



Your CILCA 360 feedback report



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Your results

This report brings together feedback given by:

Your view	1 response
Direct manager	1 response
Peers	6 responses
Direct reports	2 responses

Summary of top strengths and areas to improve

The goal of 360° Feedback is for you to use the feedback for your personal development, to help you grow and achieve more in your career.

You were given feedback on 65 different areas. We recommend that you focus on your top strengths and areas to improve, listed below.

Your top 5 strengths

1. 6-19. Physical health support (Standards)
2. 6-17. Environment (Standards)
3. 6-16. Blood mgmt (Standards)
4. 6-10. Facilitates requisite authority (Standards)
5. 1-06. Sincere (Self)

Each person gave you a score (out of 5) for your current performance for each of the areas in the assessment. Your top 5 strengths are the areas for which, on average, you were given the highest scores.

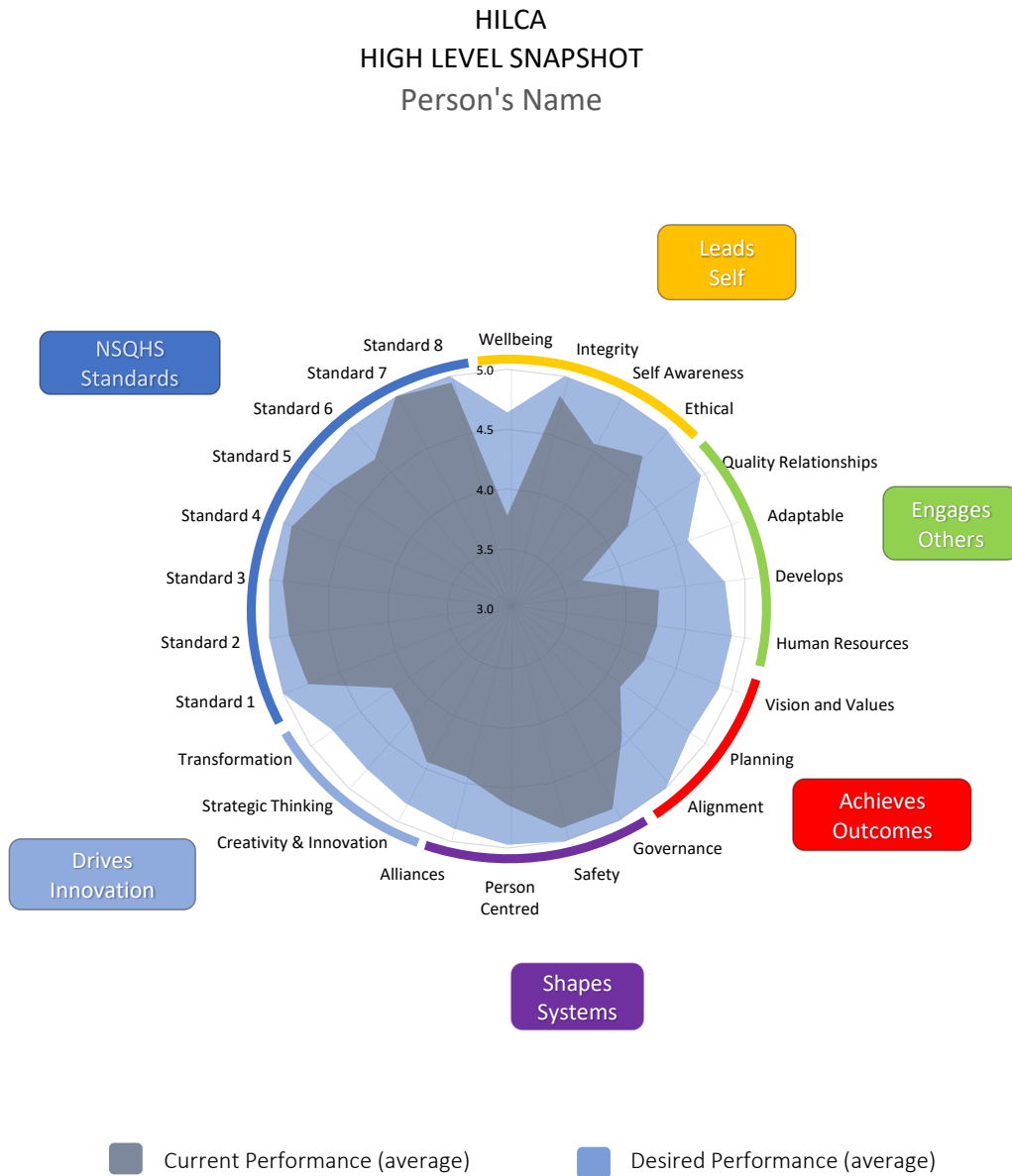
Your top 5 areas to improve

1. 1-01. Practices self-care (Self)
2. 2-01. Shares responsibility (Others)
3. 2-04. Effectively manages time (Others)
4. 1-03. Copes well (Self)
5. 1-07. Aware of impact on others (Self)

Each person also gave you a score for your desired performance. The top 5 areas to improve are those for which the gap between your current performance and your desired performance is largest.

High Level Snapshot

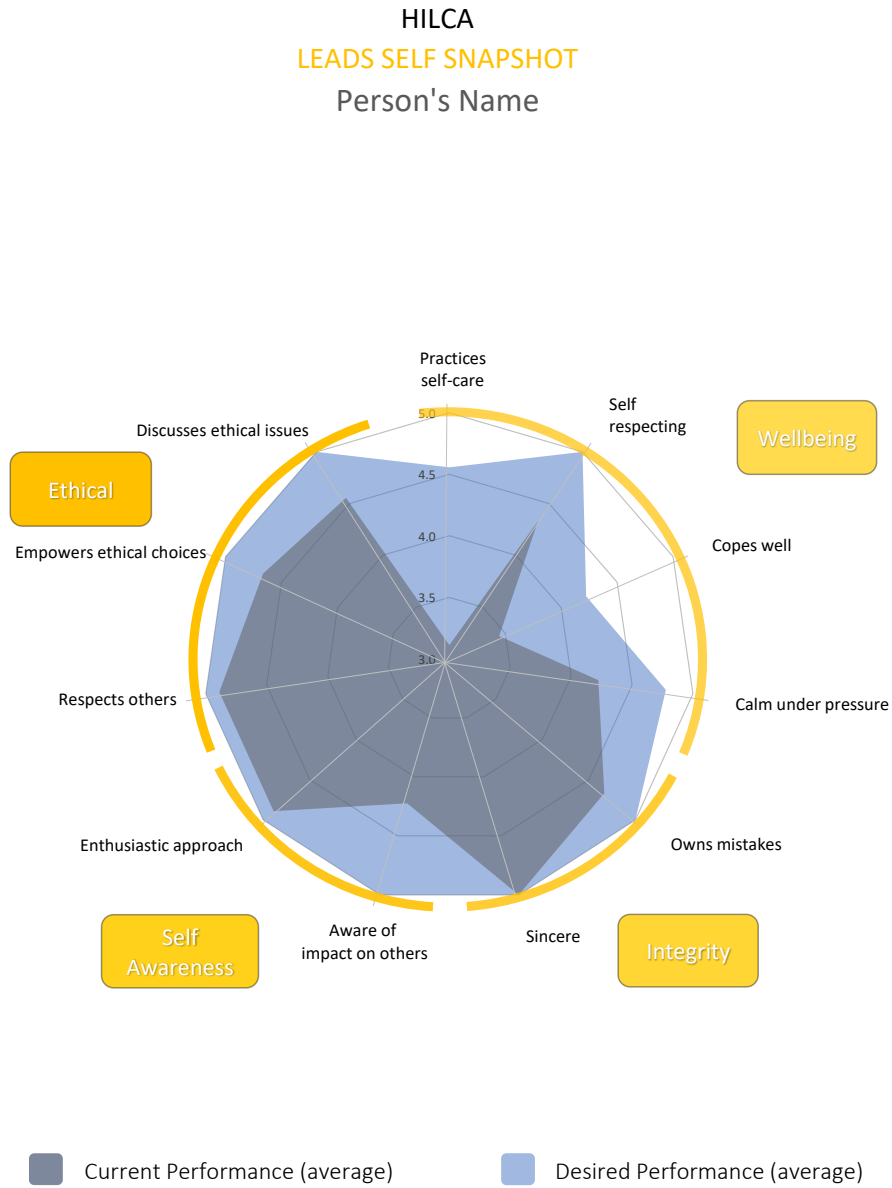
The High Level Snapshot below shows all of the competencies you were assessed against and the average scores, for each of the sub-domains, given by people assessing you (not including your own score).



The following Domain Detail snapshots will offer further feedback in detail within each of the Domains

Leads Self Detail Snapshot

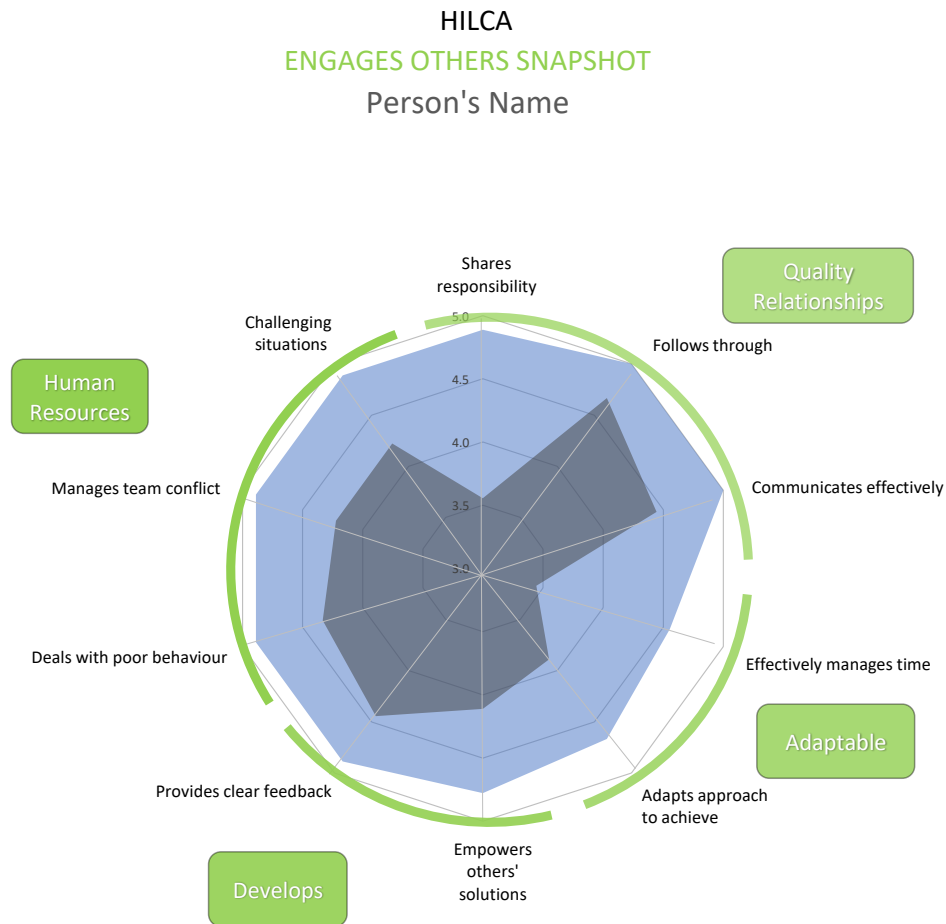
The Leads Self Detail Snapshot below shows all of the competencies you were assessed against and the average scores, for each question, within each of the sub-domains, that sit within the Self Leadership domain, given by people assessing you (not including your own score).



What are your greatest opportunities to make a difference within the Leads Self domain?

Engages Others Detail Snapshot

The Engages Others Detail Snapshot below shows all of the competencies you were assessed against and the average scores, for each question, within each of the sub-domains, that sit within the Engages Others domain, given by people assessing you (not including your own score).

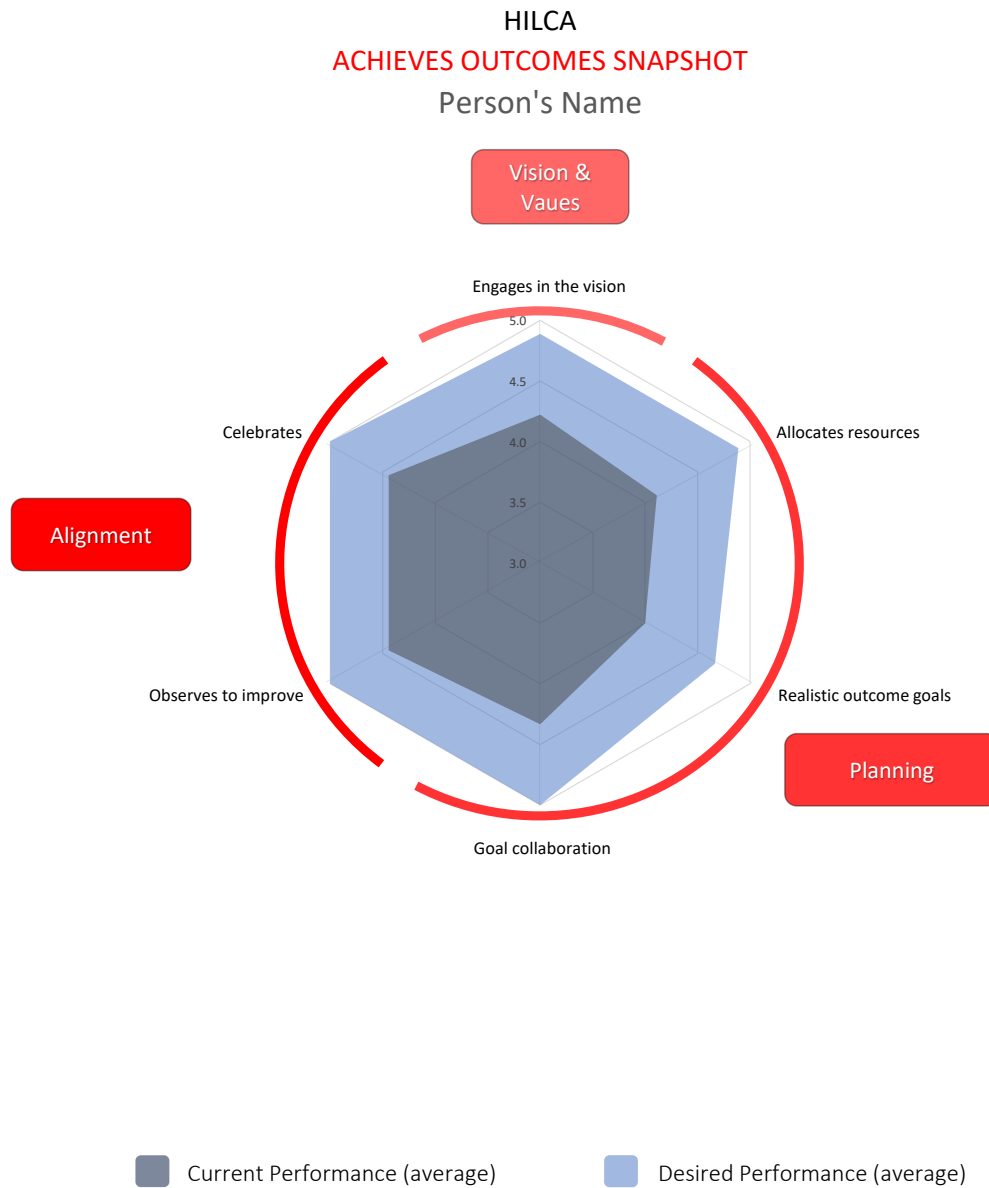


Current Performance (average)
 Desired Performance (average)

What are your greatest opportunities to make a difference within the Engages Others domain?

Achieves Outcomes Detail Snapshot

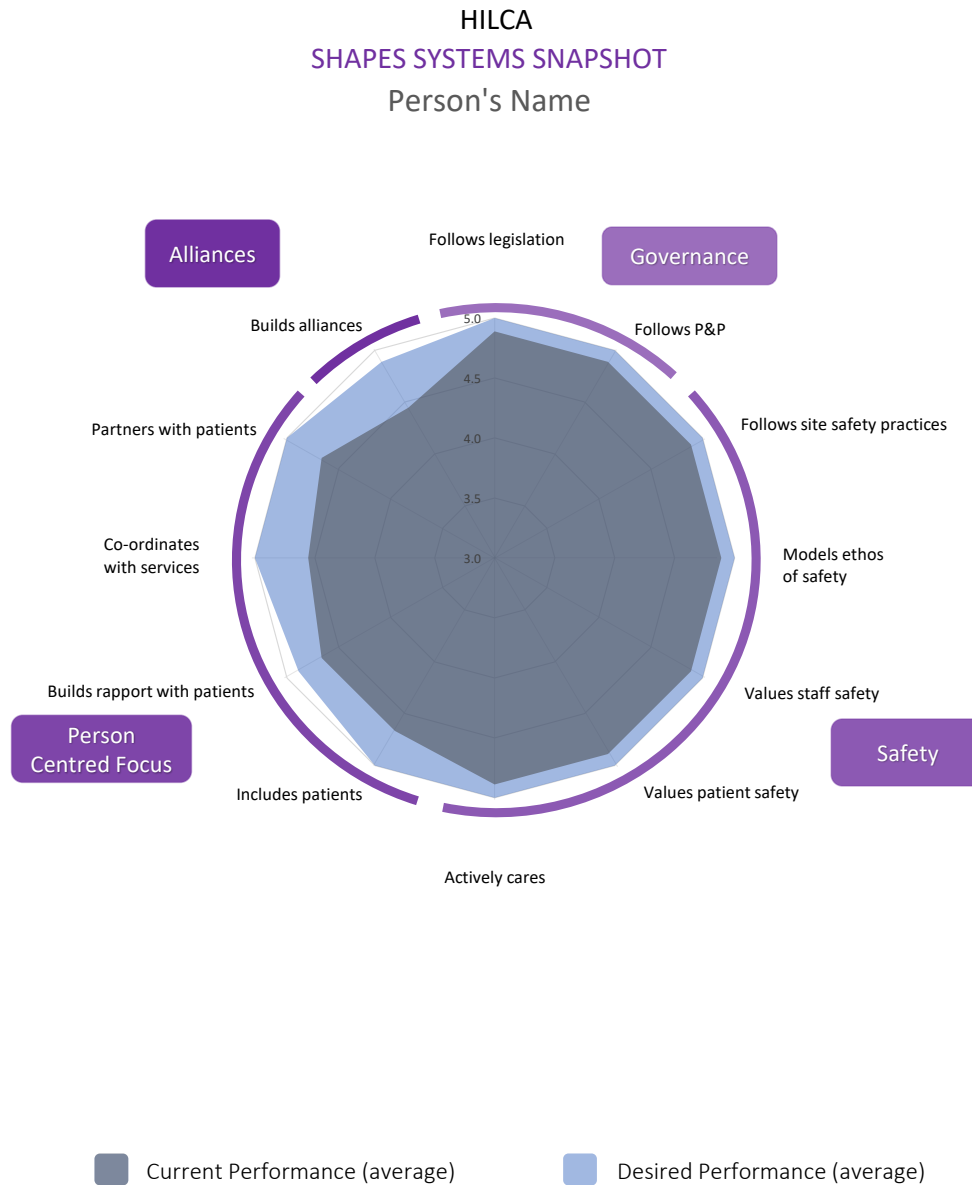
The Achieves Outcomes Detail Snapshot below shows all of the competencies you were assessed against and the average scores, for each question, within each of the sub-domains, that sit within the Achieves Outcomes domain, given by people assessing you (not including your own score).



What are your greatest opportunities to make a difference within the Achieves Outcomes domain?

Shapes Systems Detail Snapshot

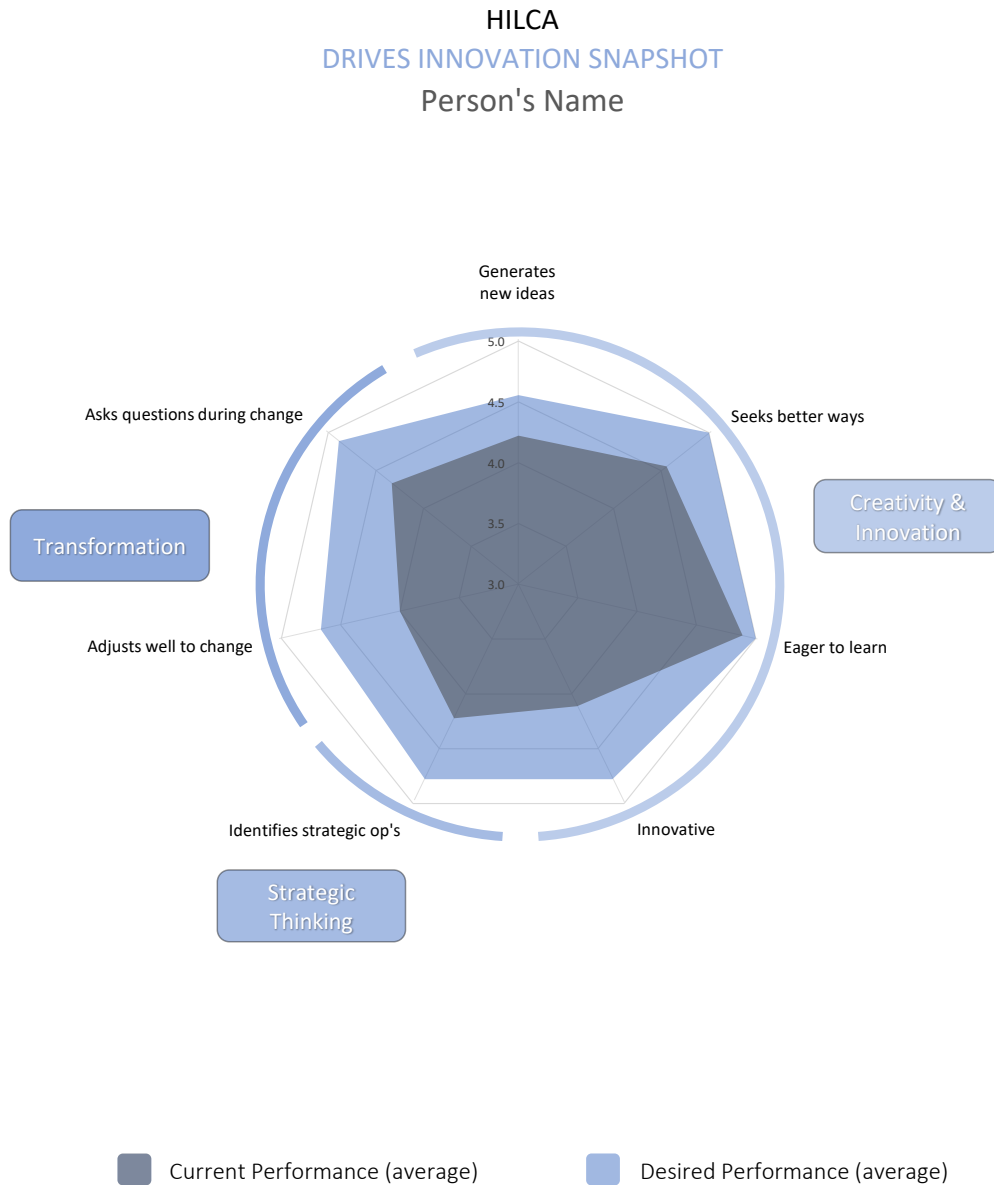
The Shapes Systems Detail Snapshot below shows all of the competencies you were assessed against and the average scores, for each question, within each of the sub-domains, that sit within the Shapes Systems domain, given by people assessing you (not including your own score).



What are your greatest opportunities to make a difference within the Shapes Systems domain?

Drives Innovation Detail Snapshot

The Drives Innovation Detail Snapshot below shows all of the competencies you were assessed against and the average scores, for each question, within each of the sub-domains, that sit within the Drives Innovation domain, given by people assessing you (not including your own score).

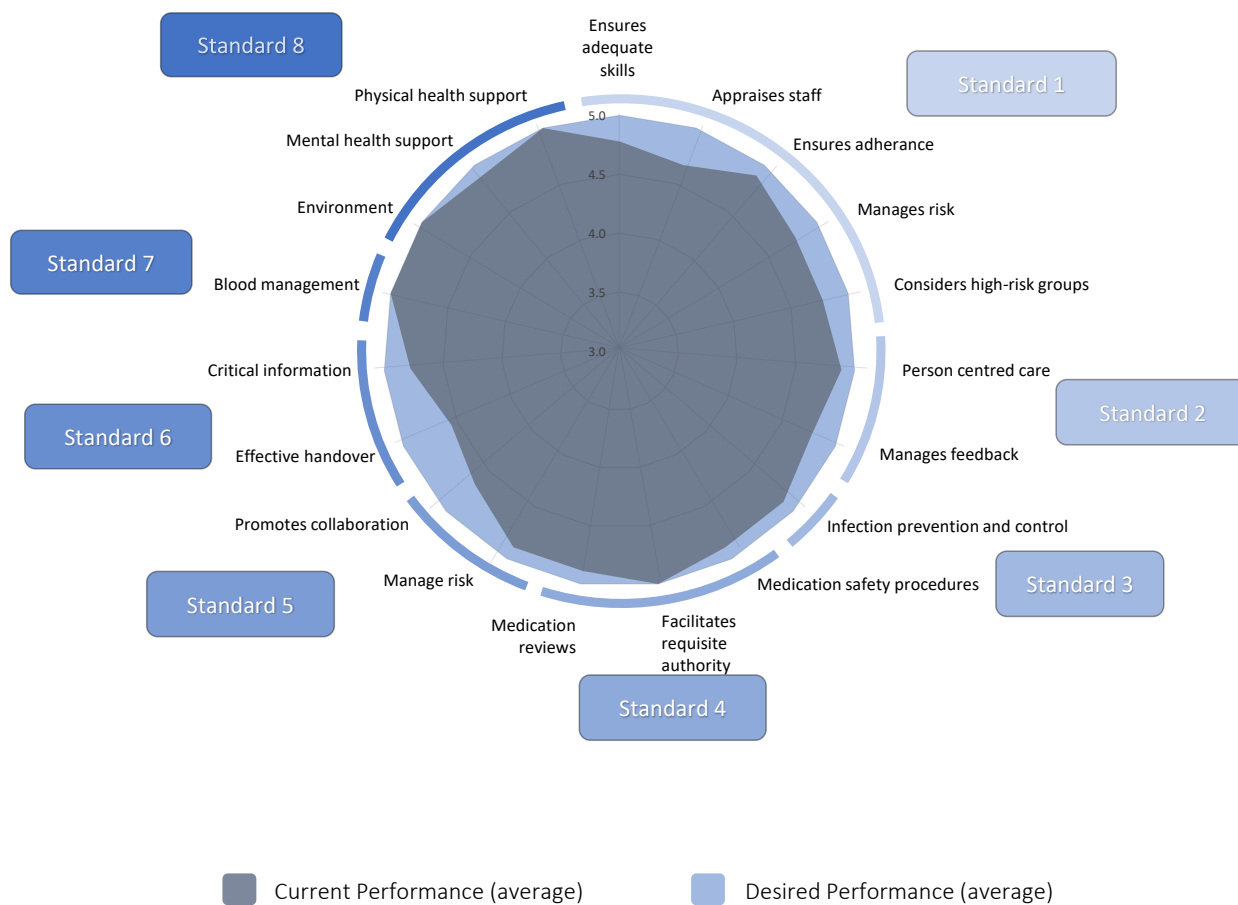


What are your greatest opportunities to make a difference within the Drives Innovation domain?

NSQHS Standards Detail Snapshot

The NSQHS Standards Detail Snapshot below shows all of the competencies you were assessed against and the average scores, for each question, within each of the sub-domains, that sit within the NSQHS Standards domain, given by people assessing you (not including your own score).

HILCA NSQHS STANDARDS SNAPSHOT Person's Name



What are your greatest opportunities to make a difference within the NSQHS Standards domain?

Your top areas to improve

Your colleagues were asked to rate both your current and desired performance. The areas that your colleagues think you would benefit most from improving are listed below.

Review if you agree with the areas below, or if there are any surprises to discuss with your manager. You may wish to tackle one or more of these areas in your personal development plan.



How different groups rated your top areas to improve

Different groups of colleagues may have different views on which areas need most improvement. This can help to explain why certain areas have come out top, and why others have not.

Compare the views below and think about why there are differences.

This column shows the average amount of desired improvement.
 Note: we do not include your view when calculating this average

You can compare the different views of respondents below.

Area assessed	Desired improvement (average)			Your view	Direct manager	Others
	Small		Large			
1-01. Practices self-care (Self)				Large	Medium	Medium
2-01. Shares responsibility (Others)				Medium	Medium	Medium
2-04. Effectively manages time (Others)				Medium	Medium	Medium
1-03. Copes well (Self)				Small	Medium	Medium
1-07. Aware of impact on others (Self)				Medium	Medium	Medium
2-05. Adapts approach to achieve (Others)				Large	Medium	Medium
3-02. Allocates resources (Achieves)				Medium	Small	Medium
1-02. Self-respecting (Self)				Large	Medium	Medium
2-06. Empowers others' solutions (Others)				Small	Medium	Medium
2-09. Manages team conflict (Others)				Large	Medium	Medium
2-10. Challenging situations (Others)				Medium	Medium	Medium
3-01. Engages in the Vision (Achieves)				Medium	Medium	Medium
3-03. Realistic outcome goals (Achieves)				Large	Medium	Medium
3-04. Collaborates with others (Achieves)				Medium	Medium	Medium
5-04. Innovative (Innovation)				Large	Medium	Medium
5-06. Adjusts well to change (Innovation)				Medium	Medium	Medium
1-04. Calm under pressure (Self)				Medium	Medium	Small
2-03. Communicates effectively (Others)				Medium	Medium	Small
2-08. Deals with poor behaviour (Others)				Medium	Medium	Small
3-05. Perf. Improve service (Achieves)				Large	Medium	Small

3-06. Celebrates Achievements (Achieves)	■	Medium	Small	Medium
5-05. Identifies strategic op's (Innovation)	■	Medium	Medium	Small
5-07. Asks questions during change (Innovation)	■	Large	Small	Medium
2-07. Provides clear feedback (Others)	■	Medium	Medium	Small
4-12. Builds Alliances (Systems)	■	Medium	Small	Small
1-11. Discusses ethical issues (Self)	■	Medium	Medium	Small
4-10. Co-ordinates with services (Systems)	■	Medium	Medium	Small
5-01. Generates new ideas (Innovation)	■	Medium	Small	Small
5-02. Seeks better ways (Innovation)	■	Medium	Medium	Small
6-14. Effective handover (Standards)	■	Medium	Small	Small
1-05. Owns mistakes (Self)	■	Medium	Medium	Small
1-10. Empowers ethical choices (Self)	■	Medium	Medium	Small
2-02. Follows through (Others)	■	Medium	Small	Small
4-08. Includes customers (Systems)	■	Medium	Medium	Small
4-11. Partners with patients (Systems)	■	Medium	Medium	Small
6-02. Appraises staff (Standards)	■	Medium	Medium	Small
6-13. Promotes collaboration (Standards)	■	Medium	Small	Small
4-09. Builds rapport with patients (Systems)	■	Medium	Small	Small
6-01. Ensures adequate skills (Standards)	■	Medium	Medium	Small
6-04. Manages risk (Standards)	■	Medium	Medium	Small
6-05. Considers high-risk groups (Standards)	■	Medium	Small	Small
6-07. Manages feedback (Standards)	■	Small	Medium	Small
6-15. Critical information (Standards)	■	Medium	Medium	Small
1-08. Enthusiastic approach (Self)	■	Small	Small	Small
1-09. Respects others (Self)	■	Medium	Small	Small
4-01. Follow legislation (Systems)	■	Medium	Small	Small
4-02. Follows P&P (Systems)	■	Medium	Small	Small
4-03. Follows site safety practices (Systems)	■	Medium	Small	Small
4-04. Models ethos of safety (Systems)	■	Small	Small	Small
4-05. Values staff safety (Systems)	■	Small	Small	Small

