

# Pulse review prepared for **John Snow**



## The people you have invited to provide feedback:

John Snow	Self
Hannah	Manager
Dave	Colleague
Douglas	Colleague
Graham	Colleague
Simon	Colleague
Brian	Report
Philip	Report
Sharron	Report

# Contents



A 360° Overview.....	3
Summary.....	4
And finally.....	5
Gap Analysis.....	8
Strengths and Weaknesses.....	9

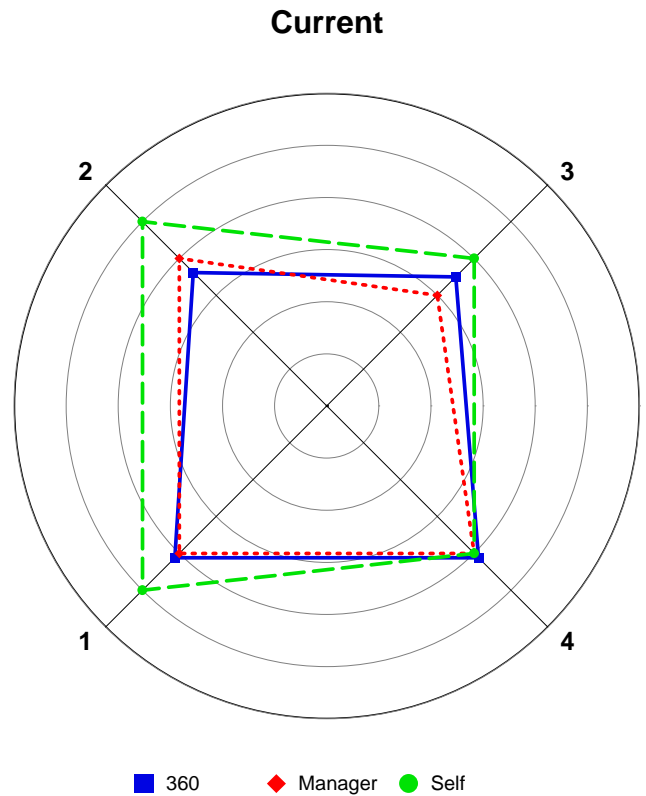
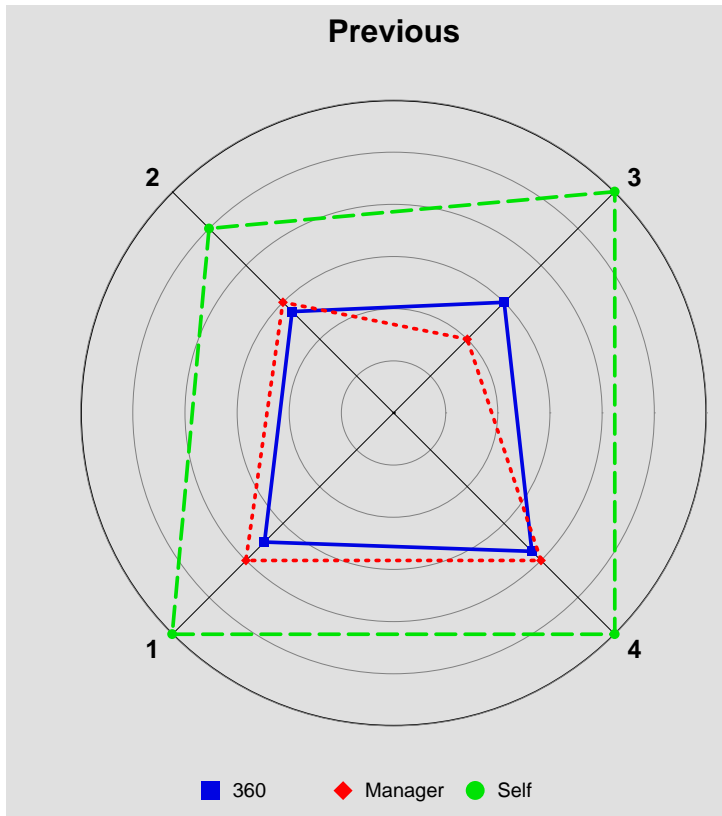
# A 360° Overview

The radar plots show the opinions of yourself, your manager and the 360° average of all participants (including your manager, but not yourself). This aims to provide a visual 360° reference of the contrasting views of your performance against the chosen questions. The two plots compare your original scores for the behaviours you have selected with your current score.



0	I do not have enough data to comment
1	Requires significant development in this area
2	Requires some development in this area
3	Does this satisfactorily
4	Does this well
5	Does this very well
6	Does this extremely well

## A 360° Overview

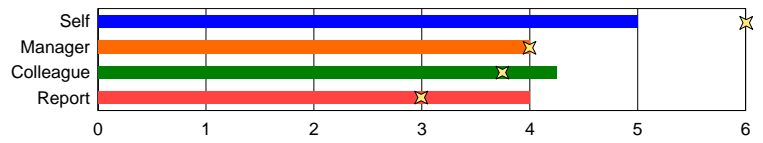


- 1 Maintains a precise and constant flow of information
- 2 Develops clear, professional and credible presentations
- 3 Encourages innovation and creativity in others
- 4 Is willing to take calculated and managed risks

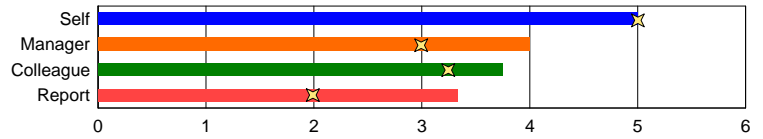
# Summary



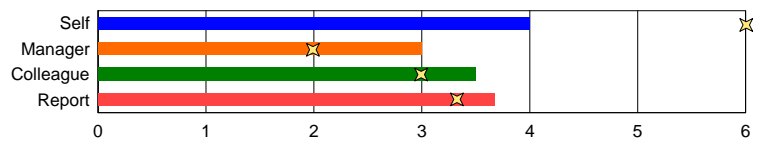
**Maintains a precise and constant flow of information**



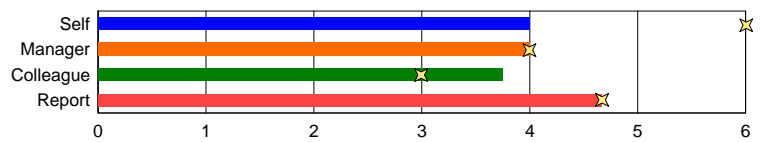
**Develops clear, professional and credible presentations**



**Encourages innovation and creativity in others**



**Is willing to take calculated and managed risks**



✦ Previous Score



**In the box below please describe what, in your opinion, John Snow does well?**

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**In the box below please describe what, in your opinion, John Snow could do differently that would improve their performance?**

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## What changes have you see in John Snow's performance since their last 360?

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# Gap Analysis

The following table shows how your opinion differs from those around you for your current and previous 360° surveys. The numbers refer to the response scales used to score your survey, so a score of 1.0 indicates a complete level difference of opinion (eg you think you perform well and everyone else thinks you perform very well).



Competence	Behaviour	Gap	
		Current	Previous
Communication	Develops clear, professional and credible presentations	-1.4	-2.3
Change Innovation and Adaptability	Is willing to take calculated and managed risks	-1.9	-2.3
Communication	Maintains a precise and constant flow of information	-1.9	-2.6
Change Innovation and Adaptability	Encourages innovation and creativity in others	-2.4	-2.9

## Gap colour coding explanation

Current Gaps	Blue	-	A significant hidden strength (i.e. a gap of one half a level or more)
	Black	-	No significant gap (i.e. less than one half a level)
	Red	-	A significant development area (i.e. a gap of one half a level or more)
Previous Gaps	Blue	-	A significant decrease in gap since your last 360° (i.e. one half a level or more)
	Black	-	No significant change in gap (i.e. less than one half a level)
	Red	-	A significant increase in gap since your last 360° (i.e. one half a level or more)



# Strengths and Weakness

This table ranks the response of everyone apart from yourself for all your chosen Pulse behaviours in order



Rank	Competence	Behaviour	Score	
			Current	Previous
1	Change Innovation and Adaptability	Is willing to take calculated and managed risks	4.1	3.8
2	Communication	Maintains a precise and constant flow of information	4.1	3.5
3	Communication	Develops clear, professional and credible presentations	3.6	2.8
4	Change Innovation and Adaptability	Encourages innovation and creativity in others	3.5	3.0

## Previous score colour coding explanation

- Blue** - A significant increase since your last 360° (i.e. one half a level or more)
- Black** - No significant change since your last 360° (i.e. less than one half a complete level)
- Red** - A significant decrease since your last 360° (i.e. one half a complete level or more)