



MINI REPORT

FOR:

John Smith



Class:	Mini Survey	Date Open:	July 27, 2017
Client:	John Smith	Date Close:	Aug. 7, 2017
Survey:	Mini 360 Survey for John Smith		
Participant:	John Smith		
Respondents:	10	Company Responses:	11

Follow-up Question Detail by Rater Type

Has this person shared his/her leadership development goal with you?

	YES	NO
Responses	90.0	10.0

To what degree has this person followed up with you regarding her/his development goal to ask for feedback and suggestions?

	Avg	1: None	2: Little	3: Some	4: Moderate	5: Frequent
Self	4.00	0	0	0	1	0
Manager	4.00	0	0	0	1	0
Direct Report	3.17	0	1	3	2	0
Peer	2.33	1	1	0	1	0

Align myself and others through attentive listening, with follow-up.

	Avg	(less effective) -3	-2	-1	(no change)	1	2	3 (more effective)
Self	2.00	0	0	0	0	0	1	0
Manager	2.00	0	0	0	0	0	1	0
Direct Report	2.17	0	0	0	0	2	1	3
Peer	2.33	0	0	0	0	0	2	1

How would you rate any changes in this person's overall leadership effectiveness?

	Avg	(less effective) -3	-2	-1	(no change)	1	2	3 (more effective)
Self	1.00	0	0	0	0	1	0	0
Manager	3.00	0	0	0	0	0	0	1
Direct Report	2.00	0	0	0	0	2	2	2
Peer	1.67	0	0	0	0	1	2	0

Comments

What has this person done in recent months that you have found particularly effective?

Manager:	Taken leadership for visible programs and provided status updates as well as led teams in problem solving.
Direct Report:	Weekly meetings to review status of activities and provide technical guidance. Direct involvement in critical activities in our projects. Facilitates communication between cross functional areas. Communicate management objectives to his group. Bi-weekly staff meetings to share information, issues, metrics.
Direct Report:	Note: These goals are on Jim's forethought. The real test will be to see if he is able to replace previous habits with these new thoughts, as new habits.
Direct Report:	One on One meetings
Direct Report:	Jim is always open and responsive to questions and available for discussion.
Direct Report:	He has demonstrated a good skills for conflict management when issues arise during the projects and always focus to be part of the solution.
Peer:	I have noticed his ability to take an objective point of view and ask probing questions to help clarify issues.
Peer:	Proactively seek out opportunities to work together and drive leadership in project progress; offering views of cooperation with open mind to work toward common goals

What one thing would you like this person to do differently?

Manager:	More an additional proactive action - spend time on development planning/ actions for key staff. Stay involved on issues in projects to facilitate resolution.
Direct Report:	Link personal and group goals to corporate goals
Direct Report:	Be mindful of positive and negative feedback to others and phrasing of action planning
Direct Report:	Develop a formal Individual Development Plan for each Engineer under his responsibility and do continue follow-up until the completion by the end of the year to ensure the professional development of his Engineers is supporting the successful results obtained in projects.
Peer:	I have no suggestions.
Peer:	no