


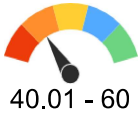
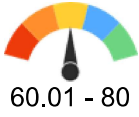
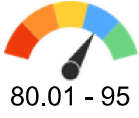
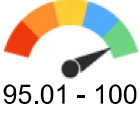
# Results Report 360 degree evaluation



<b>Name of the evaluated</b>	<b>James Rogers</b>
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
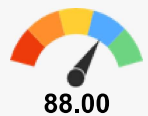
## Categories for ranges and results







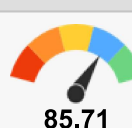
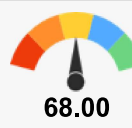
Range of evaluations	Result
 0 - 40	Unacceptable
 40.01 - 60	Weak
 60.01 - 80	Good
 80.01 - 95	Very Good
 95.01 - 100	Excellent

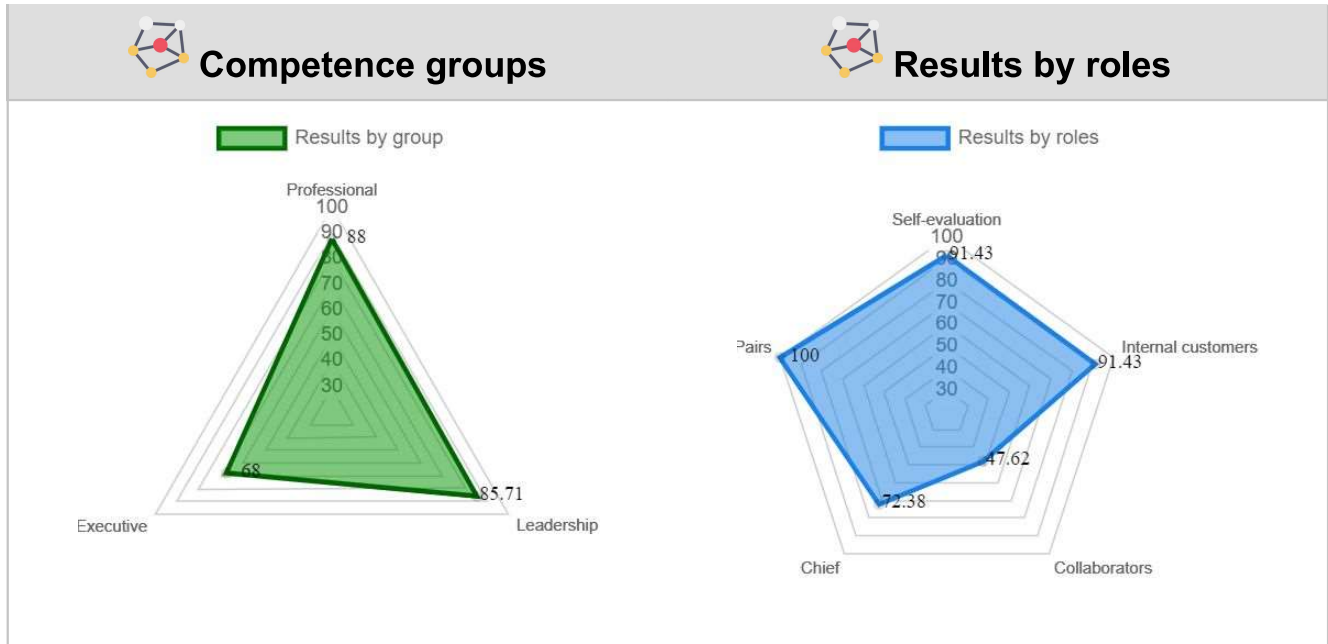
## Analysis by competencies group

The following table shows the grades by competency group that are presented in 3 large groups; 1) **Professional competencies**, all those competences related to administrative and intellectual aspects. 2) **Leadership skills**, all those competences related to supervision and personnel administration aspects. 3) **Seglytic skills**, which are all those competences related to the part of the strategic direction of the business, such as strategic planning and business development.

## Averages by role and competencies group

Competence groups	 Self-evaluation	 Internal customers	 Collaborators	 Chief	 Pairs	 Average
<b>Professional (management and intellectual skills)</b>	100.00	100.00	40.00	100.00	100.00	 88.00





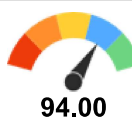

Competence groups	 Self-evaluation	 Internal customers	 Collaborators	 Chief	 Pairs	 Average
Leadership (Supervision Competencies)	94.29	94.29	62.86	77.14	100.00	 85.71
Executive (Strategic competencies)	80.00	80.00	40.00	40.00	100.00	 68.00
<b>Average</b>	<b>91.43</b>	<b>91.43</b>	<b>47.62</b>	<b>72.38</b>	<b>100.00</b>	














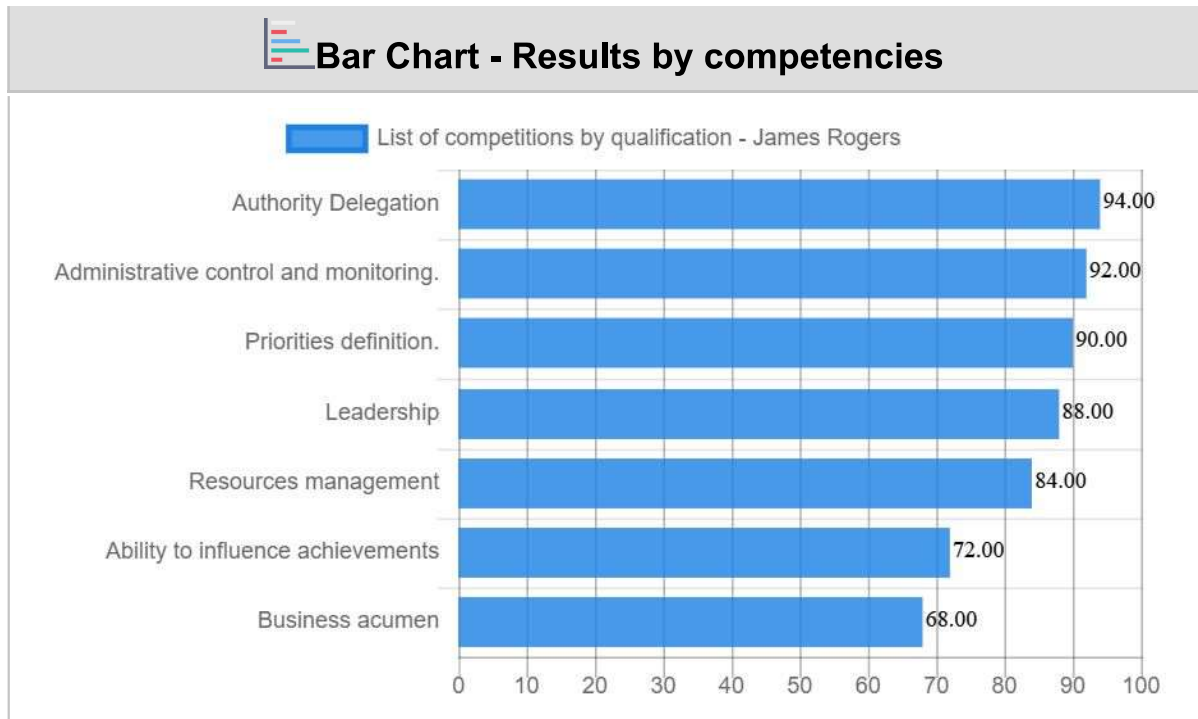
## Competency-by-competency analysis

### Averages of competencies grouped by role

The following table shows the qualifications of the competencies evaluated. These are sorted into averages in descending order. Higher ratings could represent the strengths of **James Rogers**.

Competencies assessed	 Self-evaluation	 Internal customers	 Collaborators	 Chief	 Pairs	 Average
Authority Delegation	100.00	100.00	90.00	80.00	100.00	 94.00
Administrative control and monitoring.	100.00	100.00	60.00	100.00	100.00	 92.00







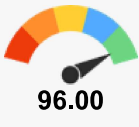
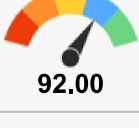
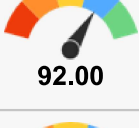

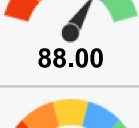

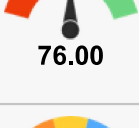


Competencies assessed	 Self-evaluation	 Internal customers	 Collaborators	 Chief	 Pairs	 Average
Priorities definition.	100.00	90.00	60.00	100.00	100.00	 90.00
Leadership	100.00	100.00	60.00	80.00	100.00	 88.00
Resources management	100.00	100.00	20.00	100.00	100.00	 84.00
Ability to influence achievements	80.00	90.00	40.00	50.00	100.00	 72.00
Business acumen	80.00	80.00	40.00	40.00	100.00	 68.00



## Analysis by questions

 - List of questions.

The following table shows the grades of the questions obtained by .

Evaluated behaviors	 Self-evaluation	 Internal customers	 Collaborators	 Chief	 Pairs	 Average
Delegates the organizational objectives considering the urgency and importance of these.	100.00	100.00	100.00	80.00	100.00	 96.00
Shows ability to establish monitoring procedures and regulating processes.	100.00	100.00	60.00	100.00	100.00	 92.00
Takes preventive measures to avoid possible urgent actions.	100.00	80.00	80.00	100.00	100.00	 92.00
When he assigns the activities, he explains to their colleagues what is expect from them.	100.00	100.00	80.00	80.00	100.00	 92.00
Focus his/her team towards essential and added-value activities.	100.00	100.00	40.00	100.00	100.00	 88.00
Teaches with his/her example the organizational values.	100.00	100.00	60.00	80.00	100.00	 88.00
Evaluates work processes to improve the use and management of resources	100.00	100.00	20.00	100.00	100.00	 84.00
Provides support and advice to partners on those problems that impede them from fulfilling their objectives.	60.00	100.00	60.00	60.00	100.00	 76.00
Convinces with logical arguments rather than impose his vision.	80.00	80.00	40.00	40.00	100.00	 68.00
Correctly and fairly distributes the objectives between the team members.	100.00	80.00	20.00	40.00	100.00	 68.00

## Comments made by evaluators

No comments logged

# Action plan focused on improvement

Description of the improvement objective	Concrete actions	Review Date/tracking
Observable Behavior with Low Score: Convince with logical arguments instead of imposing your vision.	James Rogers will be sent to the course: leadership techniques and effective persuasion. It will be evaluated 3 months later by means of its monthly performance the improvement in the convincing ability.	2021-11-01
Observable Behavior with Low Score: Distribute objectives correctly and fairly among team members.	James Rogers' commitment is to develop a plan with general objectives for the area, and to distribute equitably specific objectives and activities by each collaborator, indicating start and end dates, as well as deliverable expected by each one.	2021-12-10

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Signature of the evaluated  
**James Rogers**

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Supervisor's signature  
**Harper Henderson**