



THE TALENT ENTERPRISE

# 360 Degree Feedback at Signify

**Feedback Report for :** John Doe

**Date of Administration :** 12 Aug 2020

## 360 DEGREE FEEDBACK PROCESS AT SIGNIFY: ABOUT THIS REPORT

### An Introduction

The 360 Degree Feedback Process at Signify is a critical and powerful tool to support our own development, to understand our strengths and blindspots and to identify key priorities where we can change and develop further. Insights from this 360 Degree Feedback Process Report will help us reflect on ways that we can be more effective in our current roles, to develop further in our careers, to be more collaborative with our colleagues, and importantly, to deliver exceptional value to our customers.

When used effectively, your 360 Degree Feedback Process can:

- Encourage candid and honest feedback and communication between you, your peers and other key stakeholders
- Understand how aligned you are to Signify's values, including identifying areas strength and possible priorities for development.
- Appreciate how similar or different are your perceptions about your own strengths and blindspots, as compared to others.
- Build a quantitative baseline for the future to support your longer-term career journey at Signify.
- Help you identify key priorities and actions for future development.

### Key Aspects to Remember

- Please note that the 360 Degree Feedback Process at Signify has been initiated by you, in voluntary consultation with your direct manager and HR team. If needed, consult with your direct manager in order to choose a well-rounded evaluator pool, your 360 Degree Feedback Process Report is accessible directly and only by you, in keeping with Signify's confidentiality principles.
- This Report is expected to be a tool or aid to help you self reflect as well as identify areas of strength and development, hence, if needed, share your report with your direct manager, HR team and any other key stakeholders who may be able to support your career journey. Signify will not have access to your report unless you're willing to share it.
- Finally, in order to protect the confidentiality of your evaluators or reviewers, apart from the 'self' and 'manager' categories, where only one evaluator is expected to complete the feedback, you would need a minimum of 3 evaluators in every other category (peer, direct report, customer and other stakeholder) to receive their consolidated category feedback. In case a category consists of less than 3 evaluators; their feedback will not be shared in the specific category but grouped under 'others'.
- Finally, remember, it's important to keep an open mind to the feedback you receive, take the time to self reflect and prioritise 2-3 key actions or commitments that you're willing to undertake based on the outcomes from this report.

# 360 DEGREE FEEDBACK PROCESS AT SIGNIFY: ABOUT THIS REPORT

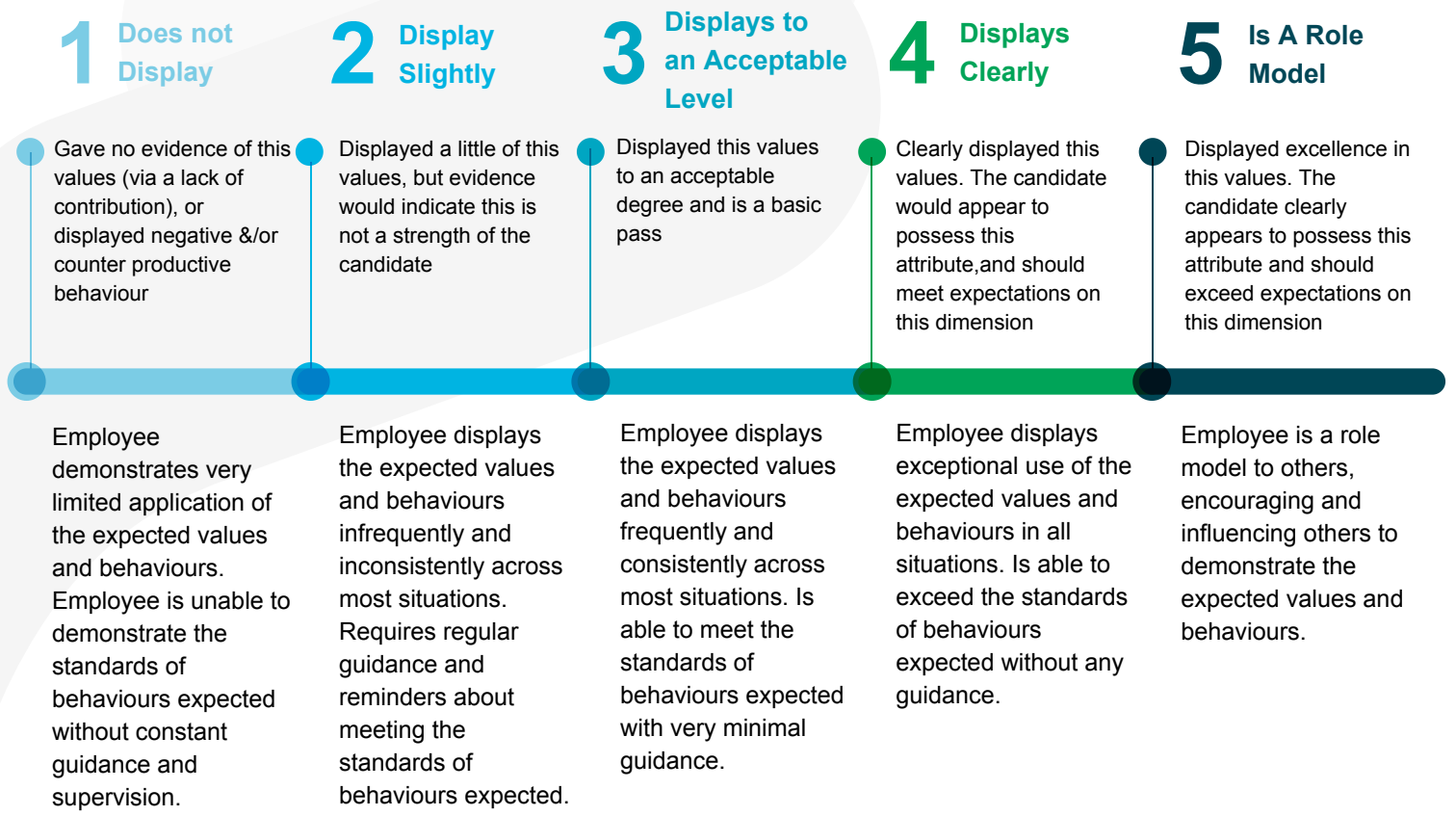
## Information About the 360 Degree Feedback Framework

Our Values shape and guide everything we do. All our colleagues, irrespective of their role, location or level, are expected to live our values every day with our colleagues and customers. Only by doing so, will we, collectively and collaboratively, achieve our organisational goals.

Your 360 Degree Feedback Process Report provides in-depth feedback on specific and demonstrable behaviours linked to our four values. In addition, as a senior leader within the organisation, a fifth dimension of Leading Transformation has been added to your feedback process.



All feedback has been reported on a 5-point rating scale based on your clear and consistent demonstration of the expected values and behaviours.



# 360 DEGREE FEEDBACK PROCESS AT SIGNIFY: ABOUT THIS REPORT










## Details on your Evaluators

The 360 Degree Feedback Process is a multi-evaluator process, where various stakeholders, including your line manager, peers and other stakeholders have shared their feedback on specific and demonstrable behaviours as defined by Signify's values.

Following is a summary of the evaluators or reviewers that were invited to complete your 360 Degree Feedback Process, and those who responded as per the timelines and guidelines specified.

Report Summary	
Number of evaluators invited	12
Number of evaluations received	12
Number of Self evaluations received	1
Number of Manager evaluations received	1
Number of Peer evaluations received	3
Number of Direct Report evaluations received	3
Number of Customer evaluations received	3
Number of Matrix Manager evaluations received	0
Number of Other Manager evaluations received	0
Number of Other Stakeholders evaluations received	0

REPORT SUMMARY	DEFINITIONS
 Self	This is you. Your name is be pre-populated
 Direct Manager	Your direct supervisor (mandatory)
 Other Manager	Someone to whom you report that is not your direct manager, or your previous manager
 Peer	Colleagues with whom you work closely who do not report to you
 Direct Reports	Colleagues who report directly to you
 Customer	Your internal and external customers
 Other Stakeholder	Other key stakeholders not defined by the above relationships

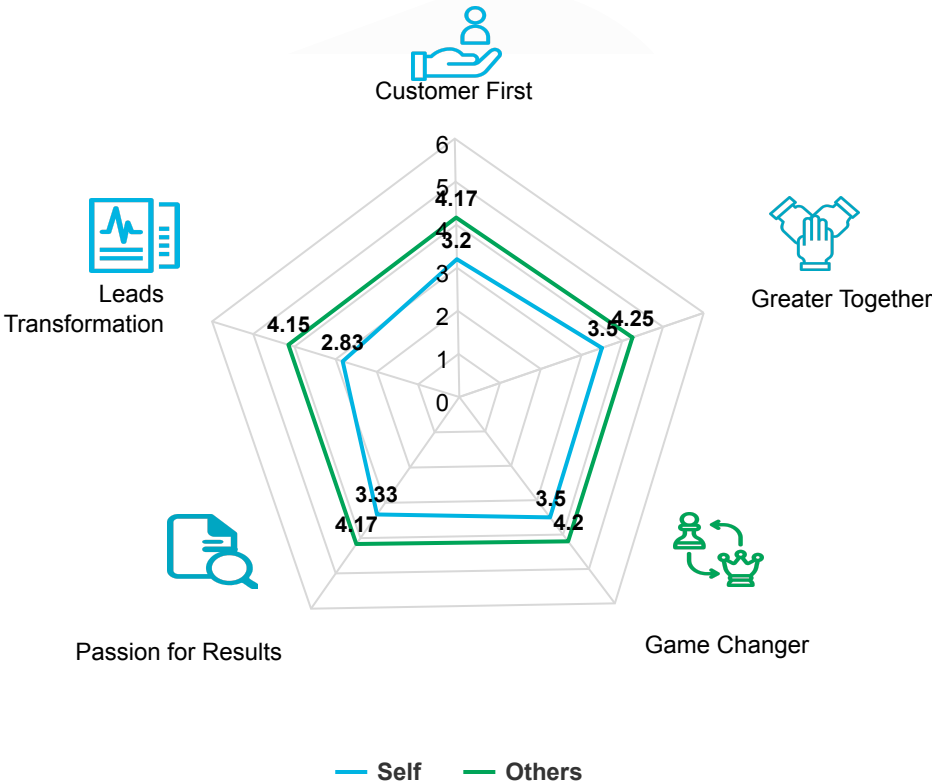
## SECTION ONE : OVERVIEW OF YOUR REPORT

### Details on your Evaluators

Your Values ‘web’ often known as a spider diagram represents the average rating given for each of Signify’s values by yourself and others. Higher ratings are plotted on the outskirts of the graph and lower ratings near the center.

**The difference between your own ratings and that of others outlines possible perception gaps:-**






- If your own rating is lower than the rating of others, this is a hidden strength to leverage. Your colleagues perceive you as demonstrating this Value significantly more often than you rated yourself.
- If your own rating is higher than the rating of others, this is a potential blindspot for you to watch. Your colleagues perceive you to demonstrate this Value significantly less frequently than you have rated yourself.



### While reviewing your Values ‘web’, take a note of:-

- What your highest and lowest scoring Values are.
- Are there Values where you rate yourself very differently from your colleagues? If so, why are you observed by your evaluators to demonstrate this Value more or less frequently than you thought?
- What are the most critical Values expected from your current role and seniority?
- Remember to stay focused on the overall picture!
- Remember to focus on significant differences or particularly high or low scores rather than small differences.

SECTION ONE: DRILL DOWN BY YOUR EVALUATORS

VALUES	DEVELOPMENTAL RATING		
	Areas Of Development	Strength	Role Model
<div><b>Customer First</b></div> <div>Integrating insights on customers, competitors, and markets and act to ensure we achieve winning customer-centric strategies. Carefully understanding customer and market insights to gain competitive advantage and focus on making a difference for our customers.</div>		<div>S3.2</div>	<div>M4.33</div> <div>P4.17</div> <div>DR4.44</div> <div>C3.84</div>
<div><b>Greater Together</b></div> <div>Actively foster trust and inclusion that enables individuals and teams to have open and courageous conversations, to develop themselves and put their best self forward. Taking pride in collaborating with my peers and colleagues across the world to build on our strengths and diversity, and work towards our shared goal.</div>		<div>S3.5</div>	<div>M4.33</div> <div>P4.22</div> <div>DR4.55</div> <div>C3.95</div>
<div><b>Game Changer</b></div> <div>Championing entrepreneurial behavior, accommodating mistakes and quick learning in the pursuit of stimulating growth and differentiation. Finding new ways to co-create and deliver meaningful innovation that delights our customers.</div>		<div>S3.5</div>	<div>M4.33</div> <div>P4.17</div> <div>DR4.22</div> <div>C4.16</div>
<div><b>Passion for Results</b></div> <div>Stretching myself and others to deliver on demanding targets, coaching and resourcing to win despite ambiguous or adverse situations. Holding myself and others accountable to deliver results, emphasising impact over effort.</div>		<div>S3.33</div>	<div>M4.33</div> <div>P4.11</div> <div>DR4.44</div> <div>C3.89</div>
<div><b>Leads Transformation</b></div> <div>Proactively challenges business as usual, delivering a transformational vision for meaningful market differentiation and long-term success. Drives meaningful change to support our organisational agenda and improve how we work together.</div>	<div>S2.83</div>		<div>M4.5</div> <div>P3.94</div> <div>DR4.33</div> <div>C4.05</div>

S

 Self 

M

 Manager 

P

 Peer 

DR

 Direct Report 

C

 Customer

SECTION TWO: A DETAILED REVIEW OF EACH OF VALUES

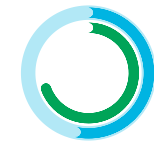


Customer First

Integrating insights on customers, competitors, and markets and act to ensure we achieve winning customer-centric strategies. Carefully understanding customer and market insights to gain competitive advantage and focus on making a difference for our customers.

Expected Level

- Applying
- Guiding
- Shaping



Self

Others

QUESTIONS	DEVELOPMENTAL RATING		
	Area Of Development	Strength	Role Model
Fosters and strengthens long-term customer and partner relationships by presenting a unified 'one-Signify' solution	<div>S1</div>		<div>M4</div> <div>4.67P</div> <div>4.67DR</div> <div>C4</div>
Actively translates customers needs into action by creating customer centric strategies and delivering highly competitive business plans		<div>S3</div> <div>C3.33</div>	<div>M4</div> <div>P4.33</div> <div>5DR</div>
Identifies new opportunities to drive greater customer impact by pro-actively integrating market intelligence, trends and competitor activity		<div>S3</div> <div>M3</div> <div>C3.33</div>	<div>P4</div> <div>4.67DR</div>
Builds appropriate, broad, cross-boundary and strategic networks with key players, including customers, business partners and regulators			<div>S4</div> <div>5M</div> <div>3.67P</div> <div>DR4.33</div> <div>3.67C</div>
Responds flexibly to shifting market conditions and changing customer needs, adjusting own and others plans accordingly			<div>5S</div> <div>5M</div> <div>P4</div> <div>3.67DR</div> <div>C4</div>
Supports others in relentlessly taking a customer perspective and adjusting their goals and actions accordingly			<div>5M</div> <div>P4.33</div> <div>DR4.33</div> <div>4.67C</div>

S

 Self

M

 Manager

P

 Peer

DR

 Direct Report

C

 Customer



## SECTION TWO: A DETAILED REVIEW OF EACH OF VALUES

### Developmental Recommendations

Below are some possible developmental recommendations for you to consider and get you started. You are encouraged to reflect on and identify key priorities and actions for change which are specific, personalised and relevant for your own career development.

#### Possible Developmental Recommendations to Consider

- Keep up to date with market, competitor and industry developments.
- Pro-actively find innovative and practical ways to anticipate and understand customer needs, mapping changing expectations and market dynamics.
- Think about all your key customers and stakeholders, both direct and indirect, internal and external, and reflect on how you're adding value to each of them, enabling cross-cultural collaboration.
- Reach out to other Signify offices, markets and geographies, sharing insights and learning about the similarities and differences in customer needs and service delivery.
- Communicate, deliver and advocate Signify's customer value proposition to key internal stakeholders at various forms, events and platforms.



### SECTION THREE: OPEN-ENDED QUESTIONS

Keeping your current role in mind, what would be described as your areas of strength?

#### Self

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui ratione voluptatem sequi nesciunt. Neque porro quisquam est, qui dolorem ipsum quia dolor sit amet, consectetur,

Keeping the person's current role in mind, what would be described as their areas of strength?

#### Others

Passion Respect Care
fgasdfgas fas gasfg asdfg
adsfgadfgadsfg
Organizational Skills
sgadsfgdsaf
dygda asdf gsd SDg SFDG
sfgsdf SD XC SDF SD sdzxcv zxcv
asdfgasdfgasdfg asa sfg as
asfga adsfg ast asfg asdfg asdf aert asdf asdfg
sdfgasg asd sadf asdf asdfg

SECTION FOUR: YOUR DEVELOPMENT COMMITMENT

DEVELOPMENTAL RECOMMENDATION			
	WHO	START DOING / DO MORE OF	STOP DOING / DO LESS OF
	MYSELF WHAT ACTION WILL I PERSONALLY TAKE?		
MY COMMITMENT	OTHERS HOW CAN OTHERS SUPPORT ME?		



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