

360 Project Analysis Report										
Competency	Skill / Behaviour	1	2	3	4	5	N/A		Average	N/A %
Adaptability/Change Management	Translates ideas into practical solutions	0	1	31	63	44	3		4.08	2.2%
Adaptability/Change Management	Suggests ideas for possible improvements	0	1	24	57	58	2		4.23	1.4%
Adaptability/Change Management	Challenges conventional views to benefit the organisation	0	9	33	52	38	10		3.90	7.6%
Adaptability/Change Management	Generates innovative ideas and solutions	0	7	29	55	45	6		4.01	4.4%
Adaptability/Change Management	Adopts ideas used successfully elsewhere	1	1	24	63	43	10		4.11	7.6%
Adaptability/Change Management	Identifies when changes are needed	0	8	18	61	49	6		4.11	4.4%
Adaptability/Change Management	Enthusiastically accepts beneficial change	0	2	26	60	46	8		4.12	6.0%
<b>Adaptability/Change Management Total</b>		<b>1</b>	<b>29</b>	<b>185</b>	<b>411</b>	<b>323</b>	<b>45</b>		<b>4.08</b>	<b>4.7%</b>
Collaborative Leadership	Builds cooperation and collaboration to actively create additional value across the business	0	3	25	53	52	9		4.16	6.8%
Collaborative Leadership	Actively networks internally and externally to build the relationships required to enable progress and success in the organisation	0	7	19	42	66	8		4.25	6.0%
Collaborative Leadership	Understands the different functions, needs and perspectives of all stakeholders	0	1	23	61	52	5		4.20	3.6%
Collaborative Leadership	Holds the difficult conversations	0	7	19	56	43	17		4.08	13.6%
Collaborative Leadership	Actively works with senior colleagues to develop their role and overcome operational challenges	0	3	12	52	58	17		4.32	13.6%
Collaborative Leadership	Provides energy for collective action	2	8	30	51	43	8		3.93	6.0%
Collaborative Leadership	Actively helps to build trust across different functions	0	3	20	60	51	8		4.19	6.0%
<b>Collaborative Leadership Total</b>		<b>2</b>	<b>32</b>	<b>148</b>	<b>375</b>	<b>365</b>	<b>72</b>		<b>4.16</b>	<b>7.8%</b>
Communication	Tackles disagreement constructively	0	11	29	60	36	6		3.89	4.4%
Communication	Has a manner, style and presence that makes a positive impression	0	4	40	40	58	0		4.07	0.0%
Communication	Uses electronic communication channels appropriately and in a way that generates a positive reaction in the recipients	0	3	15	58	58	8		4.28	6.0%
Communication	Listens to and considers others views	1	3	25	63	48	2		4.10	1.4%
Communication	Conveys complex information in plain language	0	9	17	56	57	3		4.16	2.2%
Communication	States own views clearly and concisely	0	5	22	49	66	0		4.24	0.0%
Communication	Asks questions to find out others real views and check understanding	1	5	25	67	38	6		4.00	4.4%
<b>Communication Total</b>		<b>2</b>	<b>40</b>	<b>173</b>	<b>393</b>	<b>361</b>	<b>25</b>		<b>4.11</b>	<b>2.6%</b>
Decision Making	Thinks on feet to develop solutions	0	7	28	55	48	4		4.04	2.9%
Decision Making	Is prepared to be influenced by sound arguments and new information or evidence	0	4	15	64	53	6		4.22	4.4%
Decision Making	Can make considered decisions quickly when necessary	0	3	28	67	40	4		4.04	2.9%
Decision Making	Is prepared to take tough decisions and to see them through	0	4	20	51	50	17		4.18	13.6%
Decision Making	Applies common sense when making decisions	0	2	17	44	77	2		4.40	1.4%
Decision Making	Seeks expert advice or objective opinions before making decisions	1	2	17	62	45	15		4.17	11.8%
<b>Decision Making Total</b>		<b>1</b>	<b>22</b>	<b>125</b>	<b>343</b>	<b>313</b>	<b>48</b>		<b>4.18</b>	<b>6.0%</b>