0	0
6. This organization has too many critics who would like to see us fail (Reverse Scored Item)	No Ratings	2.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
						2.0	2	2	1
						0.0	0	0	0
						0.0	0	0	0
						0.0	0	0	0

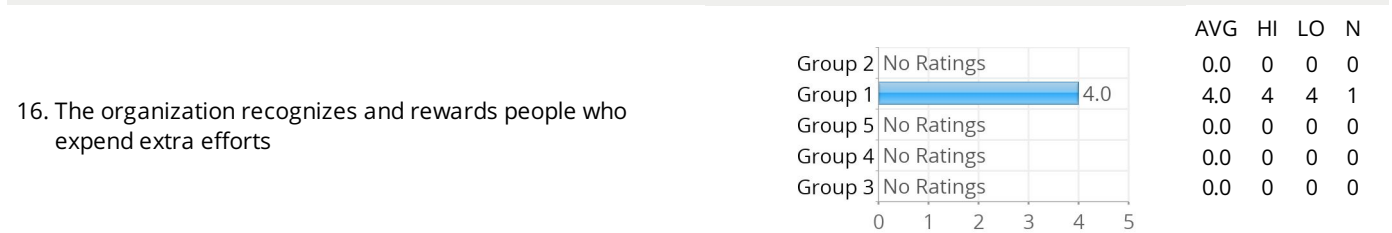
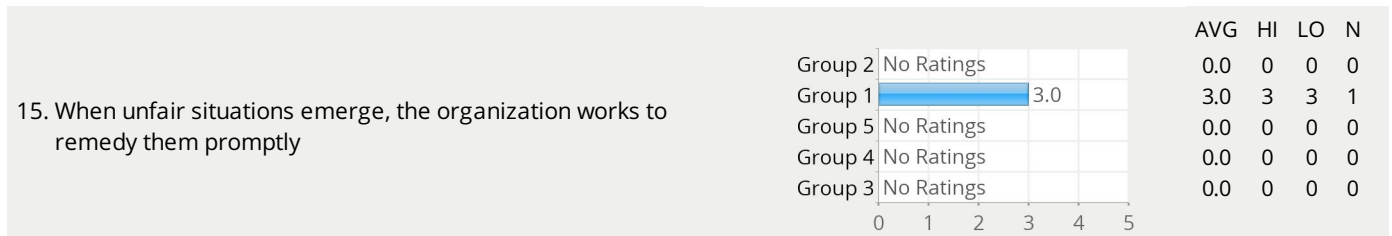
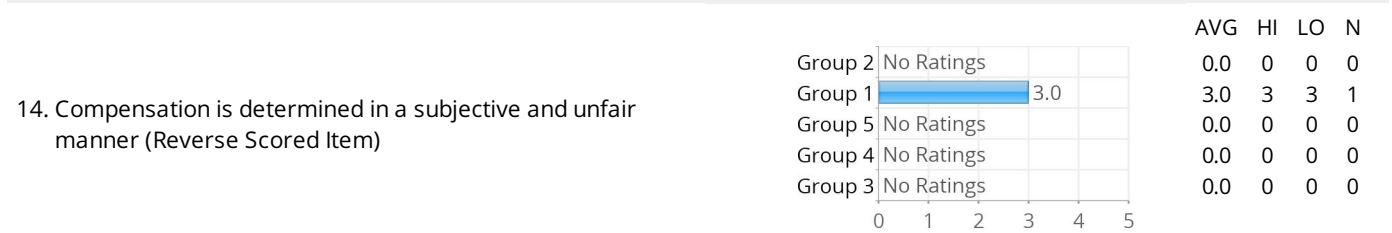
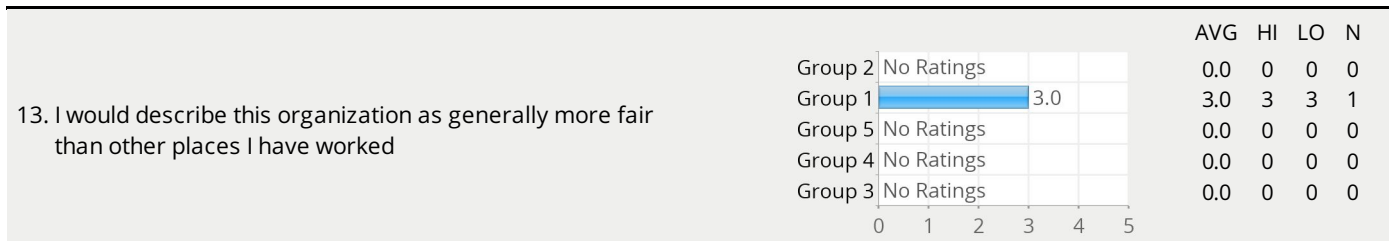
Individual Review Items (continued)



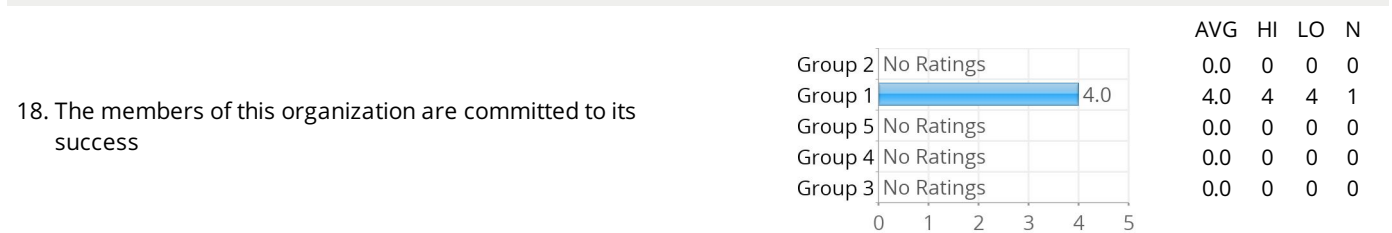
Fairness



Individual Review Items (continued)



People



Individual Review Items (continued)

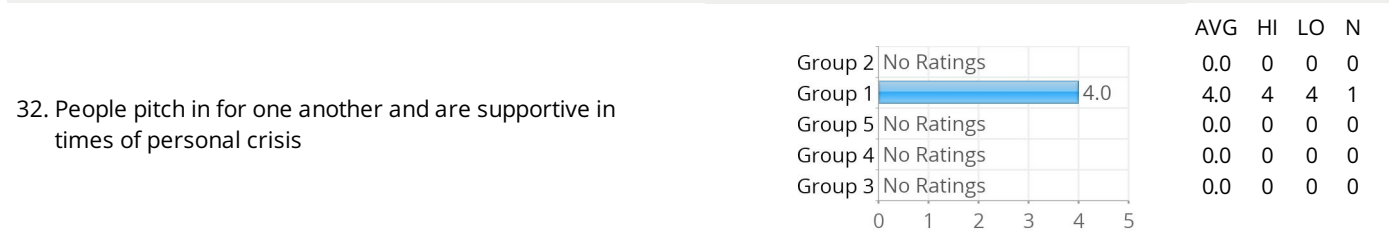
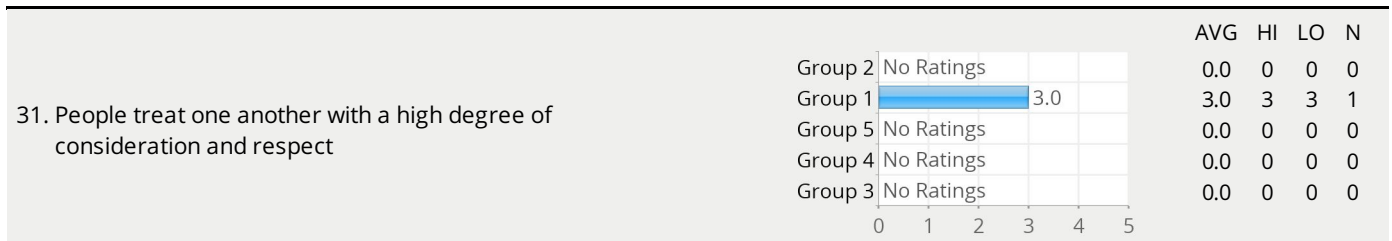
19. There are too many people working in this organization who are poor performers (Reverse Scored Item)	Group 2	No Ratings					AVG	HI	LO	N
	Group 1	2.0					2.0	2	2	1
	Group 5	No Ratings					0.0	0	0	0
	Group 4	No Ratings					0.0	0	0	0
	Group 3	No Ratings					0.0	0	0	0
				0	1	2	3	4	5	
20. This organization is able to recruit and retain talented people	Group 2	No Ratings					AVG	HI	LO	N
	Group 1	3.0					3.0	3	3	1
	Group 5	No Ratings					0.0	0	0	0
	Group 4	No Ratings					0.0	0	0	0
	Group 3	No Ratings					0.0	0	0	0
				0	1	2	3	4	5	
21. I am positively challenged by, and learn from, the people I work with	Group 2	No Ratings					AVG	HI	LO	N
	Group 1	4.0					4.0	4	4	1
	Group 5	No Ratings					0.0	0	0	0
	Group 4	No Ratings					0.0	0	0	0
	Group 3	No Ratings					0.0	0	0	0
				0	1	2	3	4	5	
22. I do not trust many of the people that I work with (Reverse Scored Item)	Group 2	No Ratings					AVG	HI	LO	N
	Group 1	3.0					3.0	3	3	1
	Group 5	No Ratings					0.0	0	0	0
	Group 4	No Ratings					0.0	0	0	0
	Group 3	No Ratings					0.0	0	0	0
				0	1	2	3	4	5	
23. When people disagree with one another, they do so in a constructive and respectful manner	Group 2	No Ratings					AVG	HI	LO	N
	Group 1	4.0					4.0	4	4	1
	Group 5	No Ratings					0.0	0	0	0
	Group 4	No Ratings					0.0	0	0	0
	Group 3	No Ratings					0.0	0	0	0
				0	1	2	3	4	5	
24. Other organizations try to recruit people who have been trained here	Group 2	No Ratings					AVG	HI	LO	N
	Group 1	3.0					3.0	3	3	1
	Group 5	No Ratings					0.0	0	0	0
	Group 4	No Ratings					0.0	0	0	0
	Group 3	No Ratings					0.0	0	0	0
				0	1	2	3	4	5	

Individual Review Items (continued)

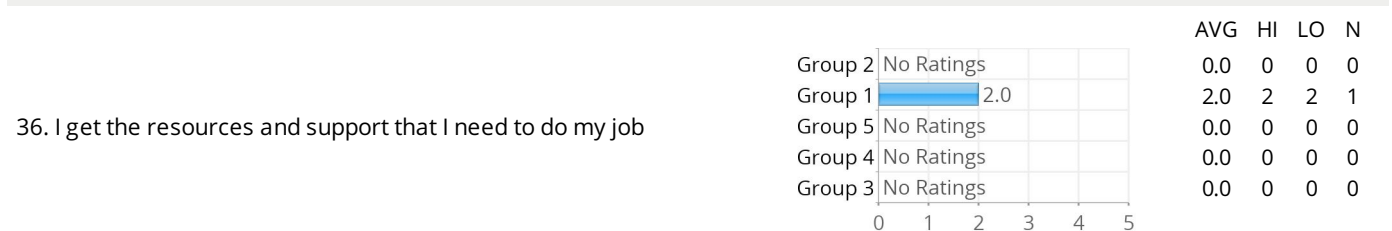
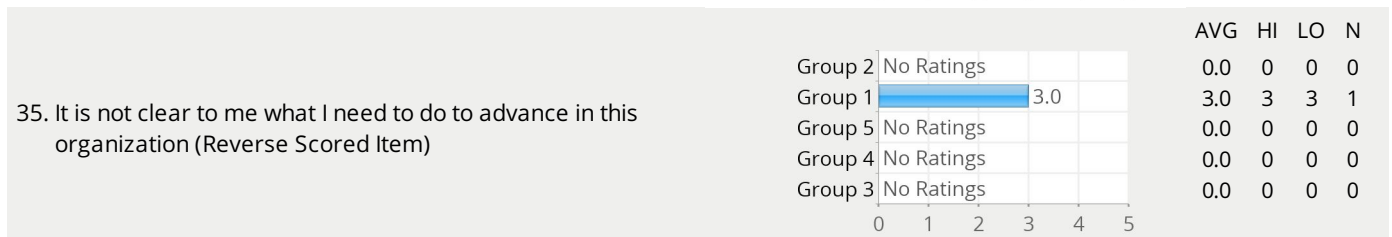
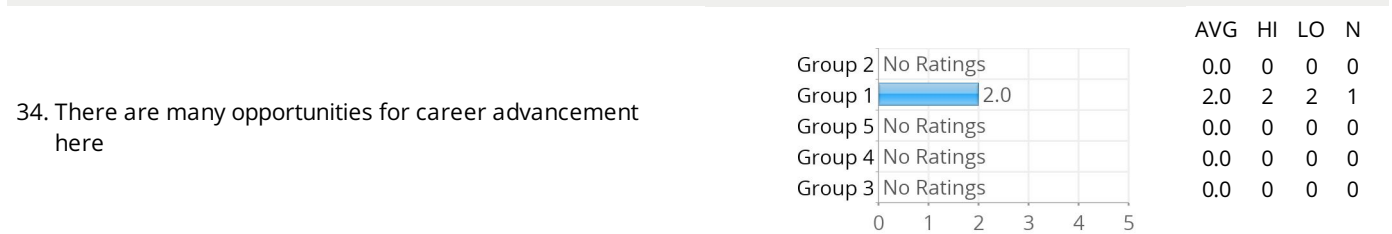
Relationships

25. Most people in this organization get along well with one another		<table border="1"> <thead> <tr> <th>AVG</th> <th>HI</th> <th>LO</th> <th>N</th> </tr> </thead> <tbody> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>3.0</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AVG	HI	LO	N	0.0	0	0	0	3.0	3	3	1	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0
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3.0	3	3	1																							
0.0	0	0	0																							
0.0	0	0	0																							
0.0	0	0	0																							
26. People in this organization return each others' phone calls as promptly as possible		<table border="1"> <thead> <tr> <th>AVG</th> <th>HI</th> <th>LO</th> <th>N</th> </tr> </thead> <tbody> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>4.0</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AVG	HI	LO	N	0.0	0	0	0	4.0	4	4	1	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0
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27. There are long-running, dysfunctional feuds in this organization (Reverse Scored Item)		<table border="1"> <thead> <tr> <th>AVG</th> <th>HI</th> <th>LO</th> <th>N</th> </tr> </thead> <tbody> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>2.0</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AVG	HI	LO	N	0.0	0	0	0	2.0	2	2	1	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0
AVG	HI	LO	N																							
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2.0	2	2	1																							
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0.0	0	0	0																							
0.0	0	0	0																							
28. I have become friendly and socialize with the people that I work with		<table border="1"> <thead> <tr> <th>AVG</th> <th>HI</th> <th>LO</th> <th>N</th> </tr> </thead> <tbody> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>3.0</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AVG	HI	LO	N	0.0	0	0	0	3.0	3	3	1	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0
AVG	HI	LO	N																							
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3.0	3	3	1																							
0.0	0	0	0																							
0.0	0	0	0																							
0.0	0	0	0																							
29. Members of this organization admit mistakes, apologize, and share learnings with one another		<table border="1"> <thead> <tr> <th>AVG</th> <th>HI</th> <th>LO</th> <th>N</th> </tr> </thead> <tbody> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>4.0</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AVG	HI	LO	N	0.0	0	0	0	4.0	4	4	1	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0
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0.0	0	0	0																							
0.0	0	0	0																							
30. There is a high degree of internal conflict and discord in this organization (Reverse Scored Item)		<table border="1"> <thead> <tr> <th>AVG</th> <th>HI</th> <th>LO</th> <th>N</th> </tr> </thead> <tbody> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>2.0</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>0.0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AVG	HI	LO	N	0.0	0	0	0	2.0	2	2	1	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0
AVG	HI	LO	N																							
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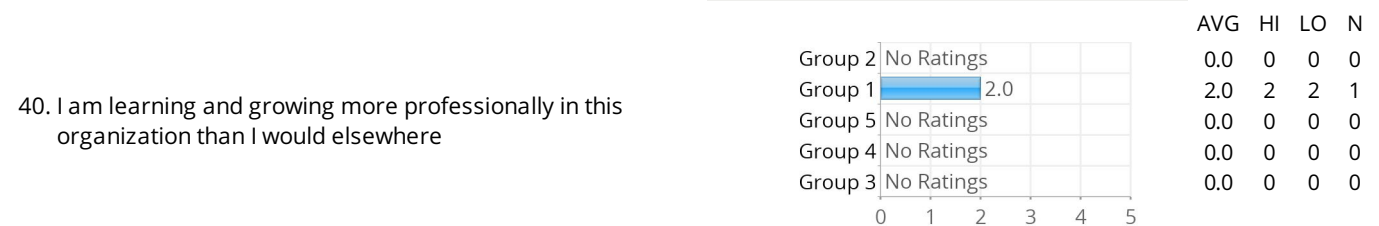
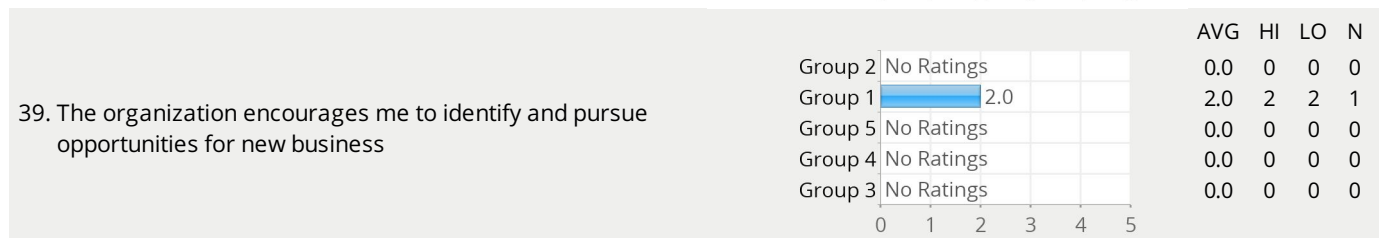
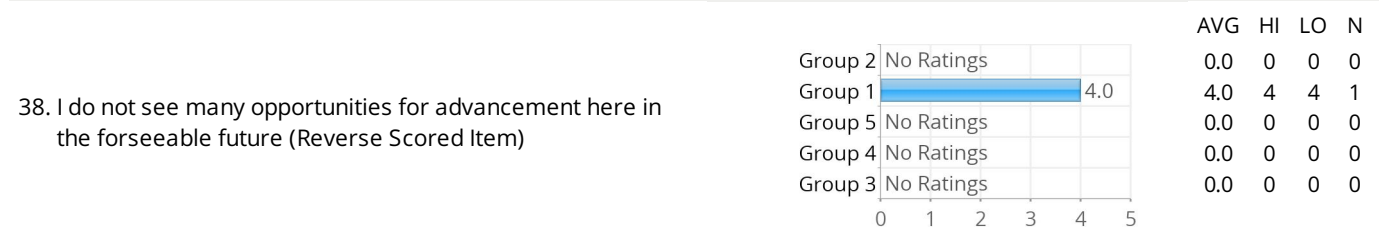
Individual Review Items (continued)



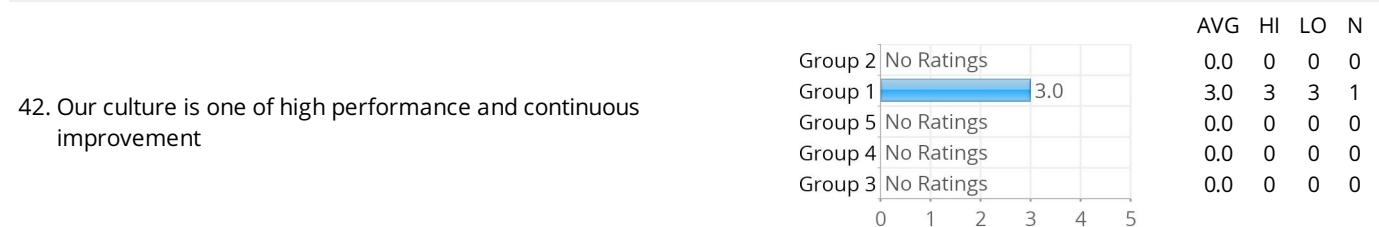
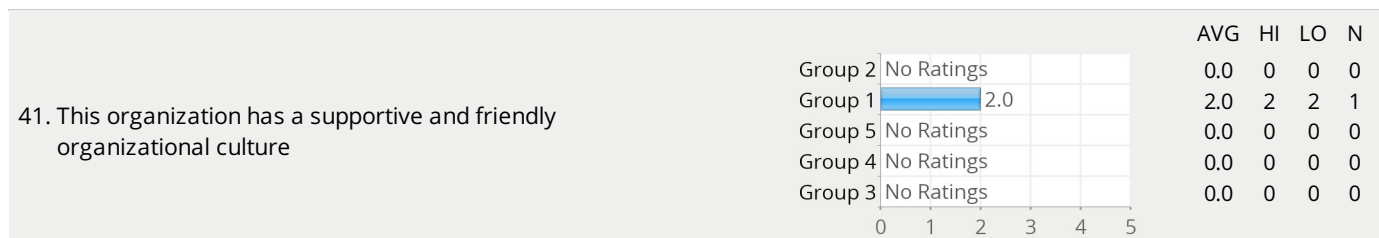
Opportunities



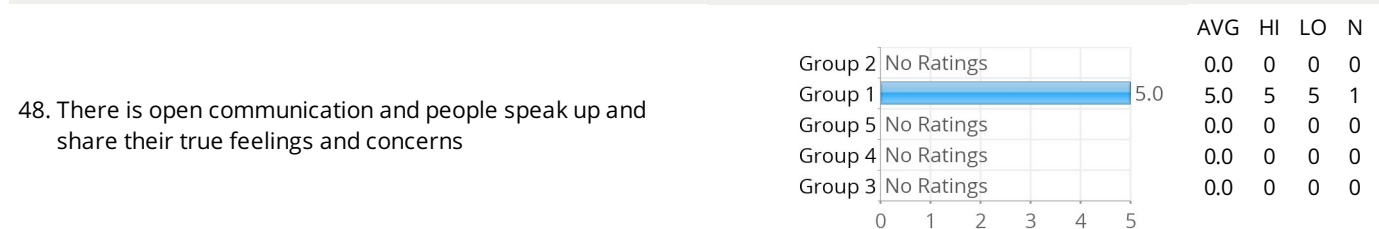
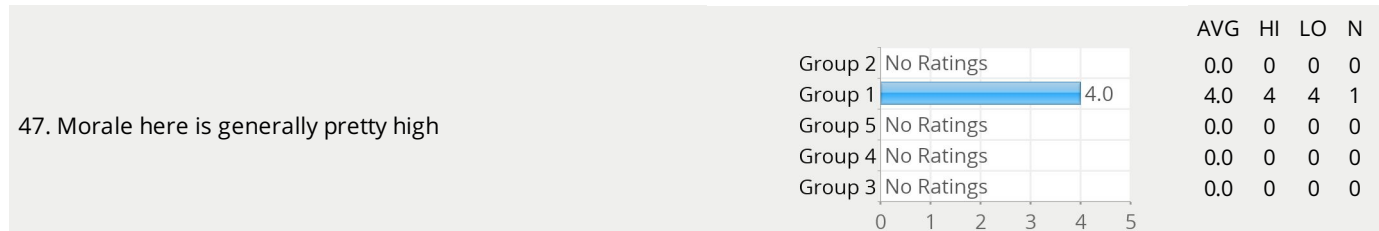
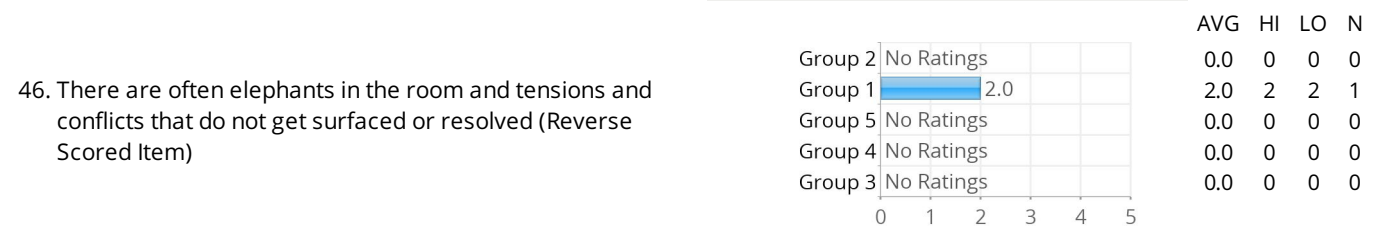
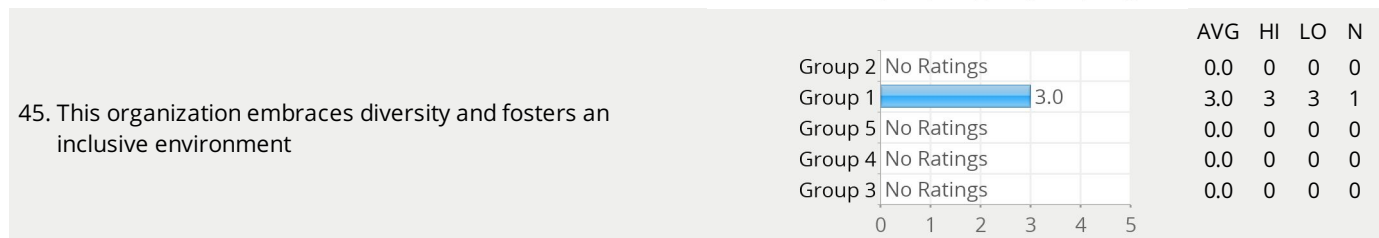
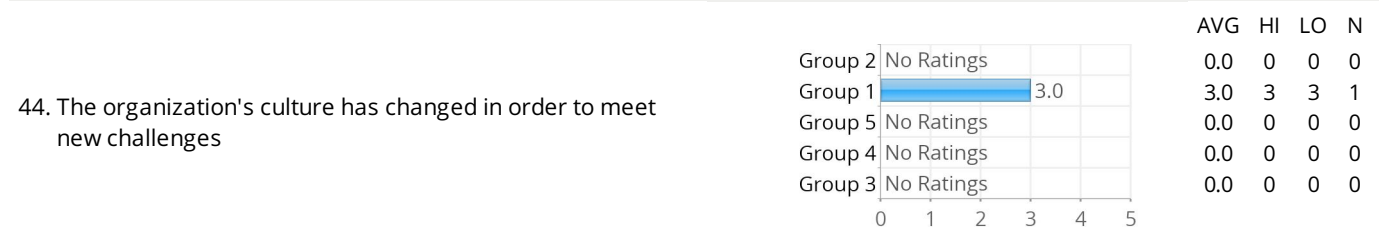
Individual Review Items (continued)



Organizational culture



Individual Review Items (continued)

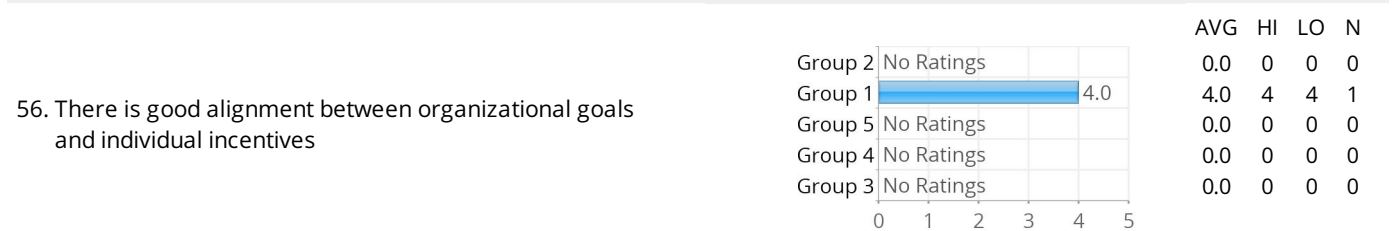
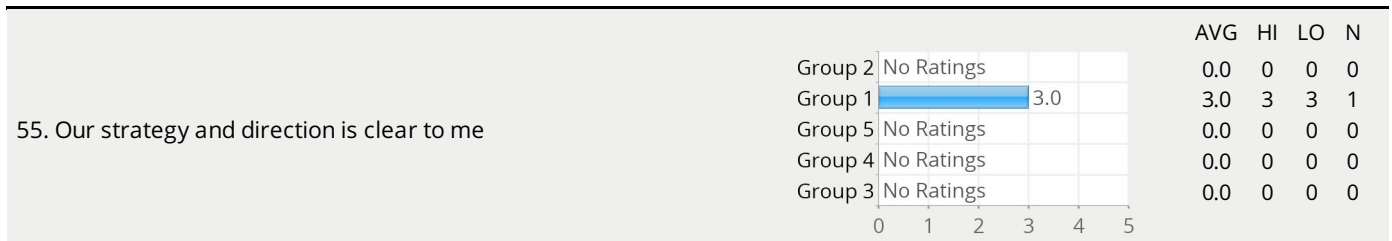


Individual Review Items (continued)

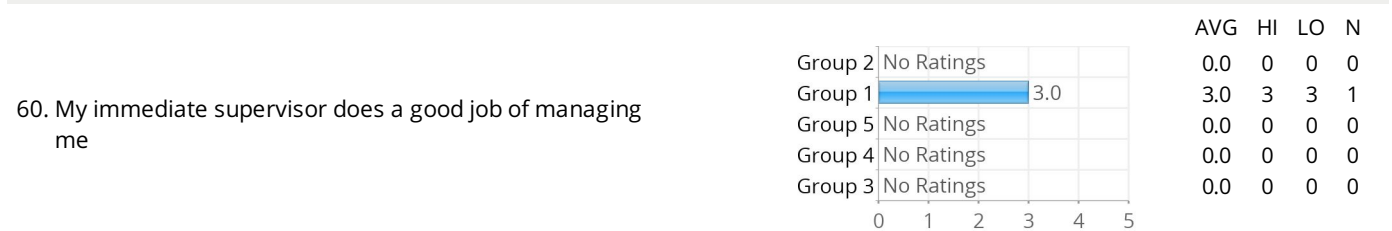
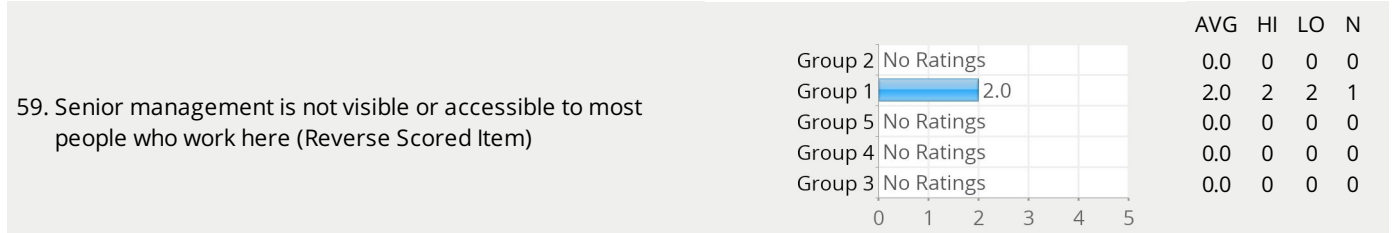
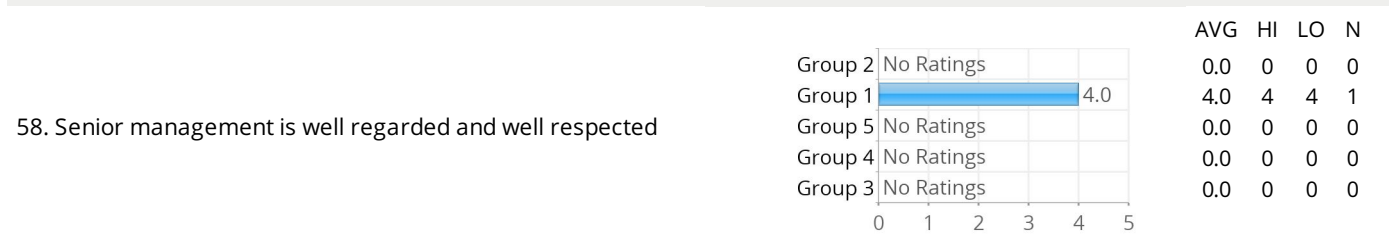
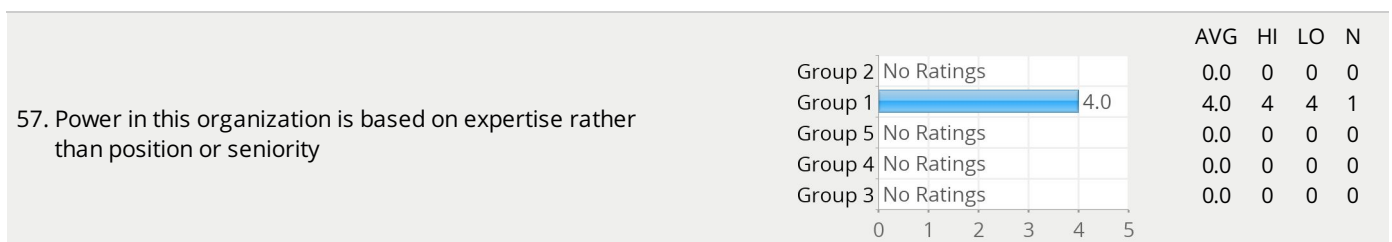
Decision making

Item	Group 2	Group 1	Group 5	Group 4	Group 3	AVG	HI	LO	N
49. In this organization, good decisions get made most of the time	No Ratings	4.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
50. The organization is able to change its strategy and approach in order to adapt to change	No Ratings	3.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
51. My coworkers and I are not appropriately consulted about decisions that impact us (Reverse Scored Item)	No Ratings	4.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
52. Debate and dissent are welcomed and valued in this organization	No Ratings	3.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
53. The organization generally learns from bad decisions and does not repeat them	No Ratings	4.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0
54. This organization is too focused on the short term and neglects long term challenges (Reverse Scored Item)	No Ratings	4.0	No Ratings	No Ratings	No Ratings	0.0	0	0	0

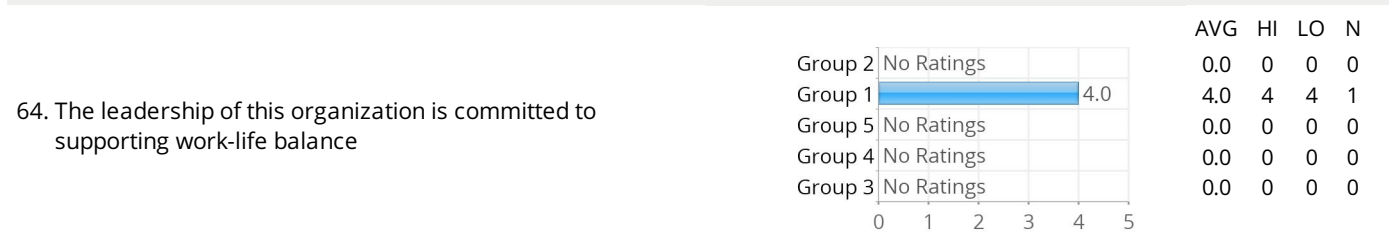
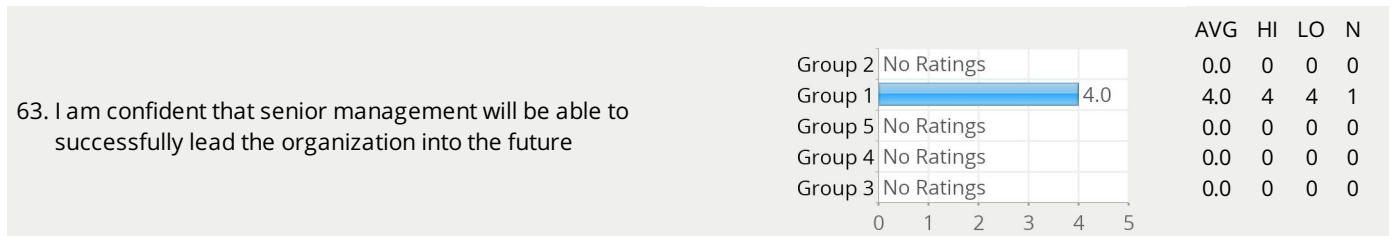
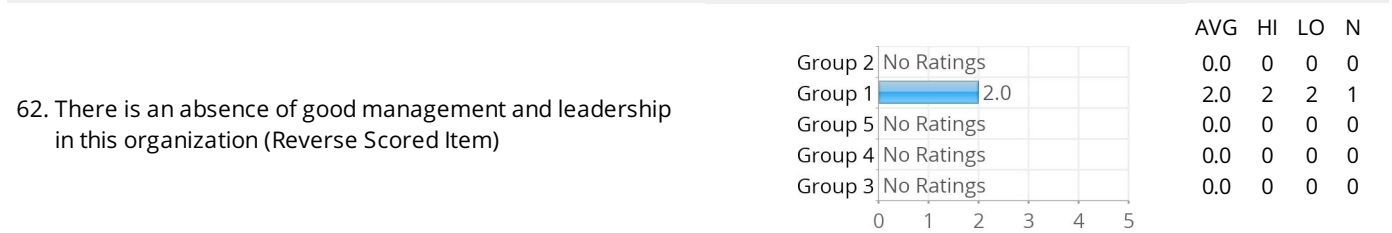
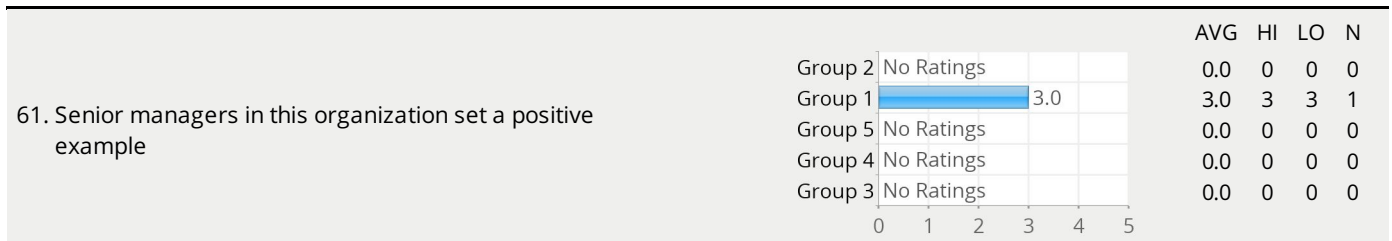
Individual Review Items (continued)



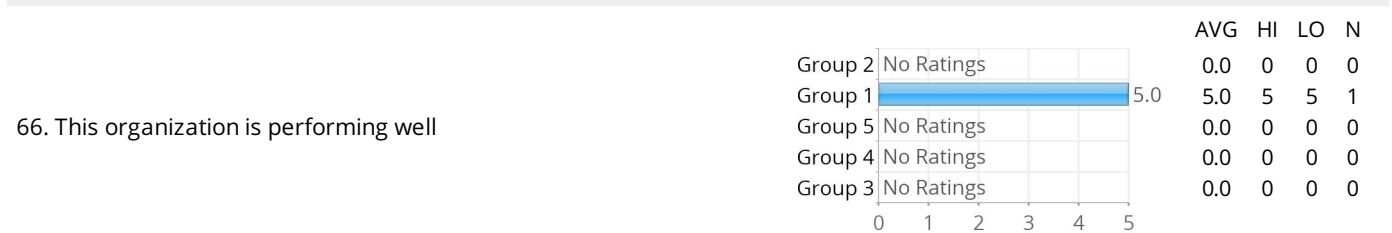
Leadership



Individual Review Items (continued)



Overall



Individual Review Items (continued)

					AVG	HI	LO	N
67. This organization's performance is improving over time	Group 2	No Ratings			0.0	0	0	0
	Group 1				5.0	5	5	1
	Group 5	No Ratings			0.0	0	0	0
	Group 4	No Ratings			0.0	0	0	0
	Group 3	No Ratings			0.0	0	0	0

Highest Rated Items

This report shows average weighted ratings for each of the top 10 rated items in the review.

	All Raters	Group 2	Group 1	Group 5	Group 4	Group 3
1. Overall This organization's performance is improving over time	5.0	0.0	5.0	0.0	0.0	0.0
2. Overall This organization is performing well	5.0	0.0	5.0	0.0	0.0	0.0
3. Overall I'm glad to work in this organization	5.0	0.0	5.0	0.0	0.0	0.0
4. Organizational culture There is open communication and people speak up and share their true feelings and concerns	5.0	0.0	5.0	0.0	0.0	0.0
5. External relations We treat all sizes and kinds of customers with a high and consistent level of respect	5.0	0.0	5.0	0.0	0.0	0.0
6. External relations Other organizations have an easy time collaborating with us	5.0	0.0	5.0	0.0	0.0	0.0
7. External relations Our customers or clients are satisfied with the value that we provide	5.0	0.0	5.0	0.0	0.0	0.0
8. Fairness This organization strives to be as fair as possible	4.0	0.0	4.0	0.0	0.0	0.0
9. External relations This organization gives back to its community and society in general	4.0	0.0	4.0	0.0	0.0	0.0
10. External relations This organization is attentive to the needs of its customers or clients	4.0	0.0	4.0	0.0	0.0	0.0

Lowest Rated Items

This report shows average weighted ratings for each of the bottom 10 rated items in the review.

	All Raters	Group 2	Group 1	Group 5	Group 4	Group 3
1. External relations This organization tends to ignore or discount feedback from customers (Reverse Scored Item)	2.0	0.0	2.0	0.0	0.0	0.0
2. External relations This organization has too many critics who would like to see us fail (Reverse Scored Item)	2.0	0.0	2.0	0.0	0.0	0.0
3. Fairness Credit and blame are not assigned fairly in this organization (Reverse Scored Item)	2.0	0.0	2.0	0.0	0.0	0.0
4. People There are too many people working in this organization who are poor performers (Reverse Scored Item)	2.0	0.0	2.0	0.0	0.0	0.0
5. Relationships There are long-running, dysfunctional feuds in this organization (Reverse Scored Item)	2.0	0.0	2.0	0.0	0.0	0.0
6. Relationships There is a high degree of internal conflict and discord in this organization (Reverse Scored Item)	2.0	0.0	2.0	0.0	0.0	0.0
7. Opportunities I receive a good amount of feedback and coaching	2.0	0.0	2.0	0.0	0.0	0.0
8. Opportunities There are many opportunities for career advancement here	2.0	0.0	2.0	0.0	0.0	0.0
9. Opportunities I get the resources and support that I need to do my job	2.0	0.0	2.0	0.0	0.0	0.0
10. Opportunities The organization encourages me to identify and pursue opportunities for new business	2.0	0.0	2.0	0.0	0.0	0.0

Open-ended Comments

All respondents were asked to provide open-ended commentary on skills. The comments below are segmented by question and are presented exactly as they were entered by the respondent.

External relations: Observations/Suggestions

Group 1

Our constituencies are very happy with the services we provide
