



360

# Primary Colours 360 Report Report for Example Report

June 15, 2015

## **Disclaimer**

This is a confidential report for the participant named above. It is designed to be used to support the individual's development. Whilst it provides valuable insight into the individual's strengths and weaknesses, it should not be used in isolation or be regarded as a complete assessment of capability. Edgumbe Consulting Group Ltd accepts no liability for the consequences of the use of this report or its contents by any persons other than its authors for whatever purpose.

# Contents

Over the next few pages you'll find information on:

- How to get the most from this report
- Guidelines for receiving feedback
- The Primary Colours® 360 model
- The number of respondents that provided feedback for you
- An overall percentage chart showing how frequently you matched against each of the rating categories
- An overall mean scores chart showing overall colleague rating compared to your own self rating
- An overall summary graph showing mean scores by relationship
- Your 5 greatest strengths
- Your 5 greatest areas for development
- The 5 items where there is most variance between colleague responses
- A detailed breakdown of each area and participants' comments, based on what you do well and what you could do differently

## How to get the most from this report

- After your debrief meeting, take time to consider your feedback
- Print the report out and share it with your supervisor
- Consider the overall balance of the feedback
- Read through the summary at the beginning of the report to get an idea of your main strengths and development areas
- Go through each of the indicators looking for additional strengths and areas for development; aim to identify common themes and priorities for action
- Next consider any discrepancies between your self assessment and the feedback you've been given from others or any discrepancies between feedback from different categories of participant
- All of the above should form the basis of your discussion with your supervisor

## Guidelines for receiving feedback

As you read this report...

Do	Don't
Remember the purpose is to help you develop to build on your strengths and work on your development areas.	Focus solely on the negative.
Keep an open mind.	Focus too much on trying to identify who said what.
Look for underlying themes and patterns.	Become defensive.
Think about how the report relates to other feedback you may have received.	Jump to a conclusion about your development needs - discuss it with your supervisor.

The model on which this report is based



## Your Respondents

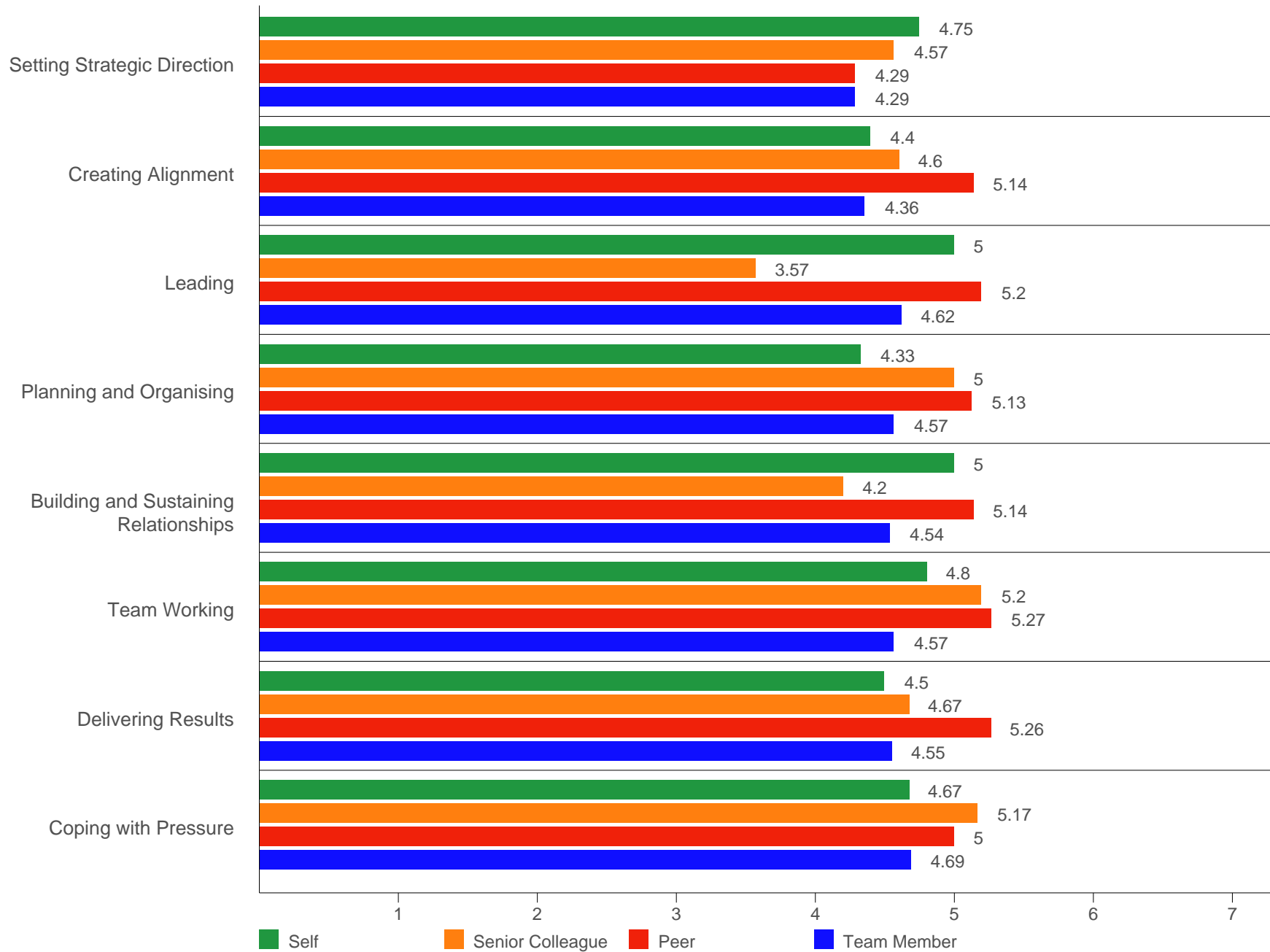
Relationship	Number of completed respondents
Self	1
Senior Colleague	1
Peer	3
Team Member	3
<b>Total</b>	<b>8</b>

# Overall Summary

Overall summary									
	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't know / Not Applicable	Total
Self	0	0	6	15	14	12	0	4	51
Senior Colleague	0	3	3	16	16	10	1	2	51
Peer	0	0	2	44	54	39	6	8	153
Team Member	0	1	10	66	51	15	2	8	153
Total	0	4	21	141	135	76	9	22	<b>408</b>
	<b>0%</b>	<b>0.98%</b>	<b>5.15%</b>	<b>34.56%</b>	<b>33.09%</b>	<b>18.63%</b>	<b>2.21%</b>	<b>5.39%</b>	<b>100%</b>

Leadership Task	Overall Colleague Rating	Overall Standard Deviation	Edgecumbe Norm Colleague Rating	Overall Self Rating	Difference Between Colleague and Self Rating
Team Working	4.97 (66%)	1	5.69 (78%)	4.8 (63%)	-0.17
Delivering Results	4.87 (65%)	0.89	5.5 (75%)	4.5 (58%)	-0.37
Planning and Organising	4.87 (65%)	0.98	5.62 (77%)	4.33 (56%)	-0.54
Building and Sustaining Relationships	4.75 (63%)	0.92	5.5 (75%)	5 (67%)	0.25
Creating Alignment	4.73 (62%)	0.93	5.39 (73%)	4.4 (57%)	-0.33
Leading	4.71 (62%)	1.08	5.41 (74%)	5 (67%)	0.29
Setting Strategic Direction	4.33 (56%)	0.87	5.65 (78%)	4.75 (63%)	0.42

## Overall Summary (continued)



## Overall Summary (continued)

### Your 5 greatest strengths

- Keep everyone informed (Planning and Organising)
- Maintain his/her health and well-being (Coping with Pressure)
- Play a distinct role in the team (Team Working)
- Modify plans as circumstances change (Planning and Organising)
- Ensure that our work is well organised (Planning and Organising)

### Your 5 greatest areas for development

- Analyse strategic options (Setting Strategic Direction)
- Think long-term (Setting Strategic Direction)
- Demonstrate understanding of the market in which we operate (Setting Strategic Direction)
- Contribute to discussions on strategy (Setting Strategic Direction)
- Plan our work (Planning and Organising)


### The 5 items where there is most variance between colleague responses

- Maintain mutual trust (Leading)
- Welcome feedback (Leading)
- Contribute to discussions on strategy (Setting Strategic Direction)
- Involve people in making decisions (Creating Alignment)
- Provide opportunities for everyone to learn from their experience (Leading)




# Setting Strategic Direction


## Demonstrate understanding of the market in which we operate

Colleague Mean Score (4)								Don't Know/ Not Applicable
	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	
Self				■				
Senior Colleague				■				
Peer				■ ■ ■				
Team Member				■ ■ ■				

## Communicate clearly the purpose of our work

Colleague Mean Score (5.14)								Don't Know/ Not Applicable
	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	
Self				■				
Senior Colleague					■			
Peer					■ ■	■		
Team Member				■	■	■		

## Analyse strategic options

Colleague Mean Score (3.86)								Don't Know/ Not Applicable
	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	
Self						■		
Senior Colleague				■				
Peer				■ ■ ■				
Team Member			■	■ ■				

## Setting Strategic Direction (continued)

Demonstrate commitment to our values								
Colleague Mean Score (4.86)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague					■			
Peer					■ ■ ■			
Team Member				■	■ ■			

Contribute to discussions on strategy								
Colleague Mean Score (4.14)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague				■				
Peer			■	■ ■				
Team Member			■	■			■	

Discuss radical changes to our work								
Colleague Mean Score (4.33)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague								■
Peer				■ ■	■			
Team Member				■ ■	■			

## Setting Strategic Direction (continued)

Think long-term								
Colleague Mean Score (3.86)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague				■				
Peer			■	■	■			
Team Member		■		■	■			

Spell out the vision we are trying to achieve								
Colleague Mean Score (4.43)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague						■		
Peer				■ ■ ■				
Team Member			■		■ ■			

# Creating Alignment

Influence people								
Colleague Mean Score (4.29)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self			■					
Senior Colleague				■				
Peer				■ ■		■		
Team Member			■	■	■			

Build commitment in colleagues to our organisation								
Colleague Mean Score (5.14)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague					■			
Peer					■	■ ■		
Team Member				■	■ ■			

Involve people in making decisions								
Colleague Mean Score (4.57)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague				■				
Peer				■	■		■	
Team Member			■	■	■			

## Creating Alignment (continued)

Show people in the team how their jobs contribute to our vision								
Colleague Mean Score (5.14)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague						■		
Peer					■ ■	■		
Team Member				■	■ ■			

Create buy-in to our plans								
Colleague Mean Score (4.4)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague				■				
Peer				■	■			■
Team Member				■	■			■

# Leading

Inspire the team								
Colleague Mean Score (4.29)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague				■				
Peer				■ ■	■			
Team Member				■ ■	■			

Retain clear focus on the vital few priorities								
Colleague Mean Score (5.29)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague						■		
Peer					■ ■	■		
Team Member					■ ■ ■			

Make sure everyone can do what is required of them								
Colleague Mean Score (4.43)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague				■				
Peer				■	■	■		
Team Member			■	■	■			

## Leading (continued)

Deal appropriately with both success and failure in the team								
Colleague Mean Score (5.29)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague					■			
Peer					■	■ ■		
Team Member				■	■	■		

Provide opportunities for everyone to learn from their experience								
Colleague Mean Score (4.43)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague		■						
Peer				■	■	■		
Team Member				■	■ ■			

Maintain mutual trust								
Colleague Mean Score (4.86)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self								■
Senior Colleague		■						
Peer					■	■ ■		
Team Member			■		■		■	

## Leading (continued)

Welcome feedback								
Colleague Mean Score (4.33)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague		■						
Peer					■	■		■
Team Member				■ ■	■			



# Planning and Organising

Plan our work								
Colleague Mean Score (4.14)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self			■					
Senior Colleague			■					
Peer				■	■	■		
Team Member			■	■ ■				

Create realistic schedules								
Colleague Mean Score (5.14)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague					■			
Peer					■	■ ■		
Team Member				■	■ ■			

Prioritise								
Colleague Mean Score (4.43)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague				■				
Peer				■ ■		■		
Team Member				■ ■	■			

## Planning and Organising (continued)

Modify plans as circumstances change								
Colleague Mean Score (5.43)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague						■		
Peer					■ ■		■	
Team Member				■	■	■		

Keep everyone clear about what is expected of them								
Colleague Mean Score (4.29)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague				■				
Peer				■ ■	■			
Team Member				■ ■	■			

Ensure that our work is well organised								
Colleague Mean Score (5.33)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self								■
Senior Colleague						■		
Peer					■	■		■
Team Member				■	■	■		

## Planning and Organising (continued)

Create systems and procedures that work effectively								
Colleague Mean Score (4.71)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self								■
Senior Colleague					■			
Peer				■ ■		■		
Team Member				■	■ ■			

Keep everyone informed								
Colleague Mean Score (5.67)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self			■					
Senior Colleague							■	
Peer					■	■ ■		
Team Member				■		■		■

# Building and Sustaining Relationships

Get to know people at work								
Colleague Mean Score (4.57)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self			■					
Senior Colleague			■					
Peer					■ ■	■		
Team Member			■	■		■		

Make time for people								
Colleague Mean Score (5.17)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague					■			
Peer					■	■		■
Team Member				■	■	■		

Make it easy for people to get to know him/her								
Colleague Mean Score (4.57)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague				■				
Peer				■	■	■		
Team Member				■ ■	■			

## Building and Sustaining Relationships (continued)

Build relationships at work that stand the test of time								
Colleague Mean Score (5.17)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague					■			
Peer					■ ■	■		
Team Member					■ ■			■

Maintain good relationships with key contacts outside the work place (e.g. Customers, suppliers etc)								
Colleague Mean Score (4.33)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague				■				
Peer				■ ■		■		
Team Member				■ ■				■

# Team Working

Serve the teams in which he/she is a member								
Colleague Mean Score (4.71)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague						■		
Peer				■	■	■		
Team Member				■ ■ ■				

Play a distinct role in the team								
Colleague Mean Score (5.57)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague					■			
Peer					■	■	■	
Team Member				■		■ ■		

Ensure the team remains effective								
Colleague Mean Score (4.71)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague						■		
Peer				■ ■		■		
Team Member				■ ■	■			

## Team Working (continued)

Allow the team's needs to take precedence over his/her own								
Colleague Mean Score (5.14)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague				■				
Peer					■ ■		■	
Team Member				■	■	■		

Challenge and support the team simultaneously								
Colleague Mean Score (4.67)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self			■					
Senior Colleague					■			
Peer				■	■	■		
Team Member				■ ■				■

# Delivering Results

Make sure we achieve our goals								
Colleague Mean Score (4.43)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self			■					
Senior Colleague				■				
Peer				■	■		■	
Team Member			■	■ ■				

Remove obstacles to our success								
Colleague Mean Score (5)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague					■			
Peer					■ ■			■
Team Member					■ ■			■

Ensure we meet our deadlines								
Colleague Mean Score (5)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague						■		
Peer				■	■	■		
Team Member				■	■ ■			



## Delivering Results (continued)

Deal firmly with under-achievement								
Colleague Mean Score (5.33)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague			■					
Peer						■ ■		■
Team Member					■	■ ■		

Manage our performance								
Colleague Mean Score (4.71)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague					■			
Peer					■ ■	■		
Team Member				■ ■ ■				

Provide feedback								
Colleague Mean Score (4.83)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague								■
Peer				■	■ ■			
Team Member					■ ■ ■			

## Delivering Results (continued)

Push tasks through to completion								
Colleague Mean Score (4.86)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self								■
Senior Colleague					■			
Peer					■	■ ■		
Team Member				■ ■ ■				

# Coping with Pressure

Cope with setbacks								
Colleague Mean Score (4.57)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague					■			
Peer				■	■	■		
Team Member				■ ■ ■				

Maintain his/her health and well-being								
Colleague Mean Score (5.67)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague						■		
Peer				■			■	■
Team Member					■	■ ■		

Work under pressure								
Colleague Mean Score (4.5)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague					■			
Peer				■	■			■
Team Member				■ ■	■			

## Coping with Pressure (continued)

Maintain his/her stamina								
Colleague Mean Score (5.2)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self						■		
Senior Colleague						■		
Peer				■	■	■		
Team Member					■			■ ■

Remain calm in stressful times								
Colleague Mean Score (4.43)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self				■				
Senior Colleague				■				
Peer				■	■ ■			
Team Member				■ ■	■			

Stand up to the usual stresses and strains of working here								
Colleague Mean Score (5.14)	1 Extremely Poorly	2	3	4	5	6	7 Extremely Well	Don't Know/ Not Applicable
Self					■			
Senior Colleague					■			
Peer					■ ■	■		
Team Member				■	■	■		

## Overall Comments

PLEASE USE THIS SPACE TO EXPLAIN ANY OF THE RATINGS YOU HAVE GIVEN, OR TO POINT OUT THE SINGLE MOST VALUABLE PIECE OF FEEDBACK YOU CAN GIVE...

Peer

A fantastic colleague who values everyone in the team. Approachable and very supportive.

Senior Colleague

Needs to be more receptive to feedback and be willing to listen more

Team Member

Is always there when we need support. Very knowledgeable and available to answer questions.



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