



It takes a team to do it

Multi Source Assessment Report

(Name)

Date: xxx

Produced for xxx by:

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EXPLANATION OF SCORING

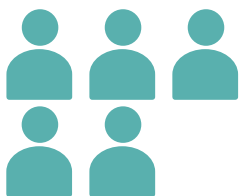
INSPIRING multi source assessment reports use a weighted average called uniform distribution to give an overall index score for each question. The results are then colour coded as follows:

	Blue	More than 75%	Excellent
	Green	60% - 75%	On track
	Amber	40% - 60%	Needs attention
	Red	Less than 40%	Needs urgent action




Uniform distribution is a recognised statistical device which allows for a consistent reporting format. This method enables us to calculate the degree of positivity and also reports the distribution of responses.

OVERALL RESULTS

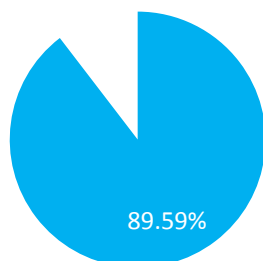
Number of Assessors



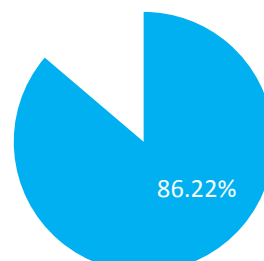
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Individual Average	Average Overall	Individual Results + / -
 89.59%	 86.22%	 3.37%

Individual Average



Overall Average

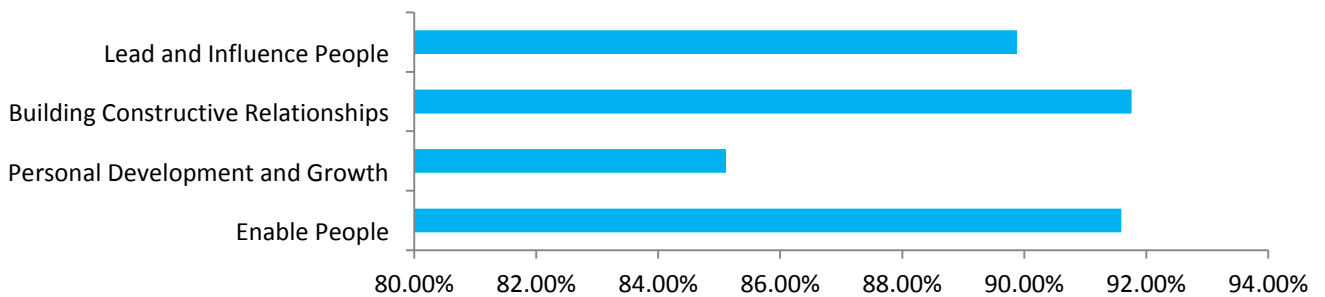


SUMMARY RESULTS

Competency Themes

	Individual Average	Average Overall		Individual Results + / -
Enable People	■ 91.59%	■ 88.04%	↑	3.55%
Personal Development and Growth	■ 85.11%	■ 84.84%	↑	0.27%
Building Constructive Relationships	■ 91.76%	■ 86.69%	↑	5.07%
Lead and Influence People	■ 89.88%	■ 85.29%	↑	4.59%

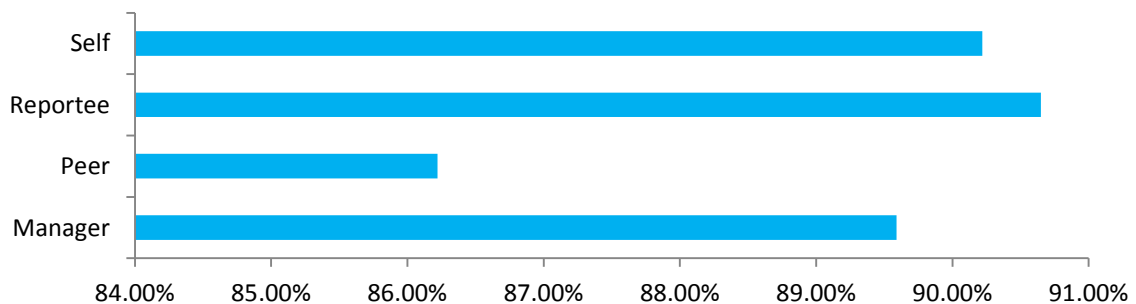
Competency Theme Summary Results



Assessor Type

Average scores	Manager	Peer	Reportee	Self
Overall	■ 89.59%	■ 86.22%	■ 90.65%	■ 90.22%
Enable People	■ 91.59%	■ 88.04%	■ 89.29%	■ 93.04%
Personal Development and Growth	■ 85.11%	■ 84.84%	■ 89.17%	■ 88.97%
Building Constructive Relationships	■ 91.76%	■ 86.69%	■ 94.79%	■ 89.85%
Lead and Influence People	■ 89.88%	■ 85.29%	■ 89.35%	■ 89.03%

Assessor type summary results



DETAILED RESULTS

	Individual Average	Overall Average	Individual Results + / -
Enable People	■ 91.59%	■ 88.04%	↑ 3.55%
Clarifies the results that are expected from staff members.	■ 92.22%	■ 90.33%	↑ 1.89%
Delegates the workload evenly amongst all staff members.	■ 88.89%	■ 84.98%	↑ 3.91%
Encourages staff to create and apply innovative ideas.	■ 94.44%	■ 89.51%	↑ 4.93%
Ensures the formal performance reviews are a fair reflection of the actual contribution of the team and individuals.	■ 93.33%	■ 88.07%	↑ 5.26%
Provides clarity of what is expected of my team at work	■ 92.22%	■ 89.92%	↑ 2.30%
Provides performance measures which enable staff to have an impact on the performance of the business.	■ 93.33%	■ 88.07%	↑ 5.26%
Provides the information and materials and equipment staff need to accomplish their work with.	■ 86.67%	■ 85.39%	↑ 1.28%
Personal Development and Growth	■ 85.11%	■ 84.84%	↑ 0.27%
Provides staff members with honest feedback regarding their performance	■ 91.11%	■ 88.89%	↑ 2.22%
Ensures all staff members have a personal development plan which indicates their development needs.	■ 73.33%	■ 79.84%	↓ -6.51%
Provides staff members with advice on how to achieve their goals	■ 87.78%	■ 85.60%	↑ 2.18%
Provides staff with guidance on how to complete their work.	■ 84.44%	■ 86.63%	↓ -2.19%
Understands the career expectations of staff members.	■ 88.89%	■ 86.42%	↑ 2.47%

	Individual Average	Overall Average	Individual Results + / -
Building Constructive Relationships	■ 91.76%	■ 86.69%	↑ 5.07%
Allows their staff/team to express their different opinions without fear of retribution	■ 86.67%	■ 83.13%	↑ 3.54%
Always put the interest of the team above their own.	■ 85.56%	■ 81.89%	↑ 3.67%
Behaves ethically in all aspects of work.	■ 94.44%	■ 88.89%	↑ 5.55%
Creates work pressure which supports productive behaviour.	■ 90.00%	■ 83.13%	↑ 6.87%
Do not discriminate against any individual or group.	■ 95.56%	■ 90.12%	↑ 5.44%
Does not condone unethical practices of staff members.	■ 90.00%	■ 89.51%	↑ 0.49%
Expresses a desire to resolve disagreement.	■ 95.56%	■ 91.15%	↑ 4.41%
Has the support of their staff	■ 94.44%	■ 86.83%	↑ 7.61%
Listens to others` views and inputs.	■ 88.89%	■ 83.95%	↑ 4.94%
Practices an open-door policy management style.	■ 96.67%	■ 90.53%	↑ 6.14%
Remains calm during conflict situations	■ 98.89%	■ 88.89%	↑ 10.00%
Unites team members.	■ 84.44%	■ 82.30%	↑ 5.07%
Lead and Influence People	■ 89.88%	■ 85.29%	↑ 4.59%
Accepts accountability for business unit / team results achieved, whether successful or not.	■ 88.89%	■ 86.21%	↑ 2.68%
Addresses problem situations, even if it means being unpopular with staff	■ 91.11%	■ 88.48%	↑ 2.63%
Always make decisions in the best interest of the team.	■ 82.22%	■ 79.01%	↑ 3.21%
Encourages a working environment in which staff can freely share their opinions.	■ 95.56%	■ 87.65%	↑ 7.91%
Inspires staff members to achieve the business vision.	■ 88.89%	■ 84.57%	↑ 4.32%
Involves staff when making decisions that will affect them.	■ 85.56%	■ 81.89%	↑ 3.67%
Shares the future plans of the business unit/department with staff members.	■ 84.44%	■ 83.95%	↑ 0.49%
Shows an interest in each staff member`s well-being.	■ 96.67%	■ 85.80%	↑ 10.87%
Trusts staff to make decisions concerning their jobs.	■ 95.56%	■ 88.68%	↑ 6.88%

COMMENTS FROM ASSESSORS

Listed below are the personal comments provided by assessors. The results are a true reflection and no editing (e.g. spelling mistakes, grammar, corrections, etc) were done.

- Have worked with lots of Gms in the past and will say he is the best He does his best with what he has to work with ie company budgets .
- I find xxx very approachable and believe he has a lot of trust and respect in his staff to use their own initiative, however sometimes he could be clearer with instructions as he is sometimes a bit vague this could be trying to promote own initiative with staff - but is sometimes hard to know whether you are doing the right thing with out having to keep asking questions. To save confusion and time between staff and guests- confirm actions and where we are with certain situations with the staff members involved with said situations, so we can give clearer answers to our guests and owners. Sometimes takes longer to address situations because communication has been lost somewhere along the line. Just so that we are aware that things have been followed up.
- No I find him a very good manager to work for and is always there if need be.
- NO
- Understand that in many cases the business is growing and sometimes requires monthy hours to be increased on previous years