



lumus360
everything 360 degree feedback

Managers Summary Report

Lumus360 - The UK's leading provider of 360 degree feedback

Web: www.lumus360.co.uk

Tel: +44 (0)1291 637380

Email: support@lumus360.co.uk

Introduction – Managers Summary Report

lumus360
everything 360 degree feedback

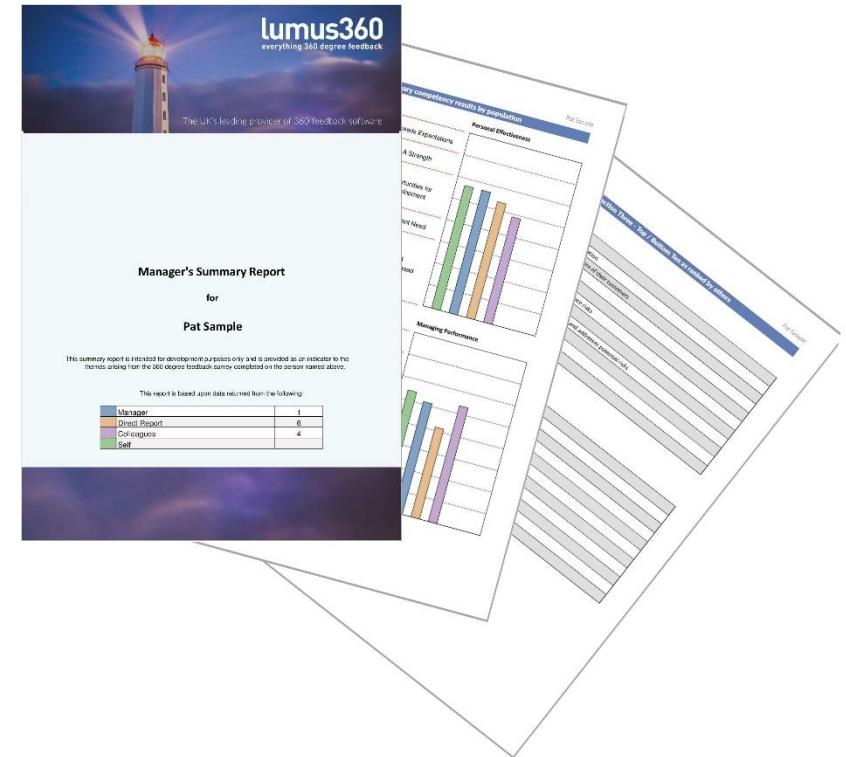
The Lumus360 Managers Summary Report has been specifically designed to provide line managers with a comprehensive overview of an individual's 360 report.

In 4 pages, the report provides the high level information needed to hold focused development discussions without the need to plough through 40 pages of individual ratings and personalised feedback comments.

It contains:

- Summary by competency areas
- Highest and lowest rated competency areas by each group
- Top and bottom 10 ratings

Summative insight in a simple format



Section One (Feedback Summary)

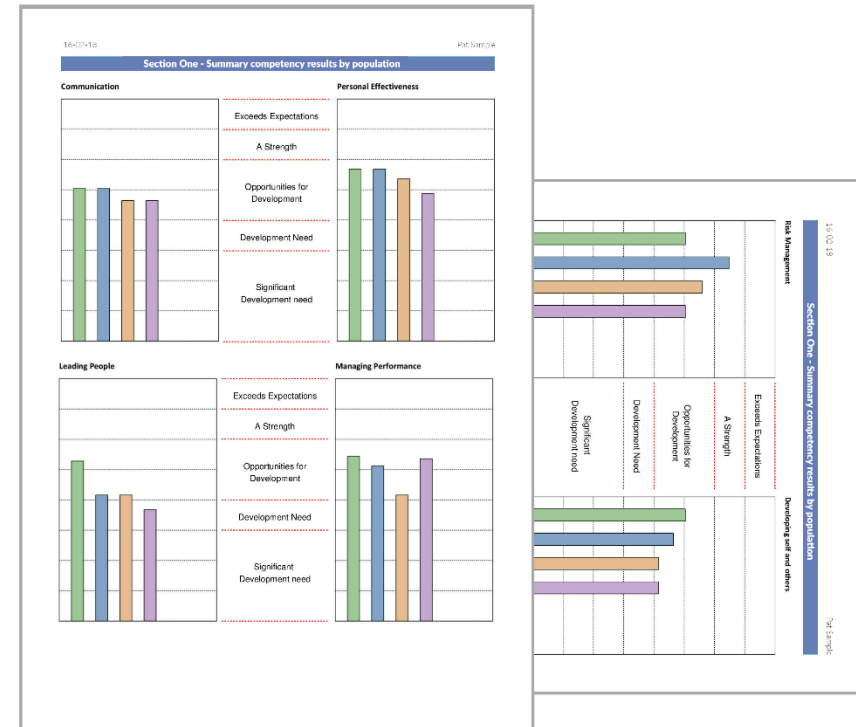


This section shows summative ratings in relation to perceived strengths and development needs for each of the competency areas.

Ideal for:

- Identifying overall trends and discrepancies
- Spotting differences in group perceptions
- Reviewing prioritised group themes - The positive and developmental messages coming from each feedback population

Clear, simple and concise



Section Two (Group Themes)

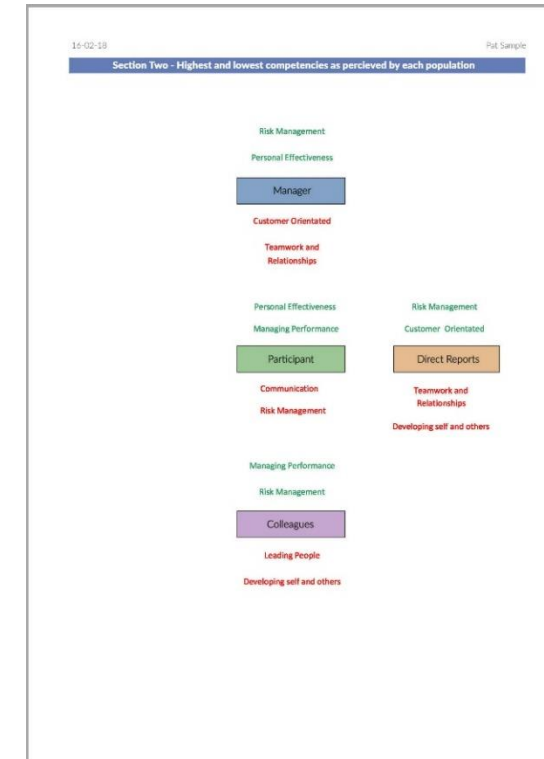


This section gives the highest and lowest rated areas by each of the feedback groups against the competency areas.

Ideal for:

- Understanding the key development messages from each feedback group
- Drawing overall development and strength opportunity messages
- Clarifying differences (and similarities) in group perceptions

Summarising key messages



Section Four (Top/ Bottom 10)



This section provides the individual leadership behaviours rated highest and lowest by all responding groups.

Ideal for:

- Highlighting highs and lows
- Confirming key messages
- Drawing specific conclusions

Breadth and depth in one table

16-02-18 Pit Sample

Section Three - Top / Bottom Ten as ranked by others

Top Ten

This person...

- Complies with Health & Safety legislation
- Understands the needs and expectations of their customers
- Does what they say i.e. is accountable
- Sets high personal standards
- Proactively looks for ways to reduce workplace risks
- Demonstrates accuracy and thoroughness
- Creates a working environment that recognises and addresses potential risks
- Effectively prioritises their work
- Is proactive and achievement oriented
- Has credibility in own area of expertise

Bottom Ten

This person...

- Takes appropriate risks to achieve desired goals
- Expresses disagreement tactfully
- Empowers their team to make decisions and take action
- Uses a range of influencing styles
- Prepares people for change
- Asks for feedback
- Demonstrates trust in others
- Supports individuals through the change process
- Motivates others to achieve what is required
- Is interested in what others think / believe

What next ...



info@lumus360.co.uk



[01291 637 380](tel:01291 637 380)



[Download full report](#)