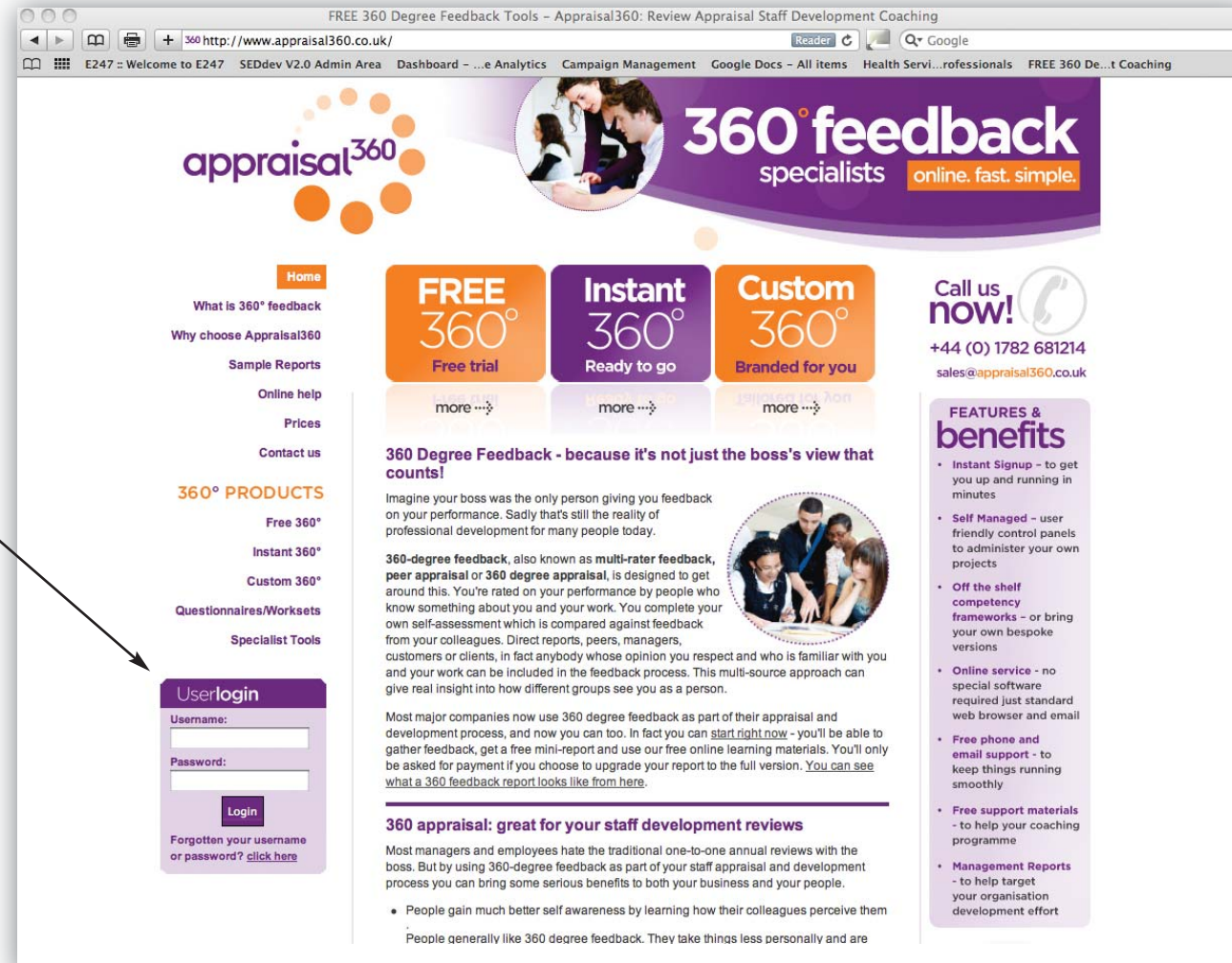


A close-up, shallow depth-of-field photograph of a person's hands typing on a white computer keyboard. The person is wearing a light-colored, textured blazer. The background is blurred, showing a desk and some papers. The lighting is bright and natural, suggesting an office environment.

Welcome
to your appraisal360 online demo

[click here to enter](#)

Login here



FREE 360 Degree Feedback Tools - Appraisal360: Review Appraisal Staff Development Coaching

360 <http://www.appraisal360.co.uk/>

E247 :: Welcome to E247 SEDdev V2.0 Admin Area Dashboard - ...e Analytics Campaign Management Google Docs - All items Health Servi...rofessionals FREE 360 De...t Coaching

appraisal360

360° feedback specialists online. fast. simple.

Home

What is 360° feedback

Why choose Appraisal360

Sample Reports

Online help

Prices

Contact us

360° PRODUCTS

Free 360°

Instant 360°

Custom 360°

Questionnaires/Worksets

Specialist Tools

Userlogin

Username:

Password:

Login

Forgotten your username or password? [click here](#)

FREE 360° Free trial

Instant 360° Ready to go

Custom 360° Branded for you

Call us now! +44 (0) 1782 681214 sales@appraisal360.co.uk

FEATURES & benefits

- Instant Signup - to get you up and running in minutes
- Self Managed - user friendly control panels to administer your own projects
- Off the shelf competency frameworks - or bring your own bespoke versions
- Online service - no special software required just standard web browser and email
- Free phone and email support - to keep things running smoothly
- Free support materials - to help your coaching programme
- Management Reports - to help target your organisation development effort

360 Degree Feedback - because it's not just the boss's view that counts!

Imagine your boss was the only person giving you feedback on your performance. Sadly that's still the reality of professional development for many people today.

360-degree feedback, also known as multi-rater feedback, peer appraisal or 360 degree appraisal, is designed to get around this. You're rated on your performance by people who know something about you and your work. You complete your own self-assessment which is compared against feedback from your colleagues. Direct reports, peers, managers, customers or clients, in fact anybody whose opinion you respect and who is familiar with you and your work can be included in the feedback process. This multi-source approach can give real insight into how different groups see you as a person.

Most major companies now use 360 degree feedback as part of their appraisal and development process, and now you can too. In fact you can [start right now](#) - you'll be able to gather feedback, get a free mini-report and use our free online learning materials. You'll only be asked for payment if you choose to upgrade your report to the full version. [You can see what a 360 feedback report looks like from here.](#)

360 appraisal: great for your staff development reviews

Most managers and employees hate the traditional one-to-one annual reviews with the boss. But by using 360-degree feedback as part of your staff appraisal and development process you can bring some serious benefits to both your business and your people.

- People gain much better self awareness by learning how their colleagues perceive them

People generally like 360 degree feedback. They take things less personally and are

Manage a 360 project

Trainer Control Panel

This is where keep track of your 360 projects. The traffic light colour coding shows you if appraisees have not started (red), in progress (amber), finished (green). Blue indicates an email bounce.

You can assign a new 360 workset from here. Go to **Assign 360 workset**.

You can look more closely at an individual's 360 progress here. Go to **360 Workset Control Panel**.

When the appraisee has completed the panel shows a green tag. Click **'view'** to see Report.

For a quick review of the **'Workset status'**

Appraisal 360 Control Panel

Unassigned Worksets
You currently have 2 licences available.

[Buy More](#)

Tools
Comparator - before / after comparisons
Project Manager - overall project status report

Worksets : **Default**

Worksets you have already assigned to users

Status	Users name	Workset name	Date assigned	
	Tom Debenham	2. Directors and Business Leaders	18/06/2010	view
	Julia Hart	1. Middle Managers	09/06/2010	view
	Caroline Jones	3. Emotional Intelligence at work	03/05/2010	view resend
	Tom Cowan	3. Emotional Intelligence at work	04/11/2008	view
	George Bush	3. Emotional Intelligence at work	01/08/2008	view
	Richard Oppenheimer	3. Emotional Intelligence at work	19/07/2007	view
	Homer Simpson	1. Middle Managers	01/02/2007	view

MyAccount
Welcome Third Eye Demo
You have been a member since 22/01/2007
[Log out](#)

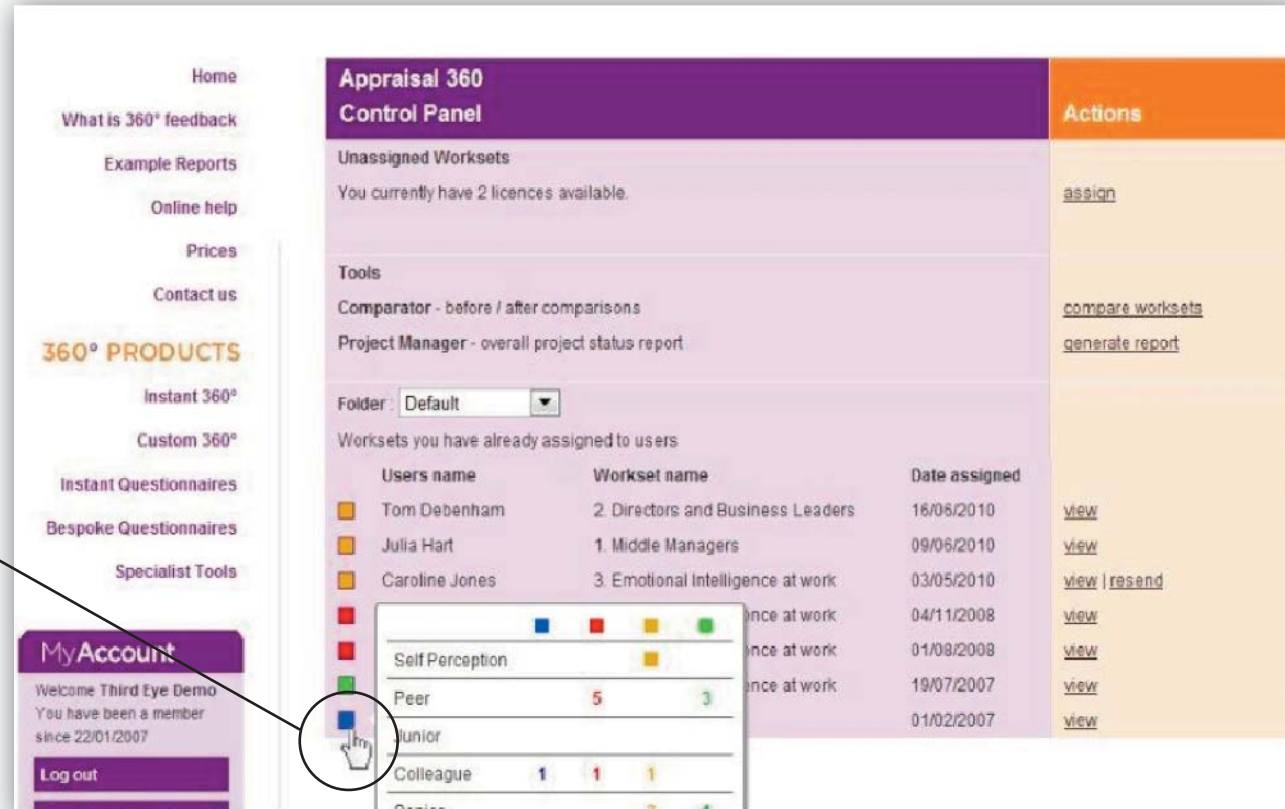
Manage a 360 project

Trainer Control Panel

This is where keep track of your 360 projects. The traffic light colour coding shows you if appraisees have not started (red), in progress (amber), finished (green). Blue indicates an email bounce.

Hover over the squares for a quick overview of that person's 360

[Back to Trainer Control Panel](#)



The screenshot shows the 'Appraisal 360 Control Panel' with a table of assigned worksets. A tooltip is visible for the user 'Tom Debenham'.

Users name	Workset name	Date assigned	Actions
Tom Debenham	2. Directors and Business Leaders	16/06/2010	view
Julia Hart	1. Middle Managers	09/06/2010	view
Caroline Jones	3. Emotional Intelligence at work	03/05/2010	view resend
	once at work	04/11/2008	view
	once at work	01/08/2008	view
	once at work	19/07/2007	view
	01/02/2007	view	

Category	Score
Self Perception	
Peer	5
Junior	
Colleague	1

Assign 360 workset

Choose which questionnaire you require from the drop down menu.

Then answer 3 questions about how you'd like the 360 configured.

Fill in appraisee's details...

Name, email etc...

Select a completion date.

Decide if you want to send automated reminders.

Click submit.

The screenshot shows the 'Assign this workset' page in the Appraisal 360 system. The page has a purple header with the 'appraisal³⁶⁰' logo and a banner for '360° feedback specialists' with the tagline 'online. fast. simple.'. A left sidebar contains navigation links: Home, What is 360° feedback, Sample Reports, Online help, Prices, Contact us, 360° PRODUCTS (Instant 360°, Custom 360°, Instant Questionnaires, Bespoke Questionnaires, Specialist Tools), and MyAccount (Welcome Third Eye Demo, You have been a member since 22/01/2007, Log out, Edit my account details, Control panel, Manage Folders).

The main content area is titled 'Appraisal 360 Assign this workset'. It includes a '< back to My Worksets' link. Under 'Assign a workset', it says 'First, please select the workset:' and shows a dropdown menu with '1. Middle Managers' selected. Below this is a list of 'Core Worksets': 1. Middle Managers, 2. Directors and Business Leaders, 3. Emotional Intelligence at Work, 4. Senior Professional, 5. Team Leaders, 6. Salesmanship, and 7. Diversity. Three checkboxes are present: 'I would like to choose any optional competencies', 'I would like to choose the respondents and conceal their identities from the client', and 'I would like to receive the report first and choose when to release it to the client'. The 'First name*' field contains 'George' and the 'Surname*' field contains 'Lightshine'. The 'Email Address*' field contains 'george@lightshine.org.uk'. A section titled 'You can issue a completion date for this questionnaire' shows 'Complete By:' as '19 August 2011' and 'Reminder email:' with a checked box for 'Send a reminder email' and a dropdown set to '7 days'. A 'Submit' button is at the bottom.

Annotations from the tutorial text point to specific elements: 'Choose which questionnaire you require from the drop down menu.' points to the workset dropdown; 'Then answer 3 questions about how you'd like the 360 configured.' points to the three checkboxes; 'Fill in appraisee's details... Name, email etc...' points to the name and surname fields; 'Select a completion date.' points to the 'Complete By' date field; 'Decide if you want to send automated reminders.' points to the 'Reminder email' checkbox; and 'Click submit.' points to the 'Submit' button.

Build questionnaire

Tick optional boxes to choose the competencies you want to include.

Click submit button at bottom.

This will send an automatic email inviting your appraisee to start their 360 feedback.

Back to [Trainer Control Panel](#).

[Home](#)
[What is 360° feedback](#)
[Sample Reports](#)
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[Contact us](#)
360° PRODUCTS
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[Instant Questionnaires](#)
[Bespoke Questionnaires](#)
[Specialist Tools](#)

MyAccount
Welcome Third Eye Demo
You have been a member since 22/01/2017
[Log out](#)
[Edit my account details](#)
[Control panel](#)
[Manage Folders](#)
[Shopping Basket](#)

Build your workset

[< back to My Worksets](#)

1. Middle Managers

Please choose the competencies you would like to include in your questionnaire from the list below. Those marked "Mandatory" are pre-selected and you can choose up to 5 additional optional competencies if you wish.

(1) Communication The ability to give and gather information and to actively manage the communication process	mandatory
(2) Motivation The ability to support and encourage individuals and teams, so that they give of their best	mandatory
(3) Developing others The ability to improve performance through training and development of individuals and teams.	mandatory
(4) Integrity and Ethical management The ability to work ethically according to professional & company values	mandatory
(5) Developing self The ability to focus on own development and to take action to learn.	mandatory
(6) Planning and Organising The ability to plan, organise and prioritise work. Balancing resources, skills, priorities and timescales to achieve objectives	mandatory
(7) Team Working The ability to contribute to teams and to improve their effectiveness through personal commitment.	mandatory
(8) Decision Making The ability to evaluate or judge the best course of action and to make decisions at the appropriate speed	mandatory
(9) Relationship Building The ability to get on well with a wide range of people and build long term trusting relationships	mandatory
(10) Influencing The ability to influence and persuade others	<input type="checkbox"/>
(11) Analytical thinking The ability to analyse, investigate & interpret data, issues & situations	<input type="checkbox"/>
(12) Strategic awareness The ability to steer self and others towards a goal using strategic vision to focus business activity	<input type="checkbox"/>
(13) Adaptability/Change Management The ability to respond & adapt to changing circumstances and to manage, solve problems and provide solutions in a climate of ambiguity	<input type="checkbox"/>
(14) Customer focus The pursuit of the highest level of customer service	<input type="checkbox"/>
(15) Innovation/Creative thinking The ability to generate new ideas through original thought	<input type="checkbox"/>
(16) Commercial and financial awareness The ability to apply understanding of the company & industry to improve effectiveness & profitability	<input type="checkbox"/>
(17) Leadership and Inspiring others The ability to use personal skills to guide and inspire individuals/groups towards achieving goals	<input type="checkbox"/>
(18) Time Management The ability to make most effective use of one's own time and that of others	<input type="checkbox"/>
(19) Delivering results The ability to focus oneself and others on achieving specific outcomes	<input type="checkbox"/>

[Submit](#)

Monitoring progress

View an individual 360

When you view an appraisee's 360 in detail you can see whether they've completed their self perception, added respondents etc.

You can change the completion date and **edit settings**.

You can also send reminders to respondents.
You can remove a respondent from here too or edit an incorrect email address.

Add respondents by **clicking add**.

Back to Trainer Control Panel

Appraisal 360 Workset Control Panel

< back to My Worksets

This Workset

Folder: Default

User's name: Homer Simpson

User's email address: richard@appraisal360.co.uk

User's telephone number: 01782 681214

Date assigned: 01/02/2007

Workset name: 1 Middle Managers

Completion by:

Configuration options: Default

Workset Status

☐ Self perception test (1 questions remaining)

Respondents (The people who are providing feedback)

Name	Relationship
Ayrton Senna (56 questions remaining)	Colleague
King Ludd (Email Bounced)	Colleague
Patrick McKell	Colleague
Richard	Colleague
Bart Simpson	Peer
Hollie Hutton	Peer
Marge (64 questions remaining)	Peer
Monica Llewinski	Peer
Ms Alison Respondent	Peer
Barack Obama	Senior
Dick Cheney (1 questions remaining)	Senior

Add another respondent

Chosen competencies

Actions

initiate 720°

edit settings

remind all

send reminder

resend | delete

resend | delete

resend | delete

resend | delete

resend | delete

resend | delete

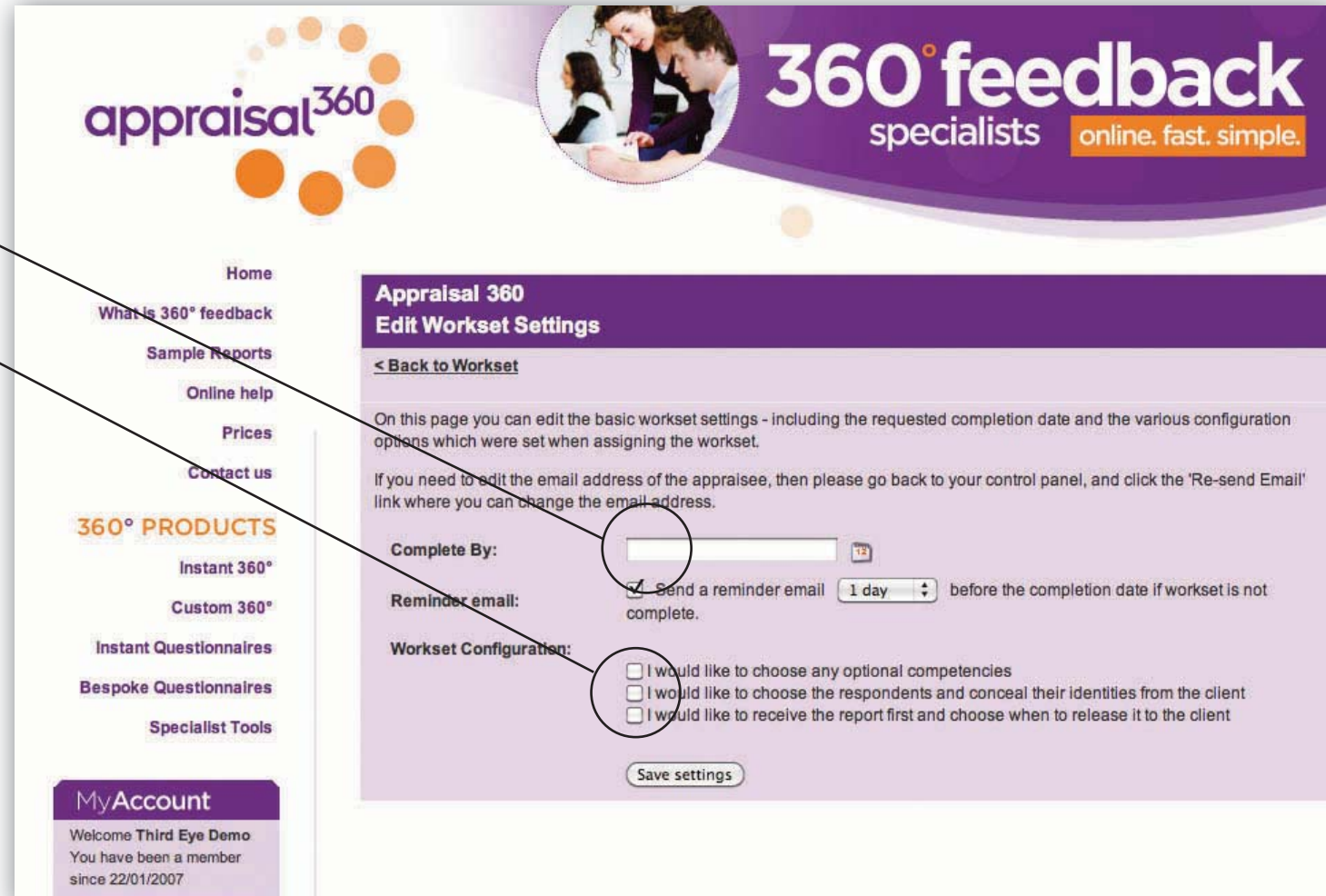
add

Edit workset settings

Change complete by date

Change configuration

[Back to Trainer Control Panel](#)




Appraisal 360
Edit Workset Settings

[< Back to Workset](#)

On this page you can edit the basic workset settings - including the requested completion date and the various configuration options which were set when assigning the workset.

If you need to edit the email address of the appraisee, then please go back to your control panel, and click the 'Re-send Email' link where you can change the email address.

Complete By: 

Reminder email: ☒ Send a reminder email before the completion date if workset is not complete.

Workset Configuration:

- ☐ I would like to choose any optional competencies
- ☐ I would like to choose the respondents and conceal their identities from the client
- ☐ I would like to receive the report first and choose when to release it to the client

[Save settings](#)

Add respondents

Add name and email address and select the appropriate relationship from the drop down menu.

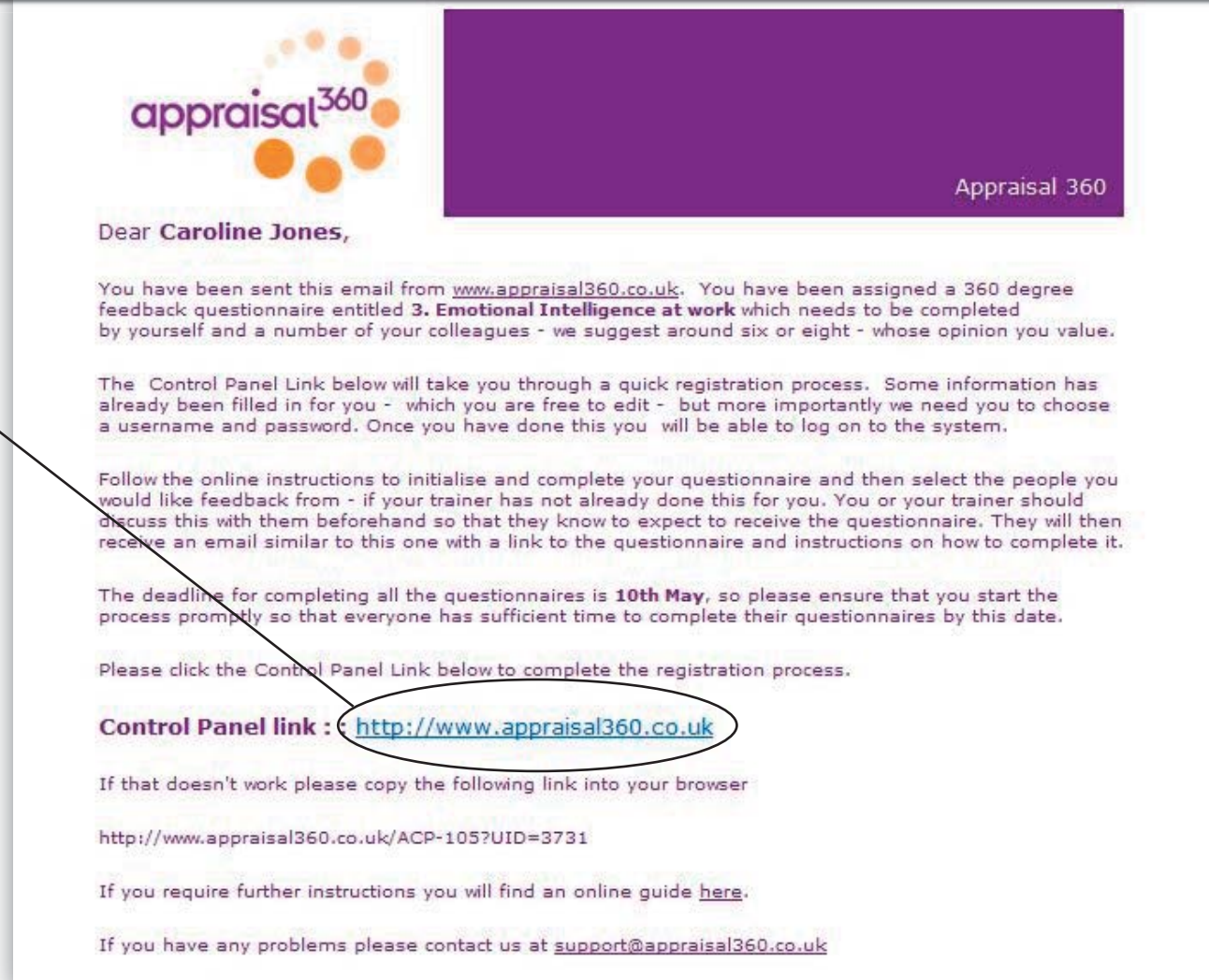
Click to send email.



The screenshot shows the 'Assign a respondent' form in the appraisal360 interface. The form is titled 'Assign a respondent' and includes a '< Back to Control Panel' link. It contains three input fields: 'Full Name:', 'Email address:', and 'Relationship:'. The 'Relationship:' field is a dropdown menu currently showing 'Peer'. Below the input fields are two buttons: 'Send email' and 'Send email and add another'. The 'Send email' button is circled in red. A red line points from the text 'Click to send email.' to this button. Another red line points from the text 'Add name and email address and select the appropriate relationship from the drop down menu.' to the 'Full Name:' and 'Email address:' fields. The 'Relationship:' dropdown is also circled in red. The form is part of a larger page with a sidebar on the left containing links like 'Home', 'What is 360° feedback', 'Example Reports', 'Online help', 'Prices', 'Contact us', '360° PRODUCTS', 'Instant 360°', 'Custom 360°', 'Standard Questionnaires', 'Bespoke Questionnaires', 'Specialist Tools', and a 'MyAccount' section with 'Welcome Homer Simpson', 'You have been a member since 01/02/2007', 'Log out', and 'Edit my account details'.

Appraisee's invitation email

Click the link to activate your 360.

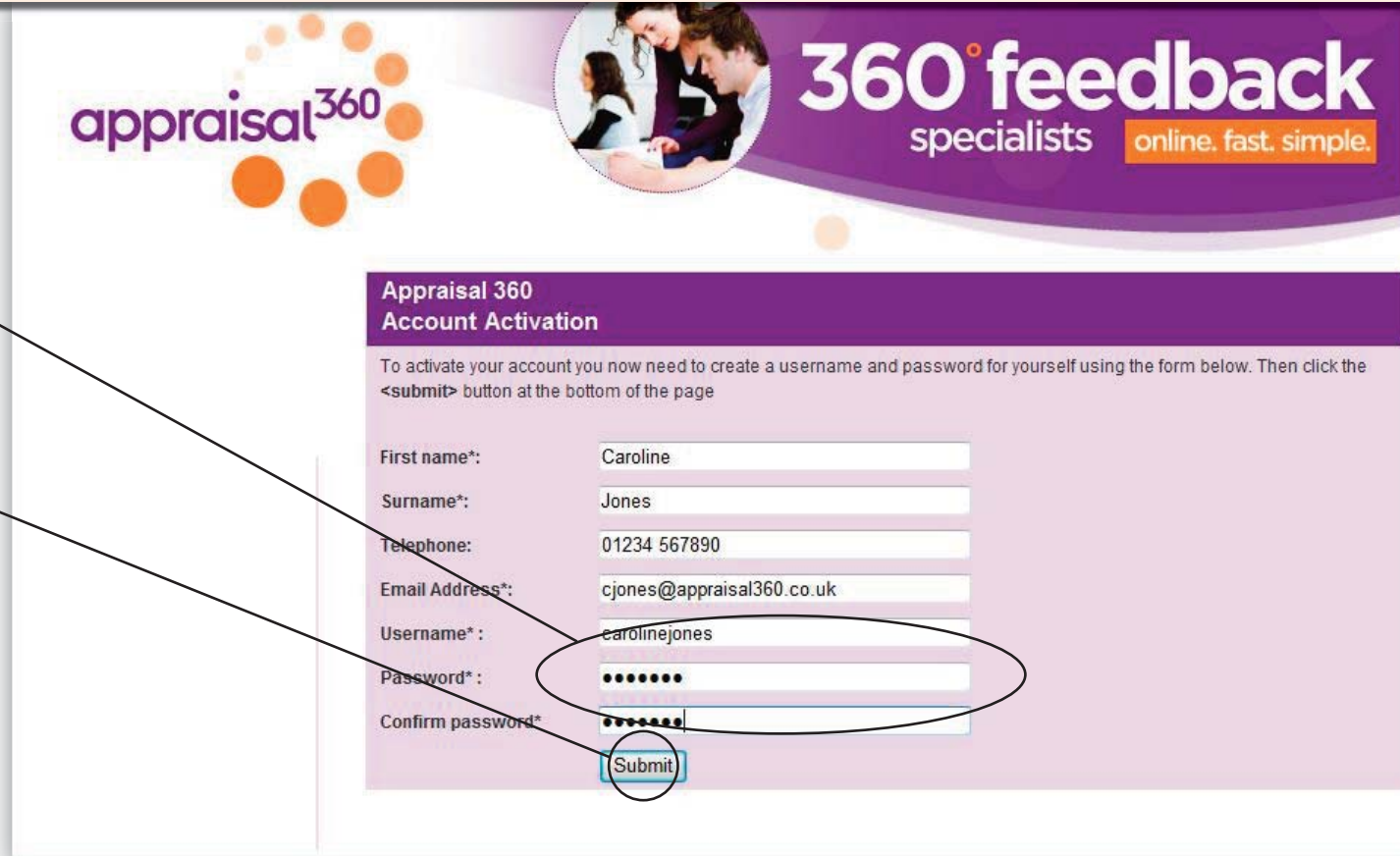


The screenshot shows an email from appraisal360. The header includes the appraisal360 logo and a purple box with the text 'Appraisal 360'. The email is addressed to 'Dear Caroline Jones,'. The body text explains that the recipient has been assigned a 360 degree feedback questionnaire titled '3. Emotional Intelligence at work'. It provides instructions on how to complete the questionnaire, including a registration process. A key part of the email is the 'Control Panel link' which is circled in red and points to the URL <http://www.appraisal360.co.uk>. Below this, it provides an alternative link for browser access: <http://www.appraisal360.co.uk/ACP-105?UID=3731>. The email also mentions a deadline of 10th May and provides contact information for support at support@appraisal360.co.uk.

Account Activation

Create user name and password so you can come back later.

Click submit.



Appraisal 360
Account Activation

To activate your account you now need to create a username and password for yourself using the form below. Then click the <submit> button at the bottom of the page

First name*: Caroline

Surname*: Jones

Telephone: 01234 567890

Email Address*: cjones@appraisal360.co.uk

Username* : carolinejones

Password* :

Confirm password* :

My appraisal control panel

This is where you manage your 360.

From here you can **complete your self perception**

You can also send reminders to respondents.

You can remove a respondent from here too.

The traffic light colour coding shows you if appraisees have not started (red), in progress (amber), finished (green). Blue indicates an email bounce. You will need to correct this.

Add your respondents by **clicking add**.

Appraisal 360 Workset Control Panel

[Home](#)
[What is 360° feedback](#)
[Sample Reports](#)
[Online help](#)
[Prices](#)
[Contact us](#)

360° PRODUCTS
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[Bespoke Questionnaires](#)
[Specialist Tools](#)

MyAccount
 Welcome Homer Simpson
 You have been a member since 01/02/2007
[Log out](#)
[Edit my account details](#)
[Control panel](#)

Appraisal 360 Workset Control Panel		Actions
back to My Worksets		
1. Middle Managers		
Workset Status		
<div> <div></div> You haven't finished your self perception test yet (1 questions remaining) </div> <div>continue</div>		
Respondents (The people who are providing feedback)		
Name	Relationship	
<div></div> Ayrton Senna (56 questions remaining)	Colleague	resend delete
<div></div> King Ludd (Email Bounced)	Colleague	resend delete
<div></div> Patrick McKell	Colleague	resend delete
<div></div> Richard	Colleague	resend delete
<div></div> Bart Simpson	Peer	
<div></div> Hollie Hutton	Peer	resend delete
<div></div> Marge (64 questions remaining)	Peer	resend delete
<div></div> Monica Llewinski	Peer	
<div></div> Ms Alison Respondent	Peer	
<div></div> Barack Obama	Senior	
<div></div> Dick Cheyney (1 questions remaining)	Senior	resend delete
Add another respondent		add

Self perception questionnaire

Click button to score your self assessment.
You must answer all questions to complete the questionnaire.

You must answer free text questions to complete the questionnaire.

Click submit to save your answers.

You can save the questionnaire and come back to complete it if you wish.

[Return to Workset Control Panel](#)

Develops ideas and solutions jointly with others	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Focuses the team on what will contribute to success in the long term	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gives fair and constructive feedback to team members	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports less experienced colleagues	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develops a wide network of productive relationships around the business	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uses electronic communication channels appropriately and in a way that generates a positive reaction in the recipients	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listens to and considers others' views	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has a manner, style and presence that makes a positive impression	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tackles disagreement constructively	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conveys complex information in plain language	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Builds rapport with people	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is good at resolving people issues before they get out of hand	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brings tensions to the surface, helps to resolve conflicts and produces a positive outcome	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is sensitive to the unspoken feelings of others	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Notifies when others need help and support	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Looks for common ground and builds co-operation even in difficult circumstances	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Goes out of way to develop trust in relationships	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
What would you like Homer Simpson to do differently?	<input type="text"/>					
What does Homer Simpson do well that you would like them to do more often?	<input type="text"/>					
<input type="button" value="Submit answers"/>						

Add respondents

Add name and email address and select the appropriate relationship from the drop down menu.

Click to send email.



The screenshot shows the 'Assign a respondent' form on the appraisal360 website. The form is titled 'Assign a respondent' and has a '< Back to Control Panel' link. It contains the following fields and options:

- Full Name:** A text input field.
- Email address:** A text input field.
- Relationship:** A dropdown menu with 'Peer' selected.
- Buttons:** 'Send email' and 'Send email and add another'.

Annotations from the tutorial text point to the following elements:

- A line from 'Add name and email address...' points to the 'Full Name' and 'Email address' input fields.
- A line from 'Click to send email.' points to the 'Send email' button.

The left sidebar of the website includes the following links:

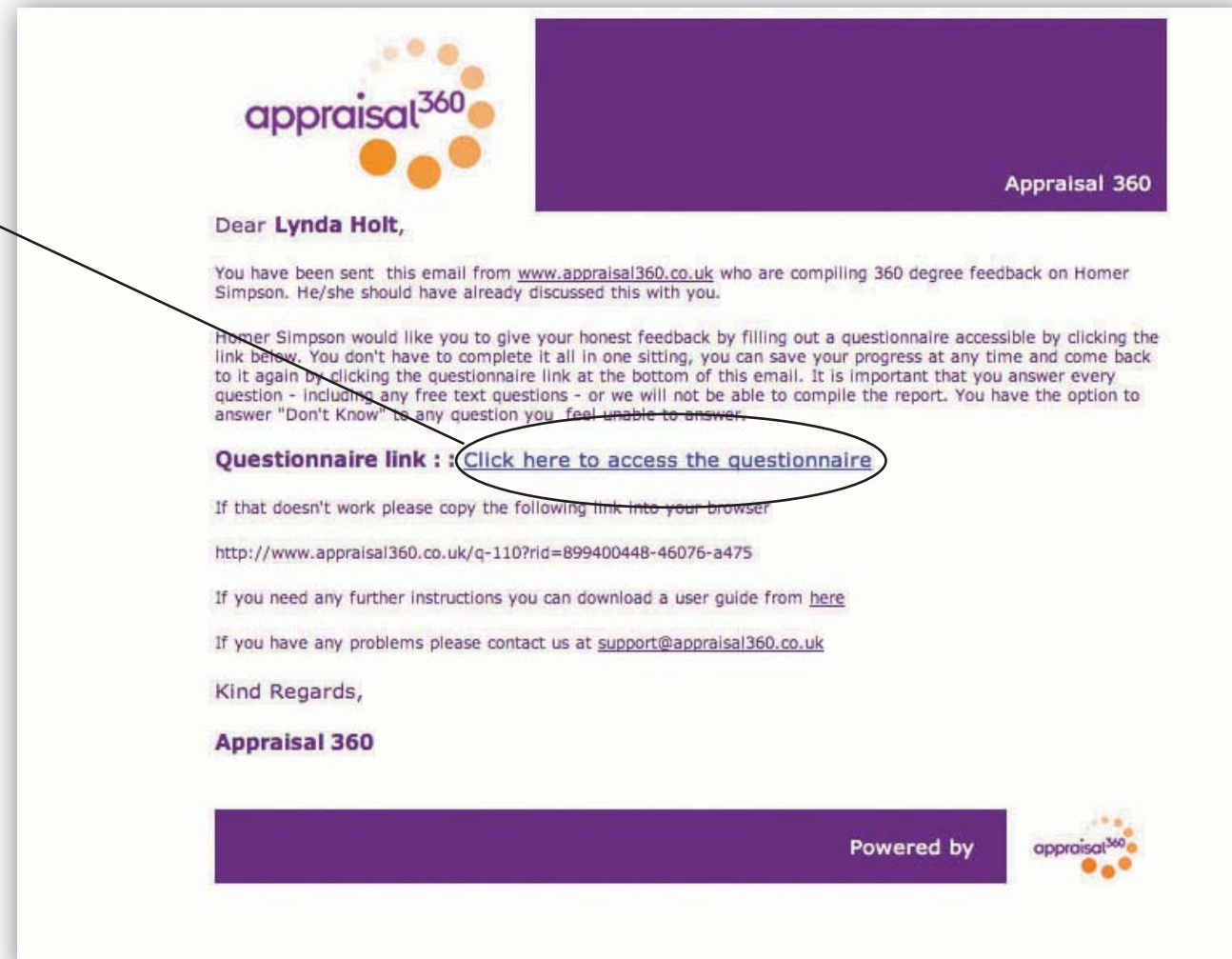
- Home
- What is 360° feedback
- Example Reports
- Online help
- Prices
- Contact us
- 360° PRODUCTS
 - Instant 360°
 - Custom 360°
 - Standard Questionnaires
 - Bespoke Questionnaires
 - Specialist Tools

The 'MyAccount' section at the bottom left shows:

- Welcome **Homer Simpson**
- You have been a member since 01/02/2007
- [Log out](#)
- [Edit my account details](#)
- [Control panel](#)

Respondent email

One-click link to [access the questionnaire](#).



Respondent questionnaire

Click button to give you feedback. You must answer all questions to complete the questionnaire.

You must answer free text questions to complete the questionnaire.

Click submit to save your answers.

You can save the questionnaire and come back to complete it if you wish.

If you need to **re-access this questionnaire go back** to the email and click the blue link.

Develops ideas and solutions jointly with others	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Focuses the team on what will contribute to success in the long term	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gives fair and constructive feedback to team members	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports less experienced colleagues	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develops a wide network of productive relationships around the business	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uses electronic communication channels appropriately and in a way that generates a positive reaction in the recipients	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listens to and considers others' views	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has a manner, style and presence that makes a positive impression	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tackles disagreement constructively	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conveys complex information in plain language	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Builds rapport with people	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is good at resolving people issues before they get out of hand	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brings tensions to the surface, helps to resolve conflicts and produces a positive outcome	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is sensitive to the unspoken feelings of others	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Notifies when others need help and support	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Looks for common ground and builds co-operation even in difficult circumstances	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Goes out of way to develop trust in relationships	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
What would you like Homer Simpson to do differently?						
<input type="text"/>						
What does Homer Simpson do well that you would like them to do more often?						
<input type="text"/>						
<input type="button" value="Submit answers"/>						

[» FORWARD](#)

[« BACK](#)

Getting your report

On the Workset Control Panel when all participants have completed **click view** to see report.

See sample report online.

The screenshot displays the 'Appraisal 360 Workset Control Panel'. The left sidebar contains navigation links: Home, What is 360° feedback, Sample Reports, Online help, Prices, Contact us, 360° PRODUCTS, Questionnaires/Worksets, and Specialist Tools. The main content area is divided into several sections. The 'This Workset' section includes a 'Folder' dropdown set to 'Default' and a 'Change' button. Below this are fields for 'User's name' (Richard Oppenheimer), 'User's email address' (richard@appraisal360.co.uk), 'User's telephone number' (01782 681214), 'Date assigned' (19/07/2007), 'Workset name' (3. Emotional Intelligence at work), and 'Configuration options' (Custom: The trainer will define the respondents, The trainer is withholding access to the report). The 'Workset Status' section shows a 'Self perception test' status and a list of 'Respondents' with their completion status. The 'Chosen competencies' section is at the bottom. A 'view' button is circled in the bottom right corner of the 'Workset Status' section.

Online report

An online view of the report is available.

To download a PDF version [click export to PDF](#).

Contact us

360° PRODUCTS

Free 360°

Instant 360°

Custom 360°

Questionnaires/Worksets

Specialist Tools

MyAccount

Welcome Third Eye Demo
You have been a member since 22/01/2007

Log out

Edit my account details

Control panel

Manage Folders

Shopping Basket

Download workbook

Export to .XLS

Export to .PDF

Anonymised .PDF

Client access to the report is denied [\[change\]](#)

If you assigned different relationships to your scorers, these are colour coded according to the key on the right.

Score	1	2	3	4	5
Frequency	Almost never	Not very often	Some of the time	Most of the time	Nearly always
Ability	Clear weakness	Not very good	Good	Very good	Clear strength
Effectiveness	1-20%	21-40%	41-60%	61-80%	81-100%

My Report Competency Summary

[< Back to Control Panel](#)

Emotion Coaching The ability to help others develop their emotional capabilities both by direct intervention and example	Your average: <div><div></div></div> Feedback average: <div><div></div></div>	4.15 3.92
Managing Relationships The ability to manage relationships effectively and build networks of relationships	Your average: <div><div></div></div> Feedback average: <div><div></div></div>	4.15 3.90
Managing Emotions The ability to control unproductive behaviours, manage internal states, impulses and resources	Your average: <div><div></div></div> Feedback average: <div><div></div></div>	3.92 3.83
Self Motivation The ability to pursue goals with commitment, passion, energy and emotion	Your average: <div><div></div></div> Feedback average: <div><div></div></div>	4.00 3.83
Self Awareness The ability to see ourselves with our own eyes and to understand the ways we impact the world we live in	Your average: <div><div></div></div> Feedback average: <div><div></div></div>	4.08 3.81

My Report Relationships

Direct Report

Friend

Colleague

Family

Manager

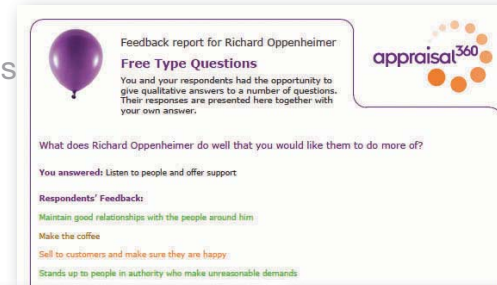
In detail

Emotion Coaching

Reports

Sample reports online.

Free text comments



Feedback report for Richard Oppenheimer
Free Type Questions

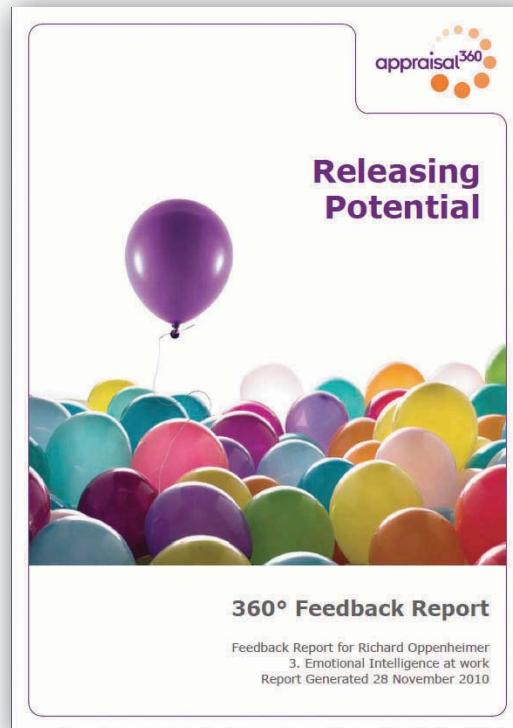
You and your respondents had the opportunity to give qualitative answers to a number of questions. Their responses are presented here together with your own answer.

What does Richard Oppenheimer do well that you would like them to do more of?

You answered: Listen to people and offer support

Respondents' Feedback:

- Maintain good relationships with the people around him
- Make the coffee
- Sell to customers and make sure they are happy
- Stand up to people in authority who make unreasonable demands

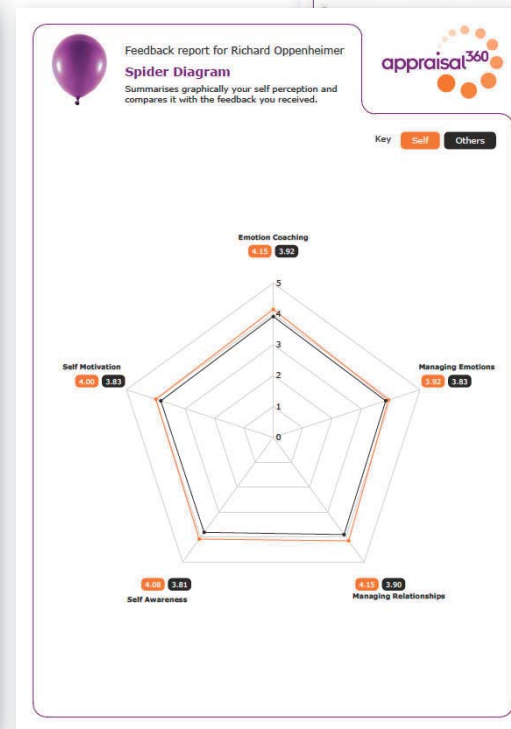


Releasing Potential

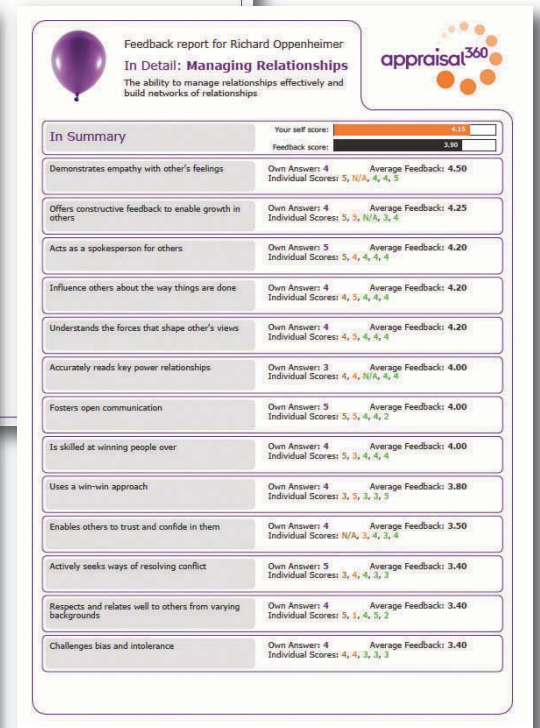
360° Feedback Report

Feedback Report for Richard Oppenheimer
3. Emotional Intelligence at work
Report Generated 28 November 2010

Report cover



Overview of report



Feedback report for Richard Oppenheimer
In Detail: Managing Relationships

The ability to manage relationships effectively and build networks of relationships

Competency	Your self score	Feedback score
In Summary	4.15	3.90
Demonstrates empathy with other's feelings	Own Answer: 4 Individual Scores: 5, N/A, 4, 4, 5	Average Feedback: 4.50
Offers constructive feedback to enable growth in others	Own Answer: 4 Individual Scores: 5, 5, N/A, 3, 4	Average Feedback: 4.25
Acts as a spokesperson for others	Own Answer: 5 Individual Scores: 5, 4, 4, 4, 4	Average Feedback: 4.20
Influence others about the way things are done	Own Answer: 4 Individual Scores: 4, 3, 4, 4, 4	Average Feedback: 4.20
Understands the forces that shape other's views	Own Answer: 4 Individual Scores: 4, 3, 4, 4, 4	Average Feedback: 4.20
Accurately reads key power relationships	Own Answer: 3 Individual Scores: 4, 4, N/A, 4, 4	Average Feedback: 4.00
Fosters open communication	Own Answer: 3 Individual Scores: 5, 5, 4, 4, 2	Average Feedback: 4.00
Is skilled at winning people over	Own Answer: 4 Individual Scores: 5, 3, 4, 4, 4	Average Feedback: 4.00
Uses a win-win approach	Own Answer: 4 Individual Scores: 3, 5, 3, 3, 3	Average Feedback: 3.80
Enables others to trust and confide in them	Own Answer: 4 Individual Scores: N/A, 3, 4, 3, 4	Average Feedback: 3.50
Actively seeks ways of resolving conflict	Own Answer: 5 Individual Scores: 3, 4, 4, 3, 3	Average Feedback: 3.40
Respects and relates well to others from varying backgrounds	Own Answer: 4 Individual Scores: 5, 1, 4, 5, 2	Average Feedback: 3.40
Challenges bias and intolerance	Own Answer: 4 Individual Scores: 4, 4, 3, 3, 3	Average Feedback: 3.40

Competency in detail

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[BACK](#)

The Workbook helps you to interpret your report and develop an action plan.


appraisal³⁶⁰

Your **appraisal³⁶⁰**
workbook

Name

Date

360feedback workbook



Stage 3 - Examining the data in detail

The next thing to do is to look through each of these sections in detail.

As you are looking at the data you will see that some statements have a wide variation in ratings on this particular statement – a strong positive rating by one person may have been cancelled out by a strong negative rating by another. The average may be the same as another statement but the implications are different. Therefore you need to consider why there should be a wide variation in this particular area. (see note on last page)

Firstly look through the rest of this section. To begin the process of understanding the feedback data consider the following template as a guide:

Known Development Needs	Known Strengths
High Awareness Low Strength	High Awareness High Strength
Blind Spots	Hidden Lights
Low Awareness Low Strength	Low Awareness High Strength

10

[illegible]



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