LUMUS360

Feedback that drives change

Training Needs Analysis / Group Report

Sample Report

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High Level Summary

A ranked high level overview that enables themes at dimension level to be Identified

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Ranked Results by individual question

This section provides a ranked (highest to lowest) breakdown of all of the questions within the survey, showing both the ‘average ratings’ from each respondent group and the range of individual responses within them.

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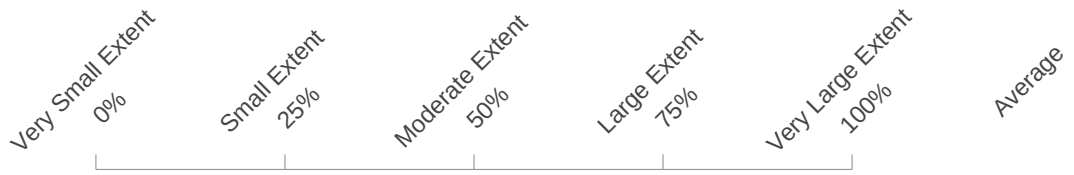
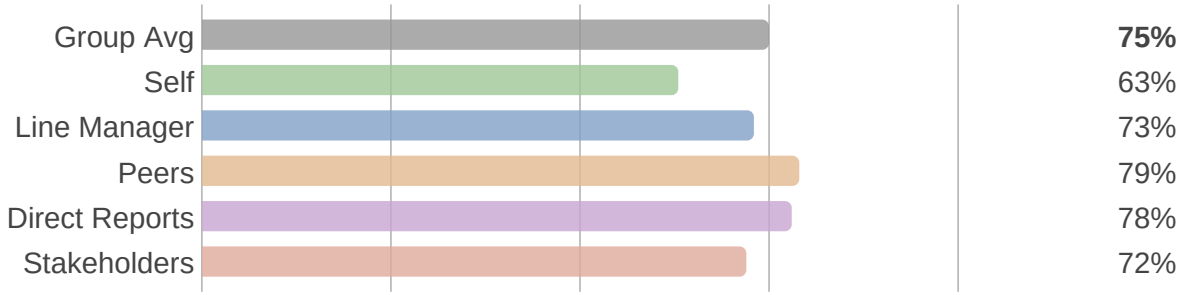
Introduction

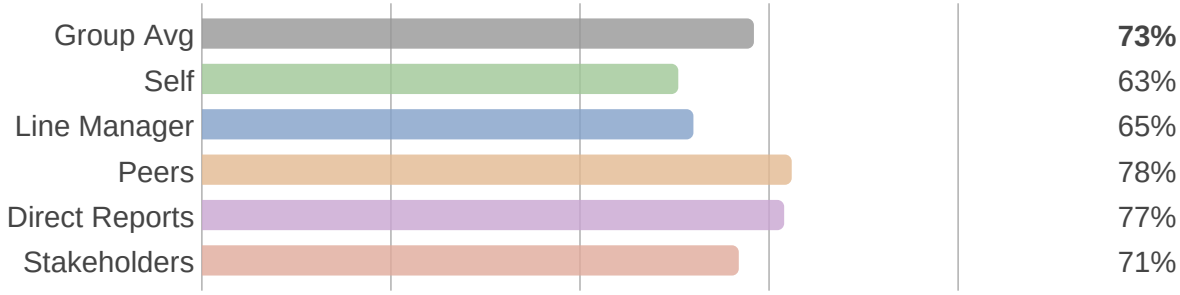
The following provides a ranked summary of the dimension areas. Each bar shows the average respondent rating for all of the questions within that dimension.
The group average does not include participants self-ratings.



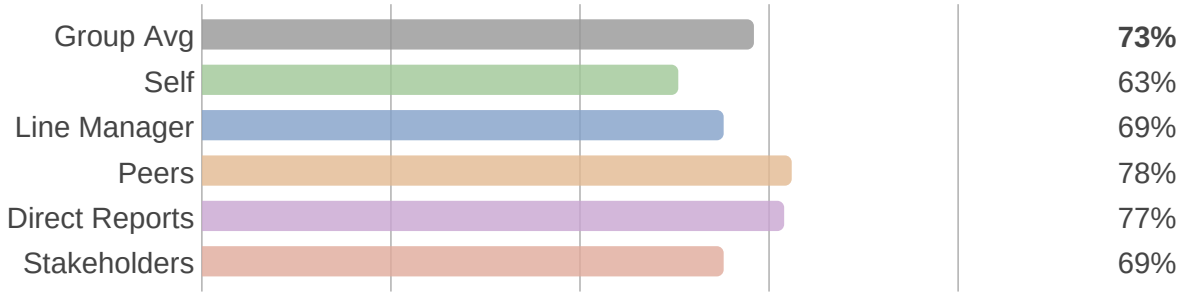
3. Personal Effectiveness



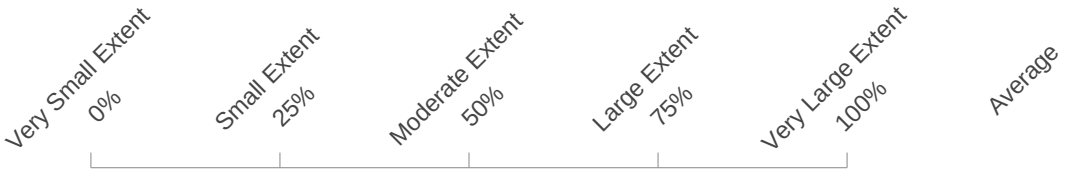
2. Relationships



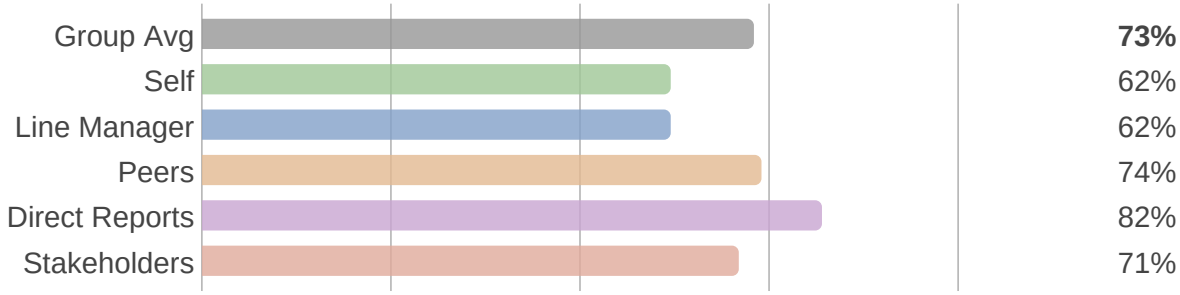
4. Continuous Improvement



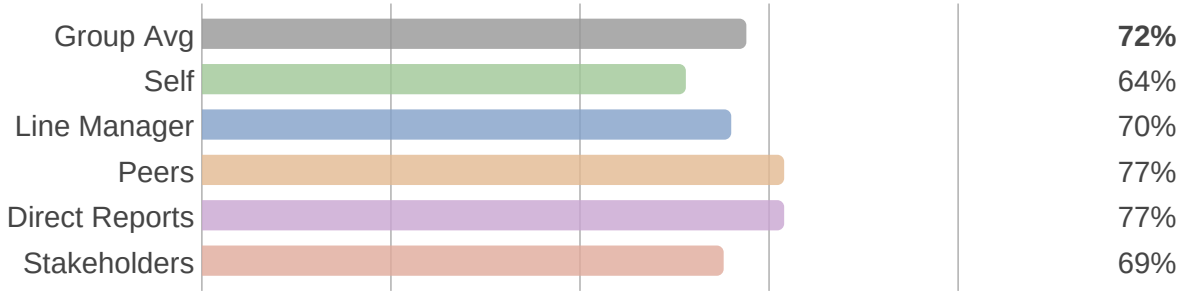
High Level Summary



5. Strategic / Business Skills



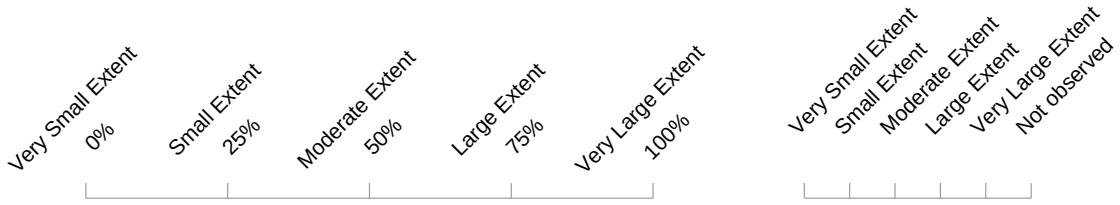
1. Leading People



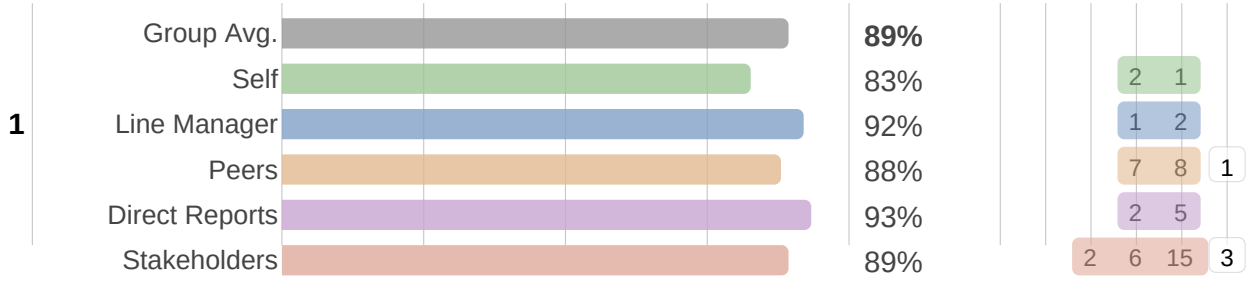
Results Ranked

This section provides a breakdown of responses to each of the questions within the survey, showing both the 'average ratings' from each respondent group and the range of individual responses within them.
It is presented in a format that will enable you to identify at question/individual behaviour level:

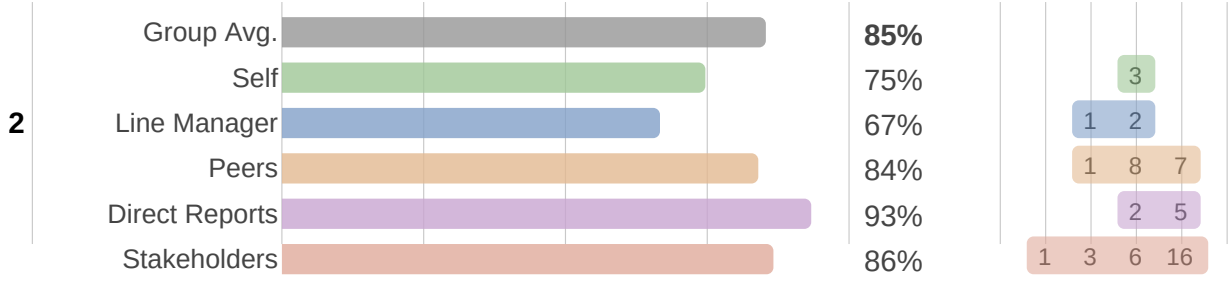
Results - Ranked



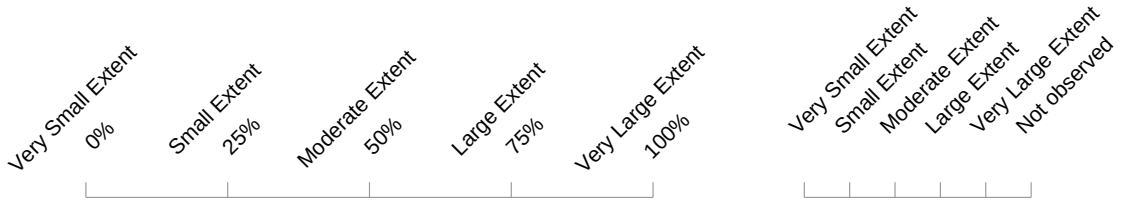
1.10 Act with honesty and integrity



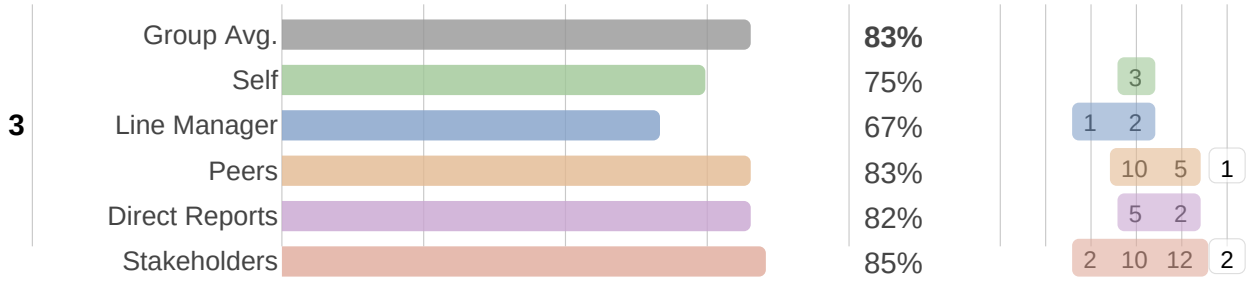
2.4 Treat others with respect and dignity



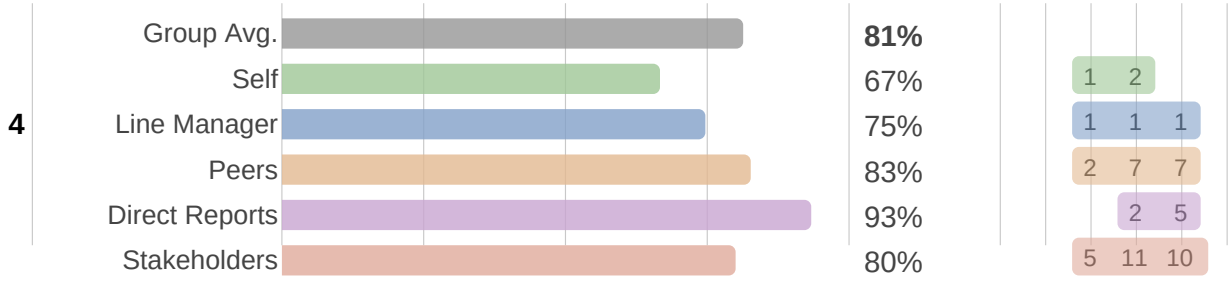
Results - Ranked



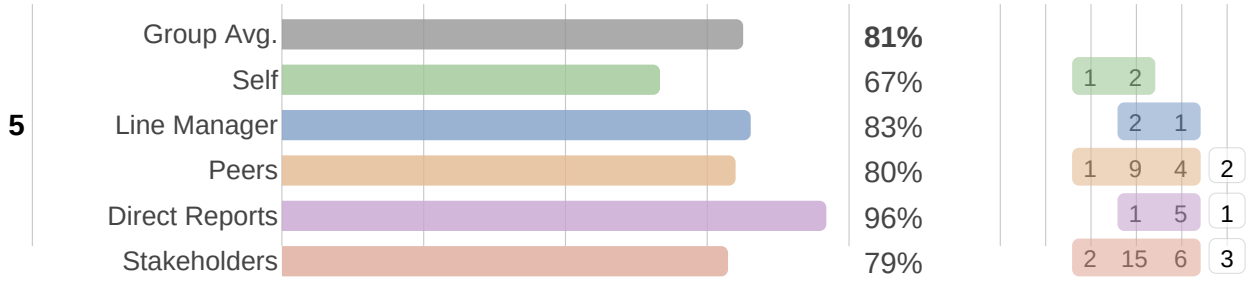
3.6 Show integrity and fairness in decision making



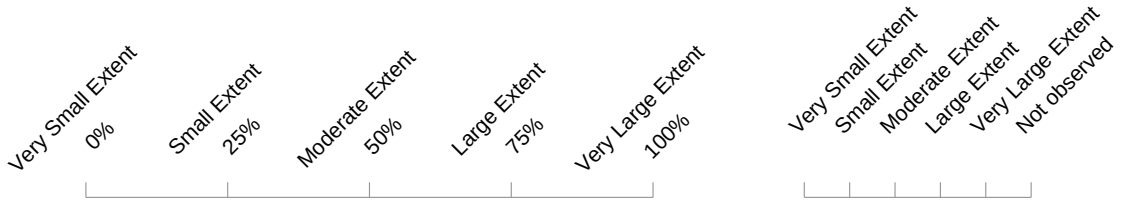
2.10 Interact with people openly and directly



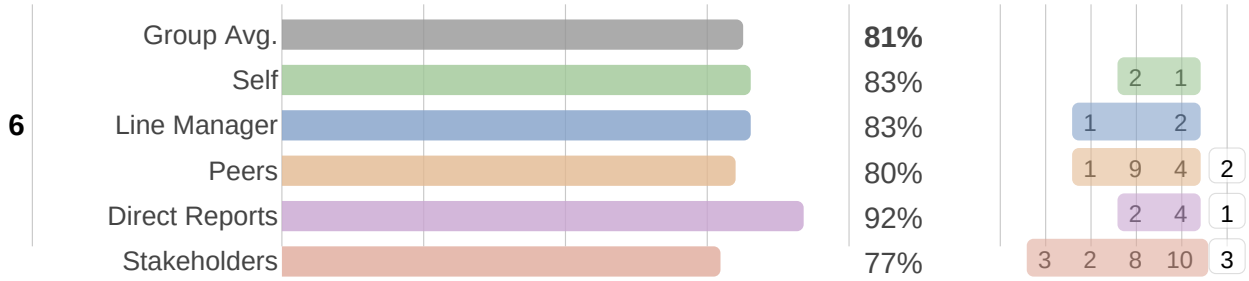
4.1 Look for ways to improve cost effectiveness whilst maintaining / improving quality of service



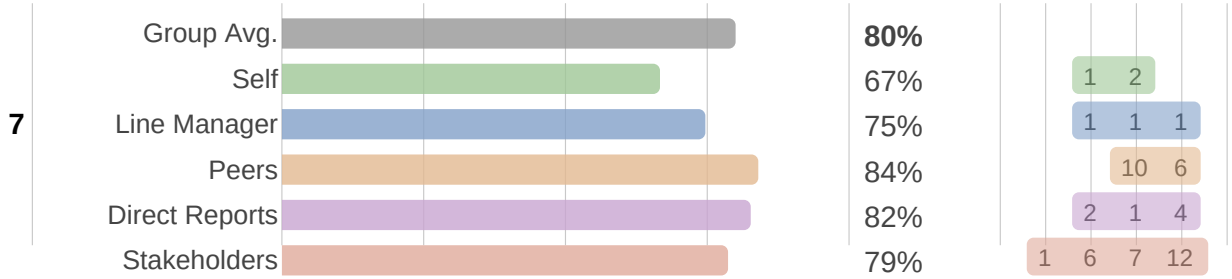
Results - Ranked



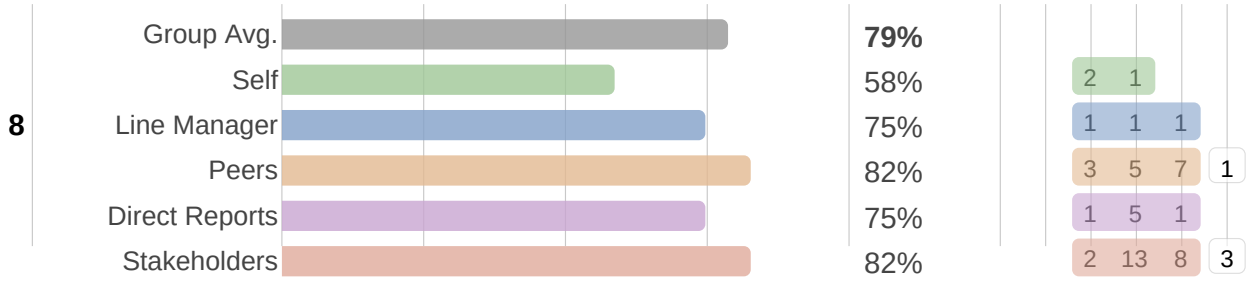
1.5 Demonstrate accountability for their actions/ take responsibility



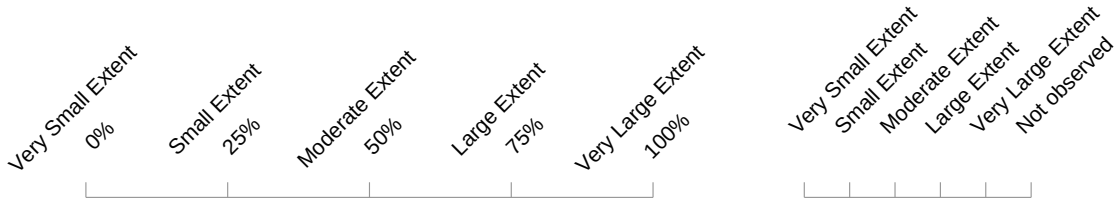
1.7 Champion the organisation's values



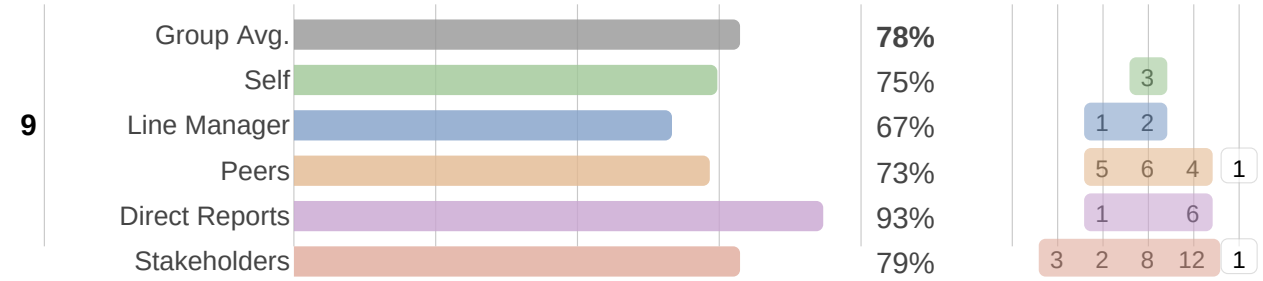
2.5 Value diversity



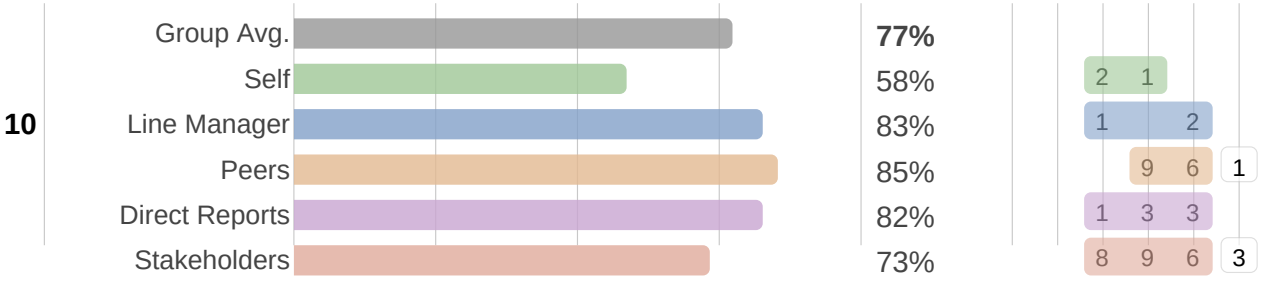
Results - Ranked



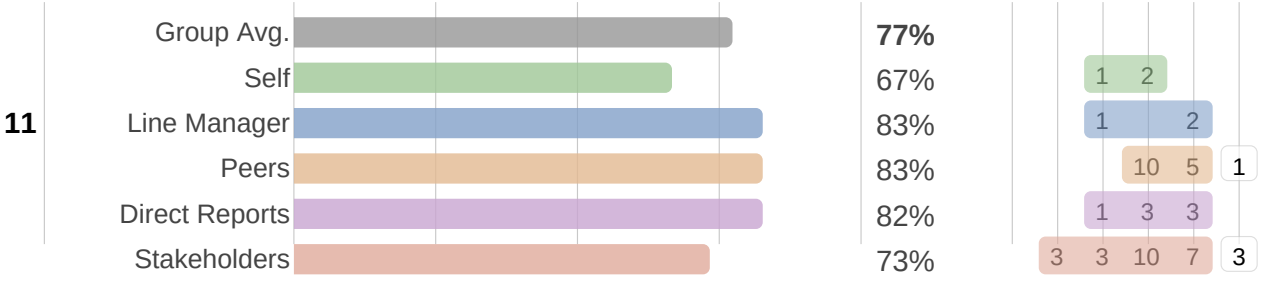
5.1 Consider the bigger picture and think strategically



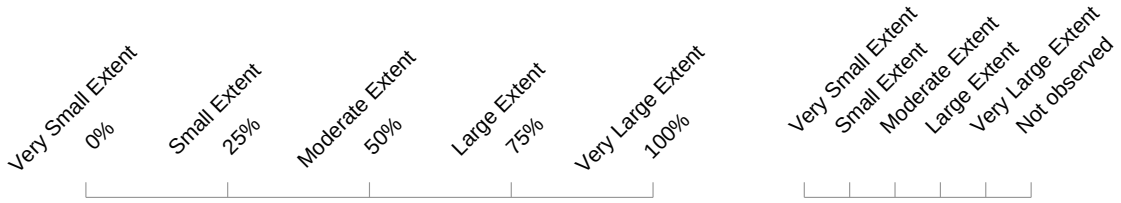
3.2 Handle multiple demands and competing priorities



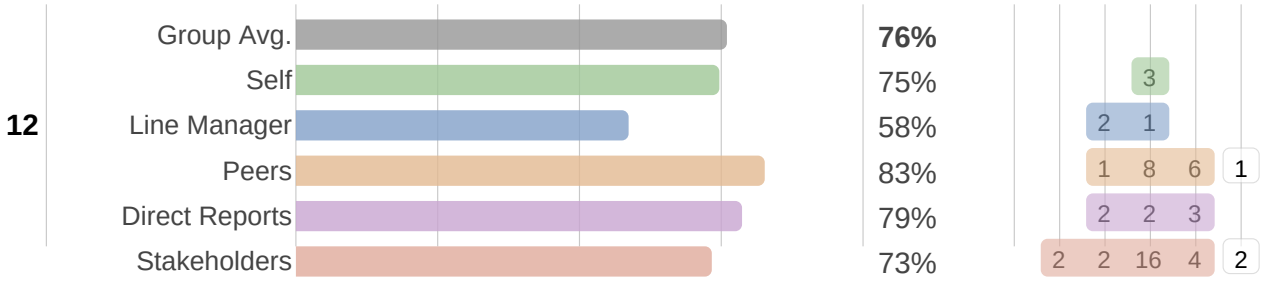
3.5 Follow through and make things happen



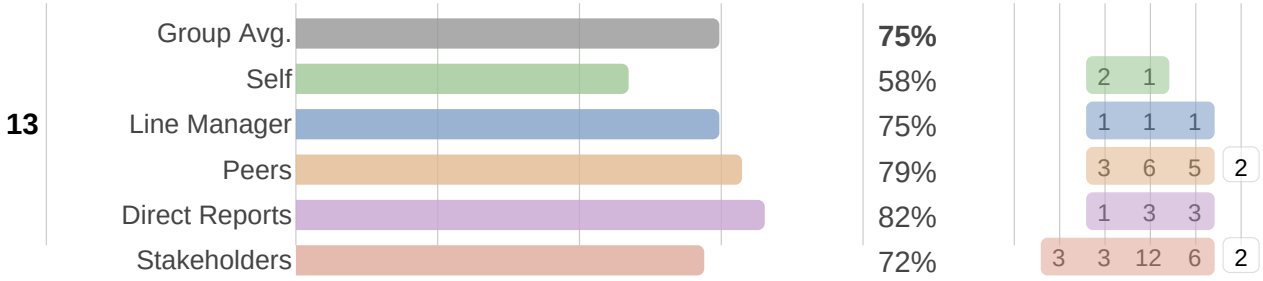
Results - Ranked



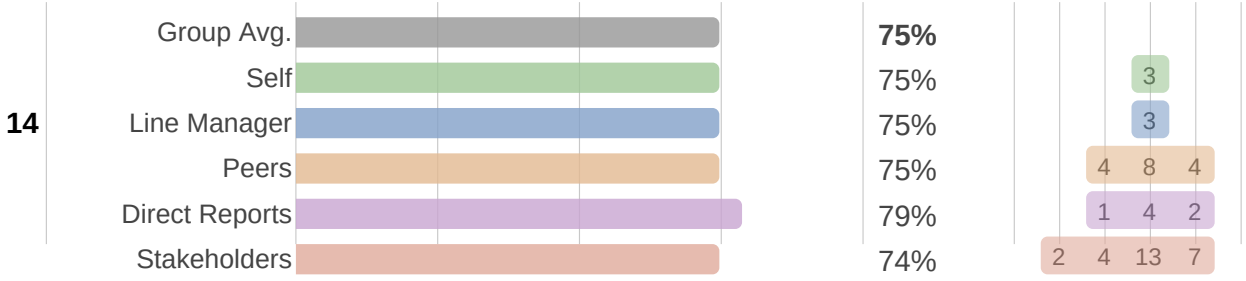
1.12 Let people know when they are performing well



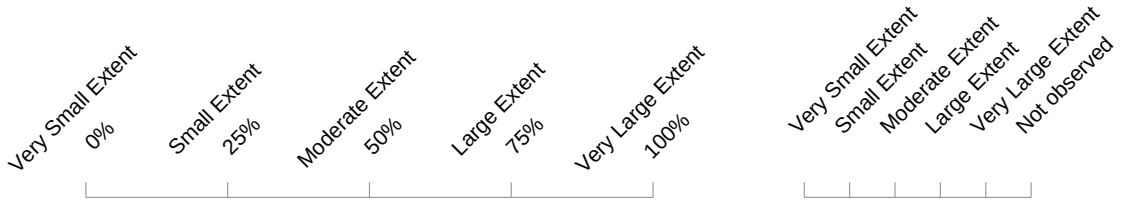
3.9 Show consistency between actions and words



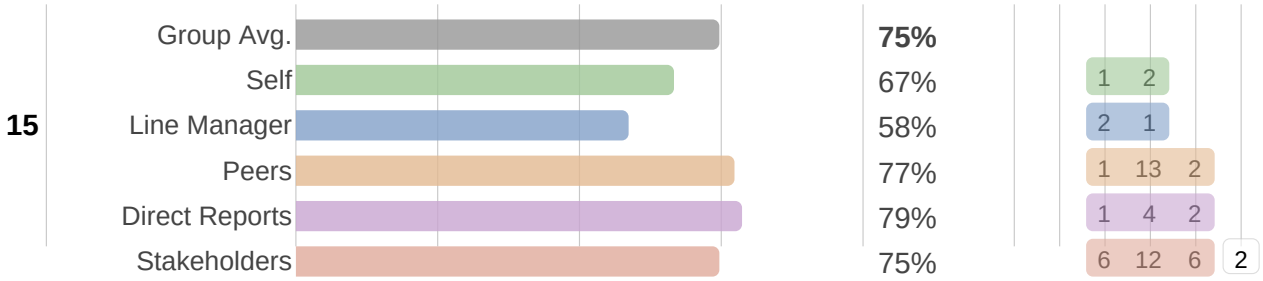
2.9 Encourage others to voice honest opinions



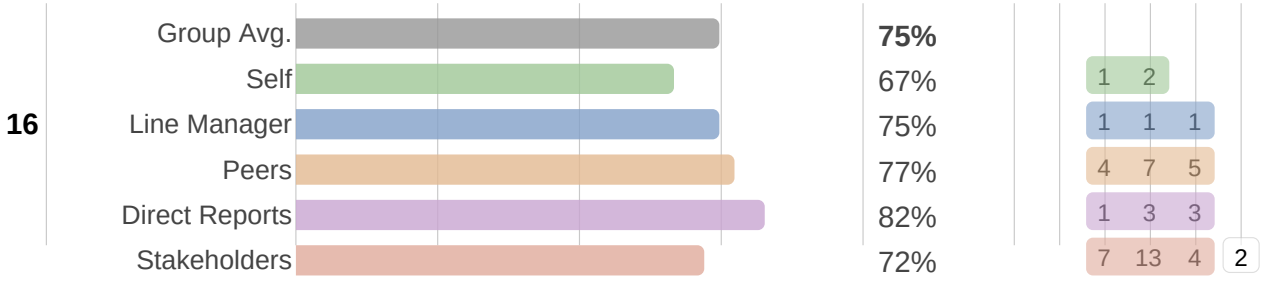
Results - Ranked



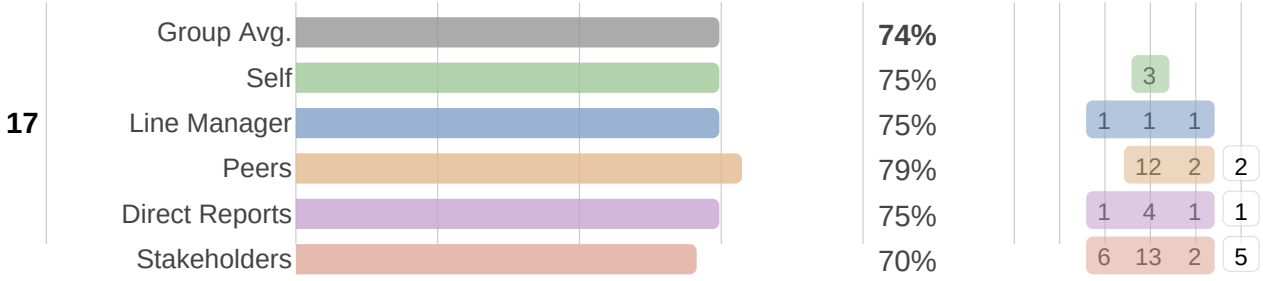
4.3 Gain the buy-in and cooperation of others



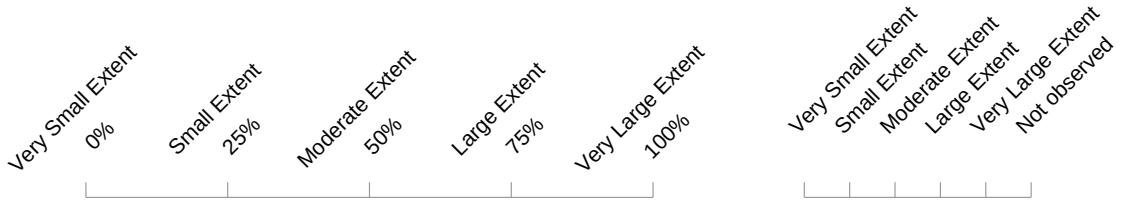
4.8 Show commitment to growing leadership talent



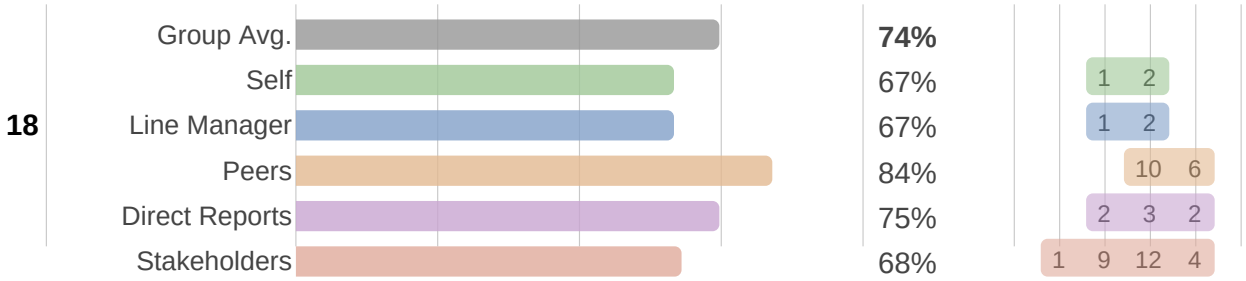
3.4 Understand own personal strengths and weaknesses



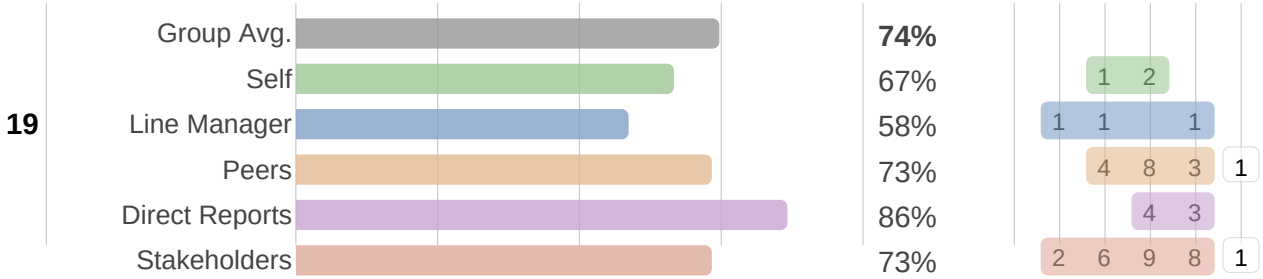
Results - Ranked



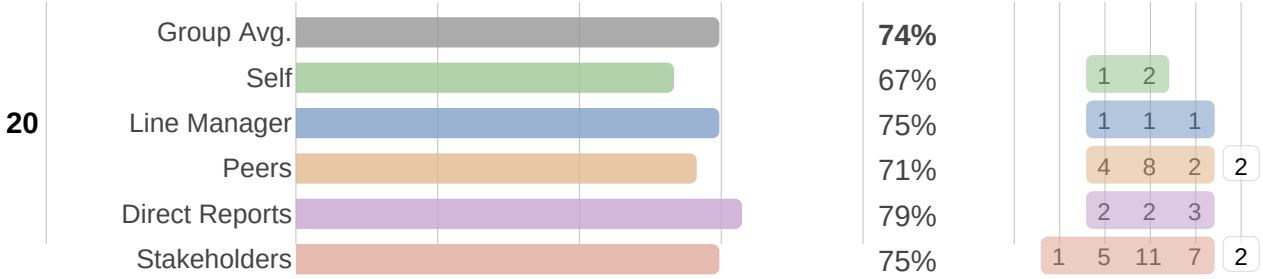
2.13 Listen carefully to input before speaking



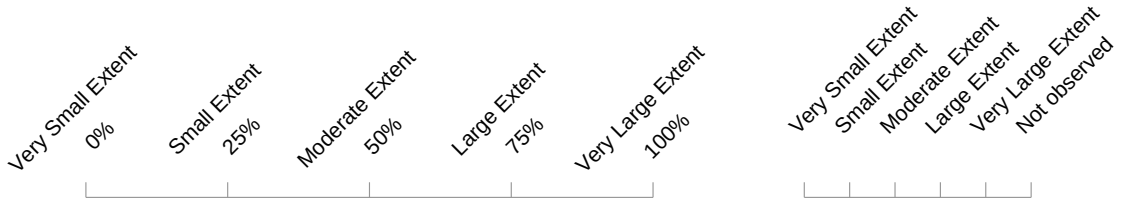
5.3 Work with the whole organisation in mind



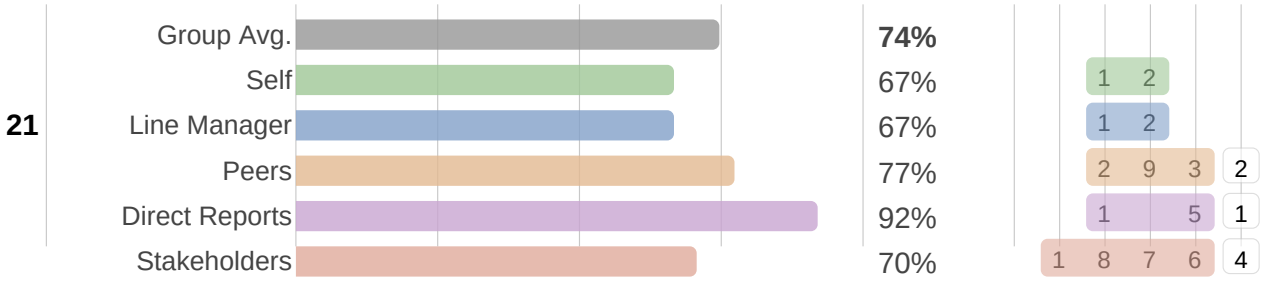
1.1 Align others to the Strategy and Vision



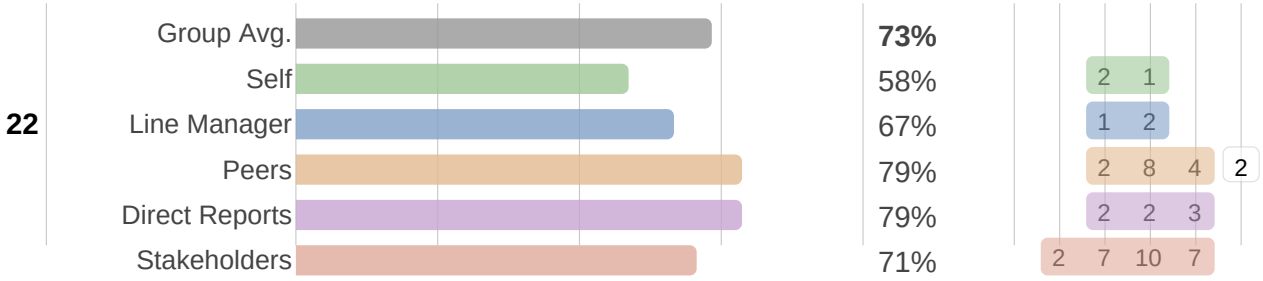
Results - Ranked



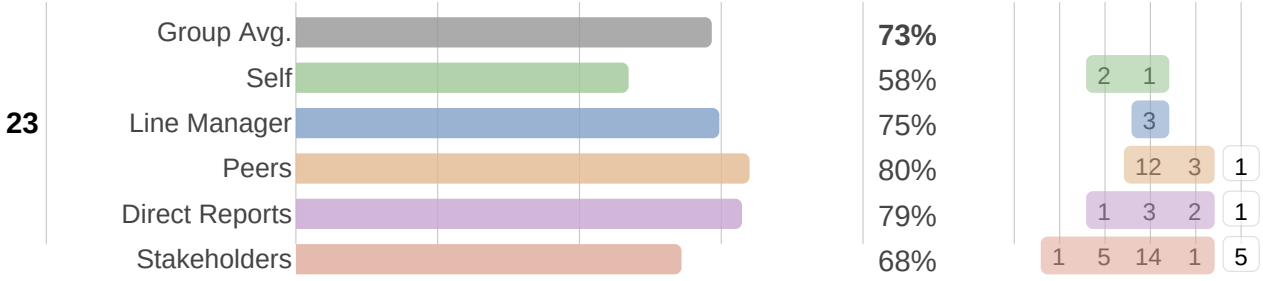
1.17 Create a blame free culture



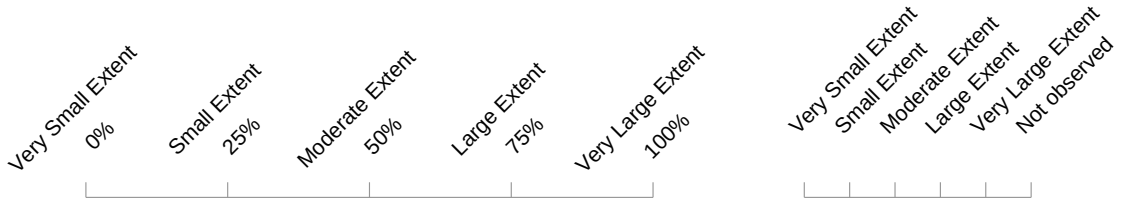
3.8 Regard the development of their staff as a key priority



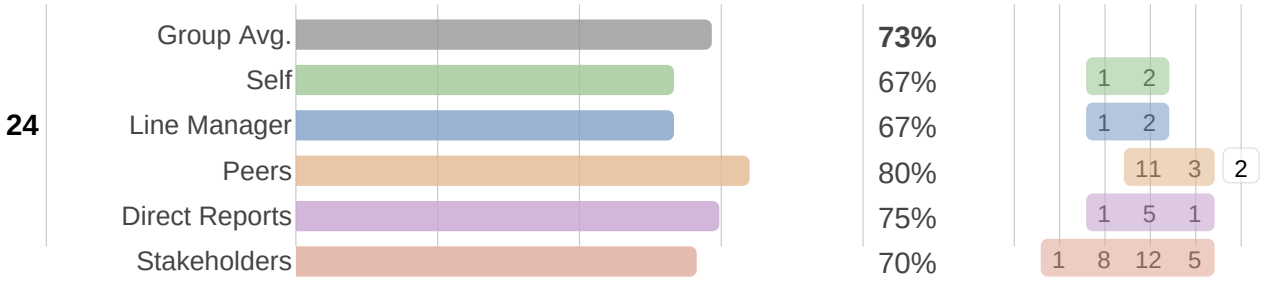
4.2 Lead and manage well in turbulent times



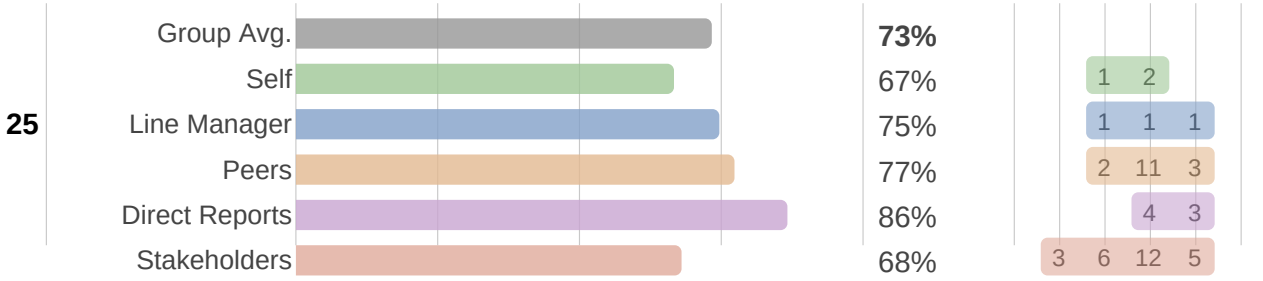
Results - Ranked



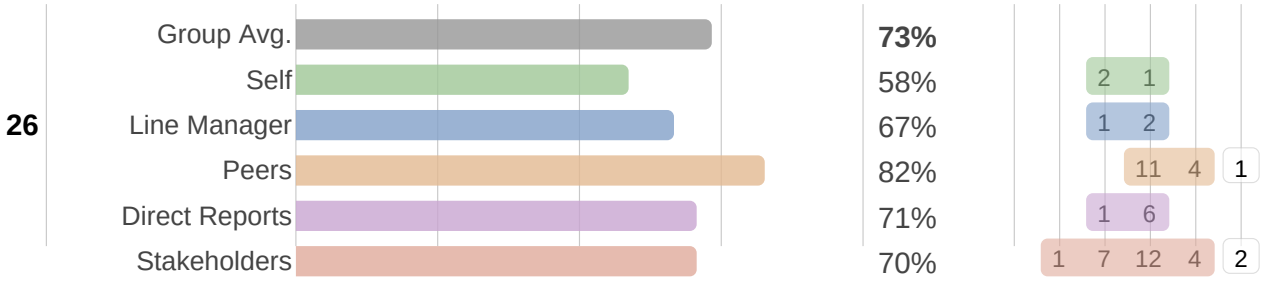
4.4 Give people a sense that change is achievable and that their contribution matters



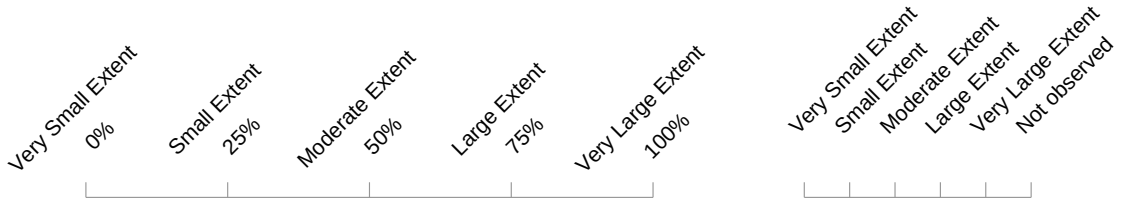
1.3 Lead by example



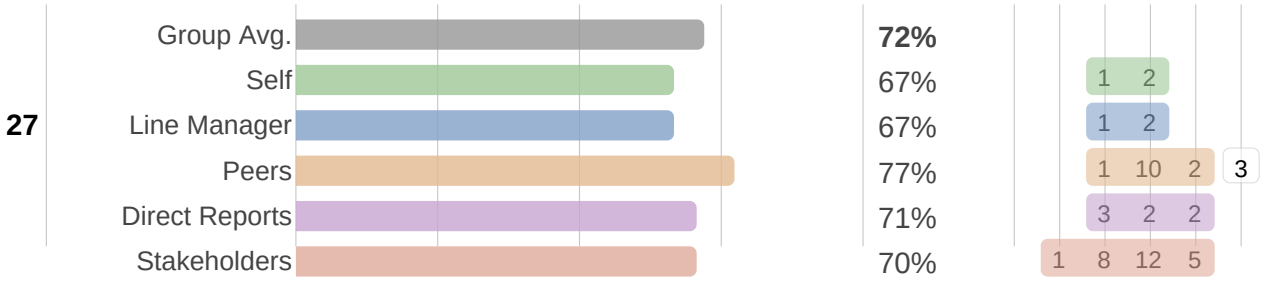
1.16 Provide clear direction for the team



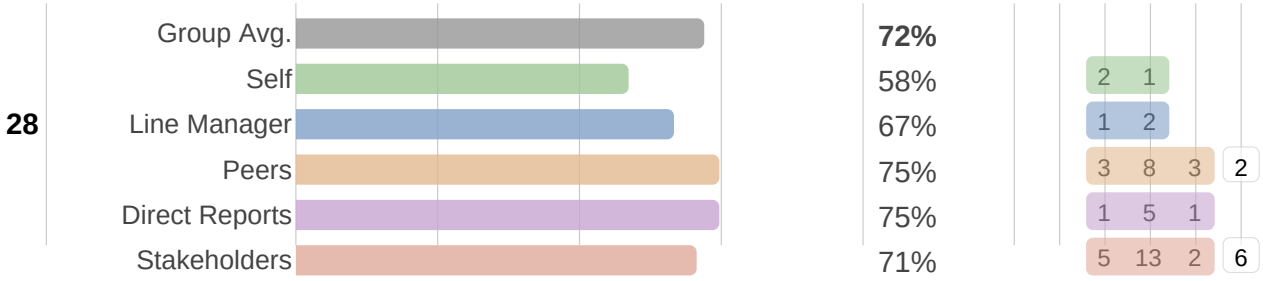
Results - Ranked



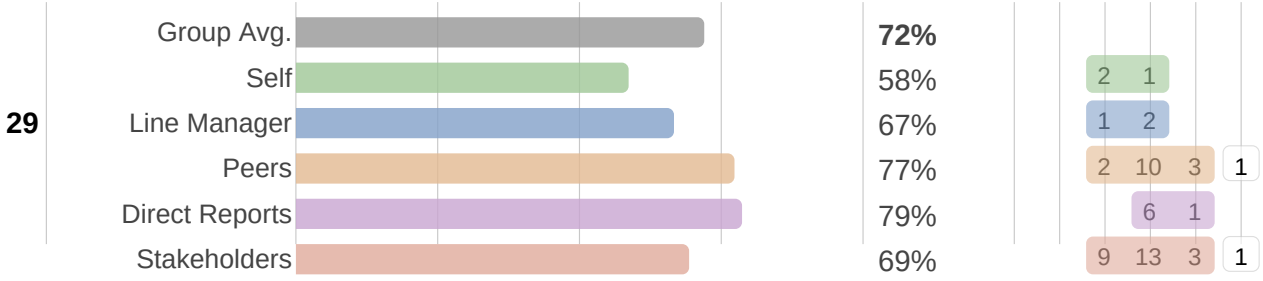
1.2 Inspire/motivate others to give their best



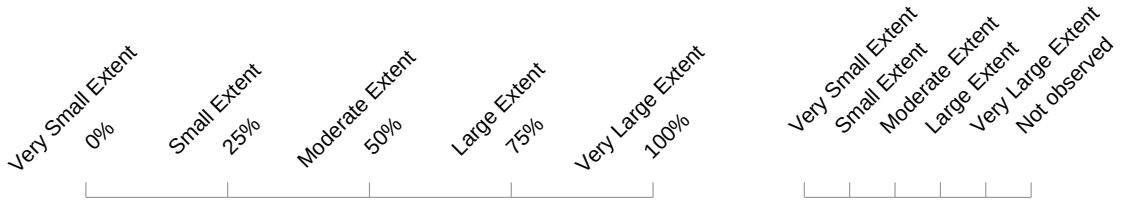
1.8 Delegate authority



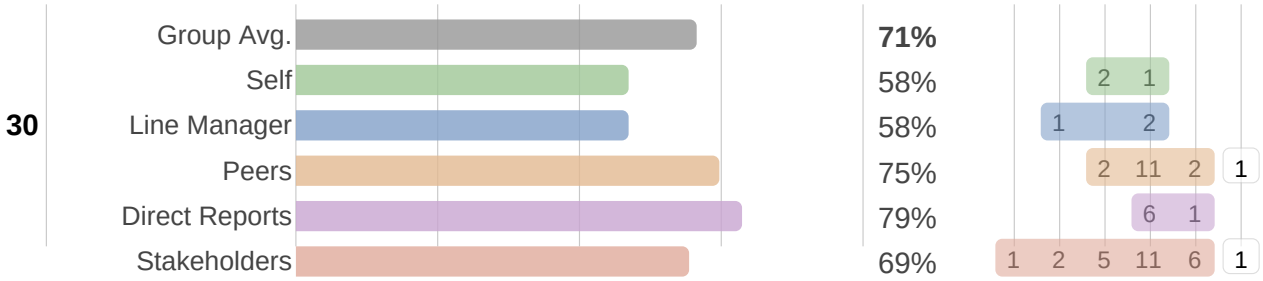
1.11 Get top level performance from others



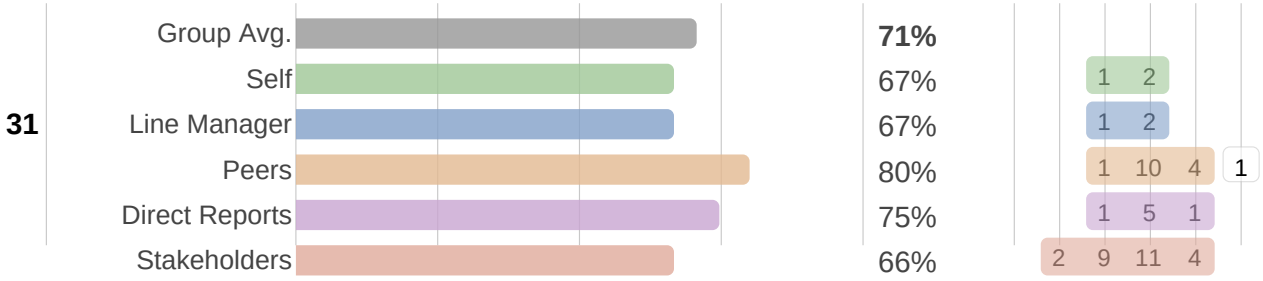
Results - Ranked



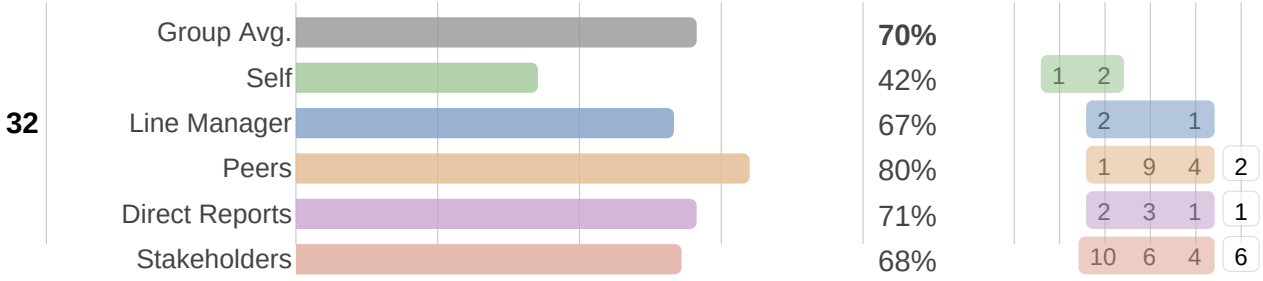
5.4 Work collaboratively with other business areas



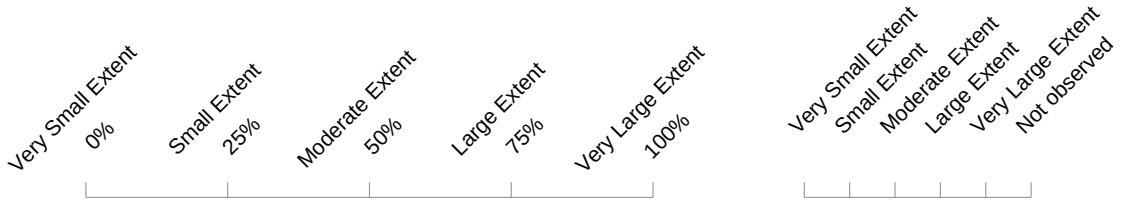
1.15 Build a high performing team



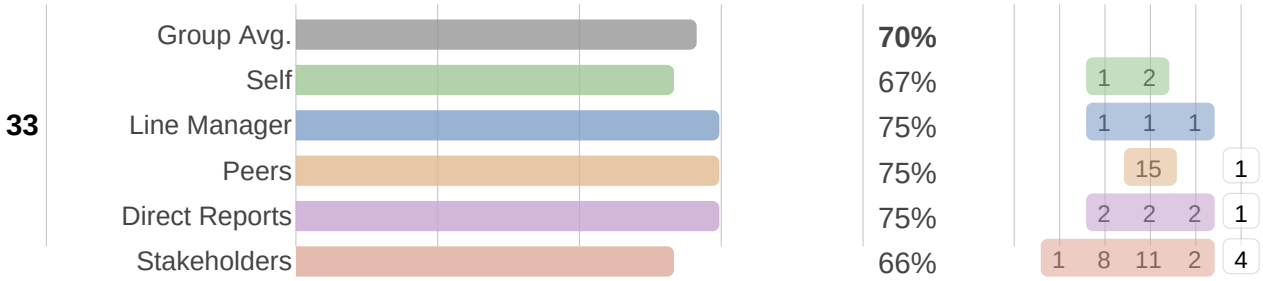
3.1 Manage their time well



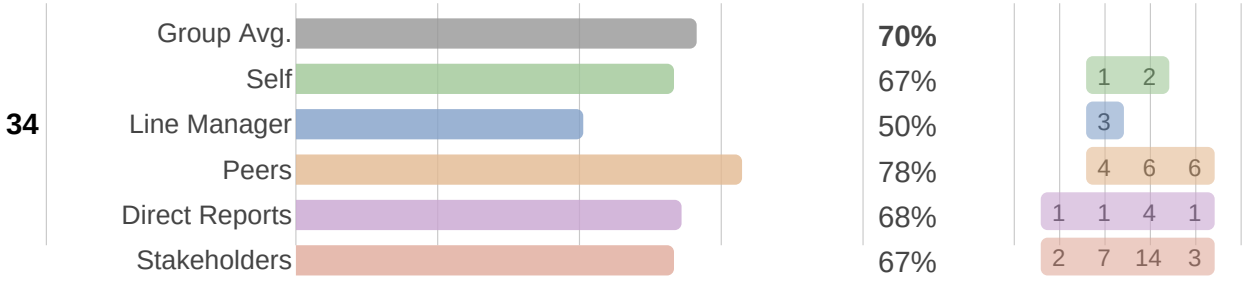
Results - Ranked



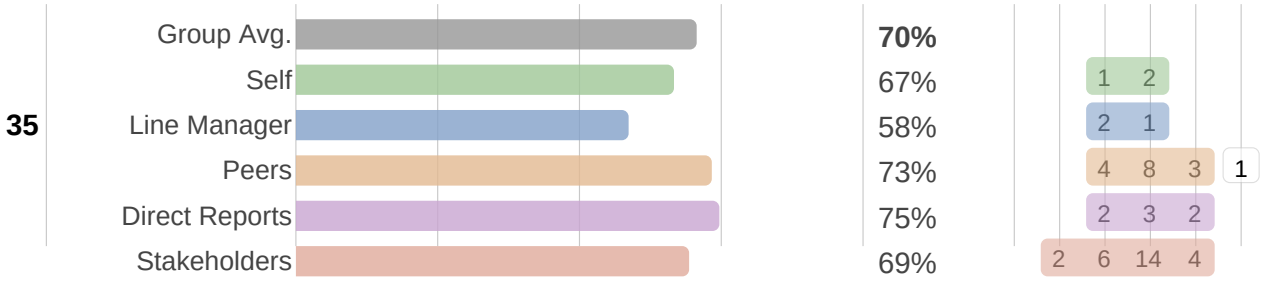
3.3 React positively under pressure



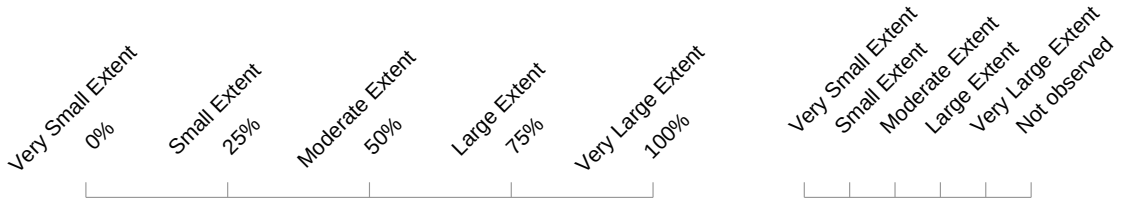
2.2 Show interest in what others think / believe



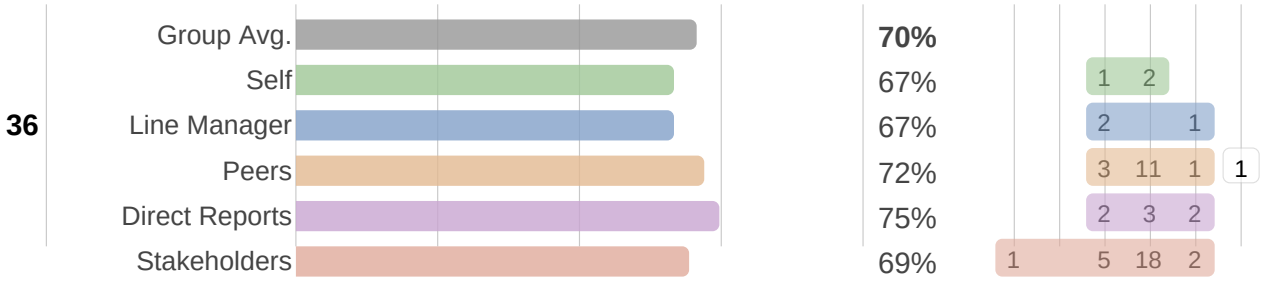
2.3 Bring out the best in people



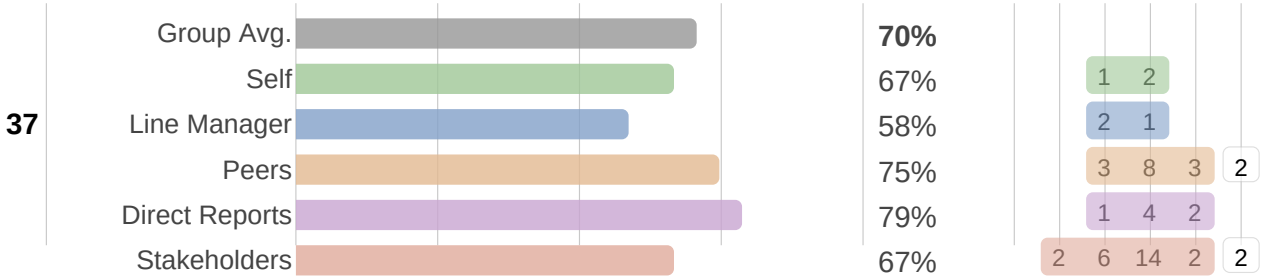
Results - Ranked



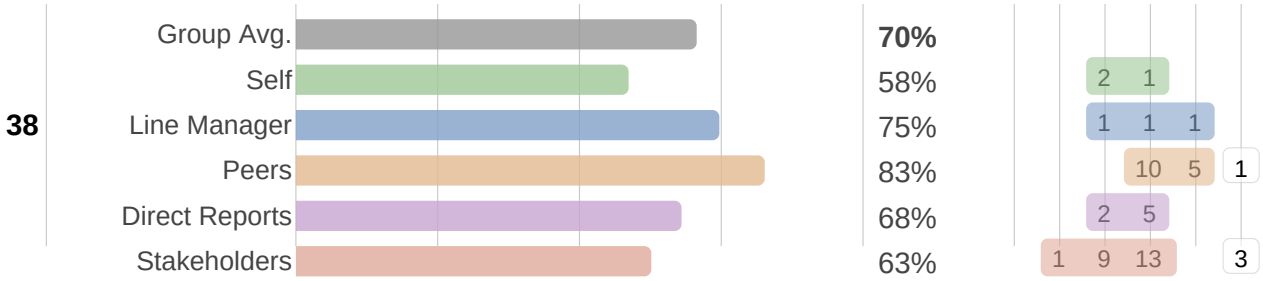
2.6 Value differences in opinions



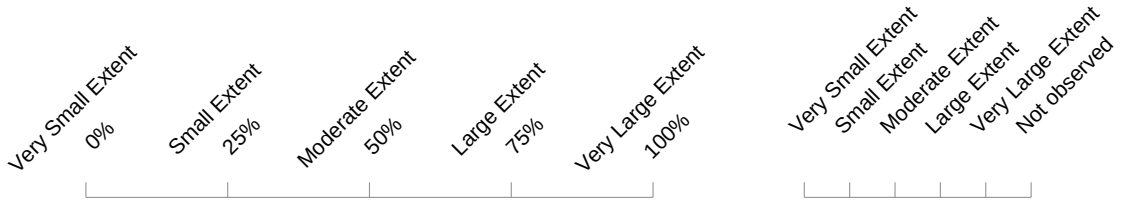
2.7 Demonstrate emotional intelligence



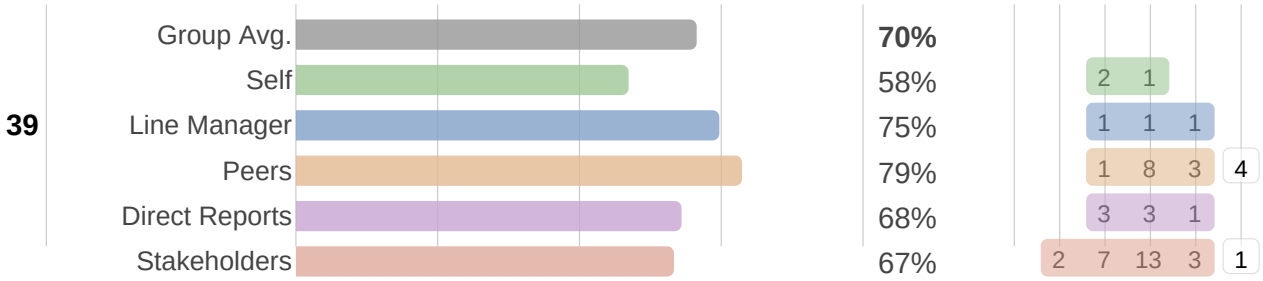
2.11 Provide people with the information they need



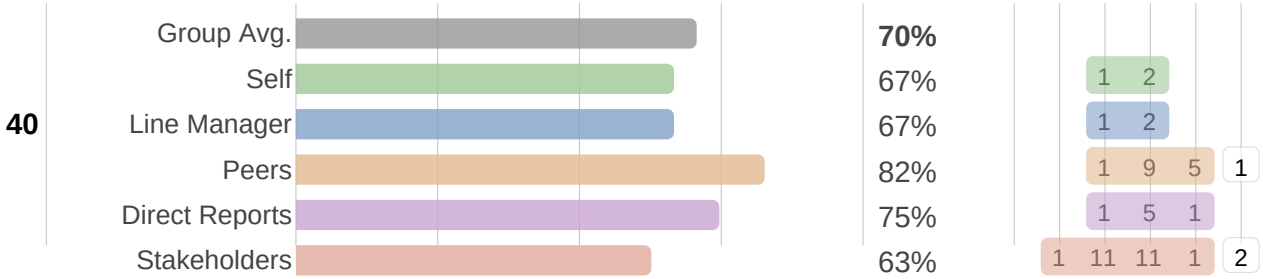
Results - Ranked



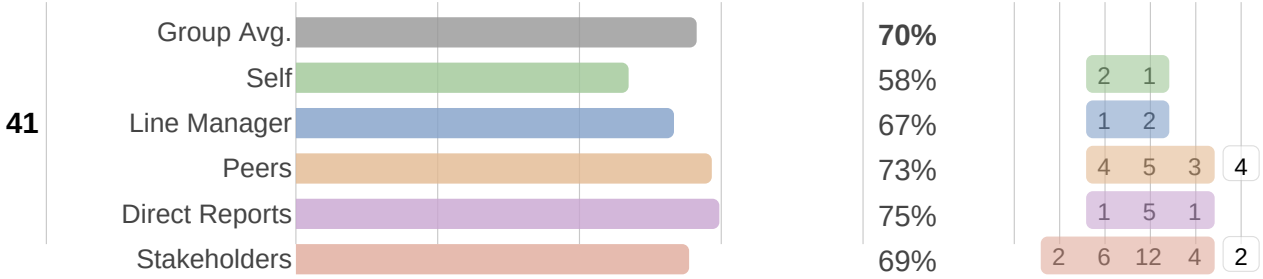
4.5 Support individuals through the change process



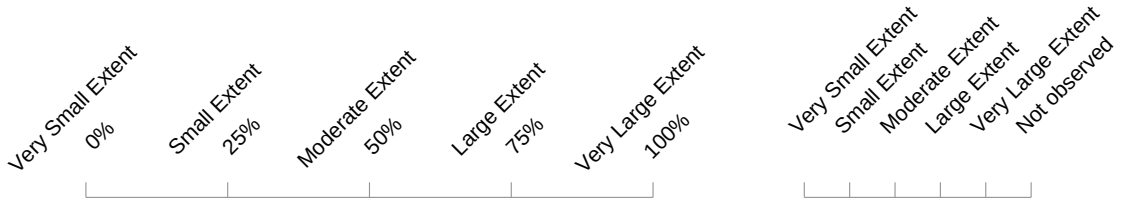
4.6 Generate development opportunities for staff



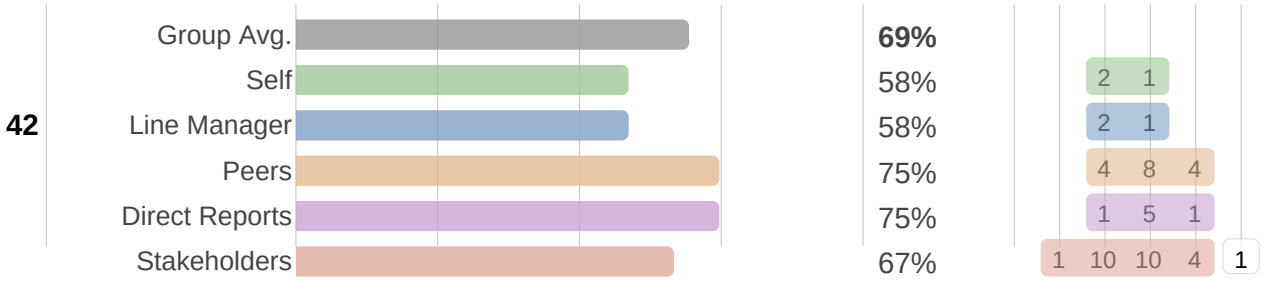
5.2 Encourage others to see how they contribute to the bigger picture



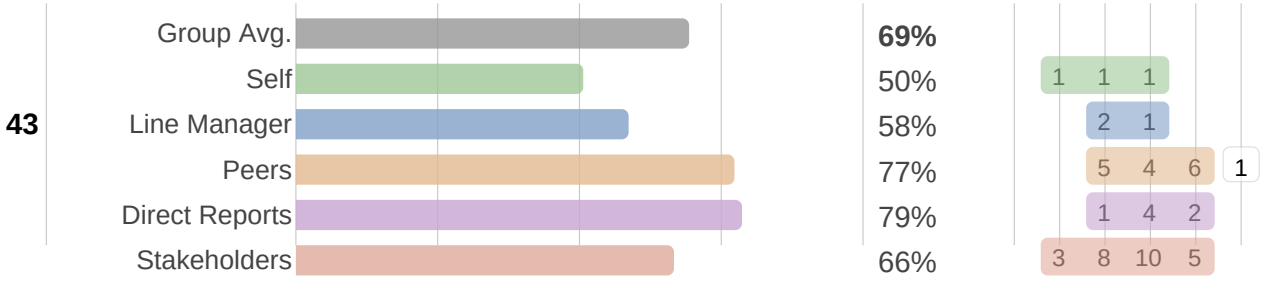
Results - Ranked



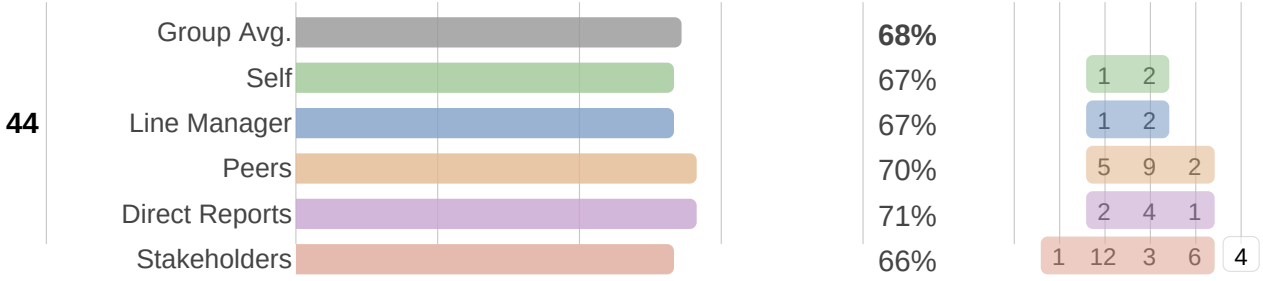
2.1 Invest time in building relationships



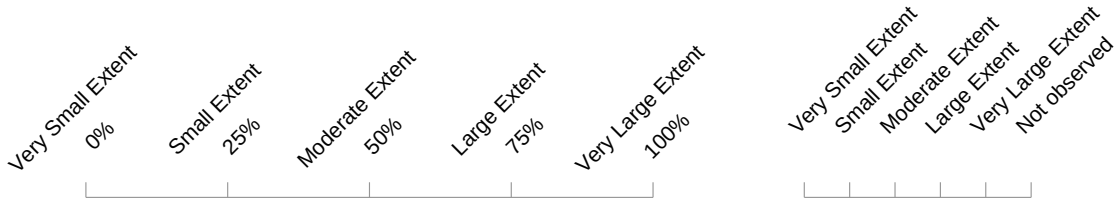
5.5 Display executive presence



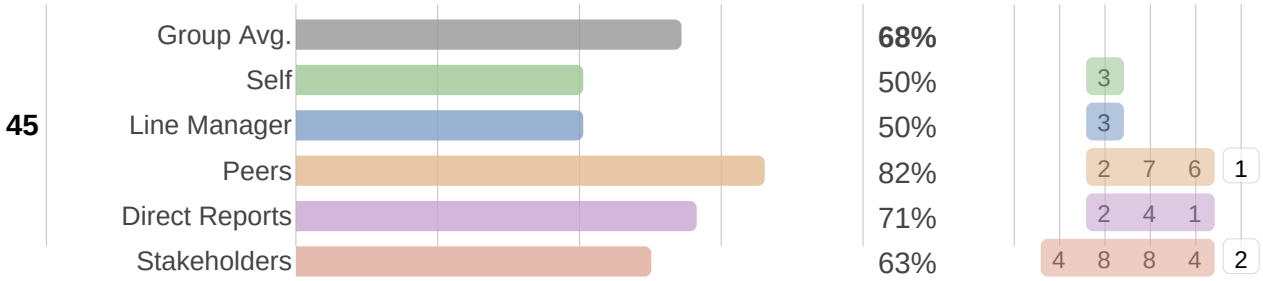
3.7 Involve appropriate people in decision making process



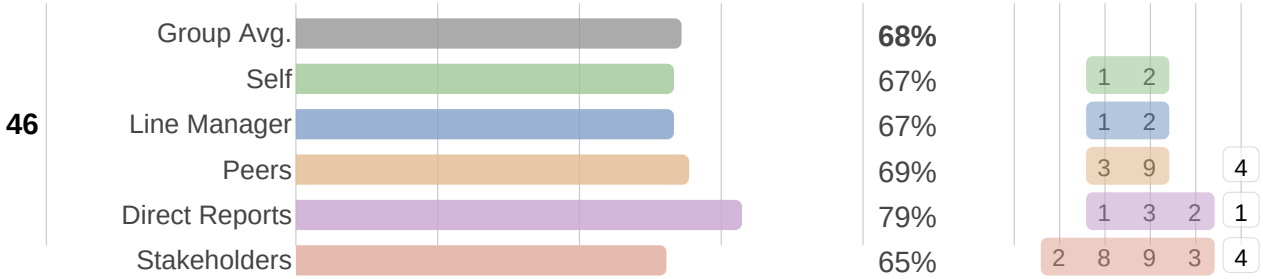
Results - Ranked



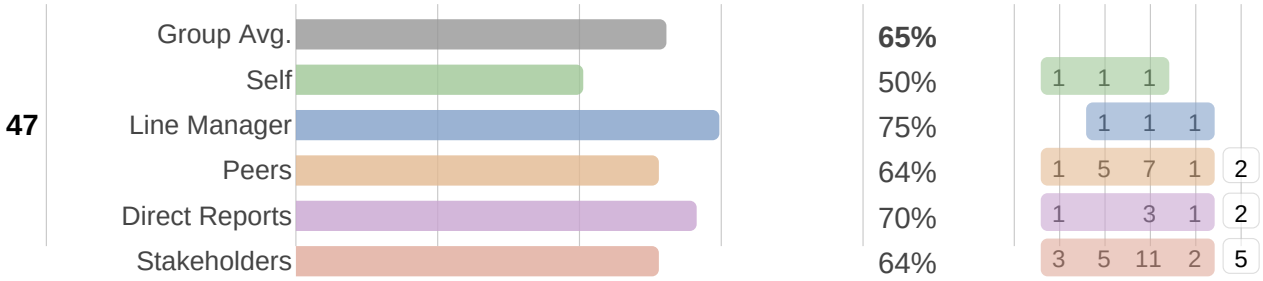
2.12 Tailor their communication to the audience



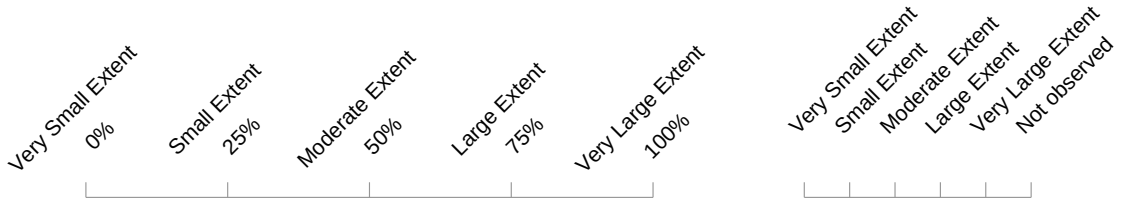
1.9 Make people feel secure to take risks



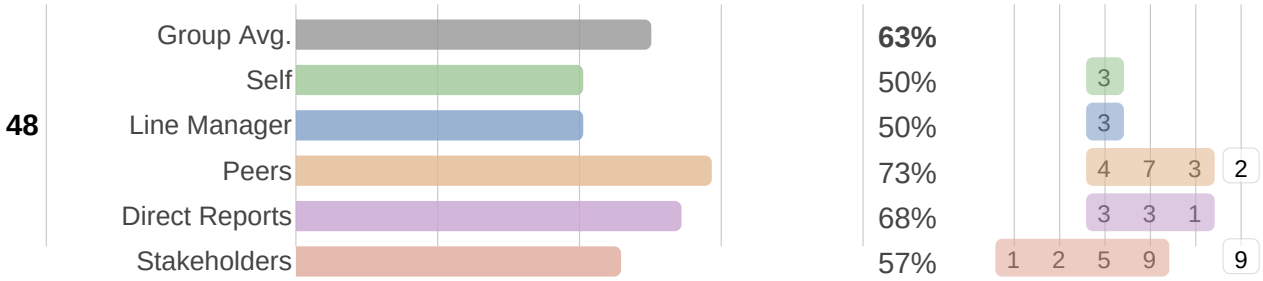
2.8 Constructively deal with disagreements



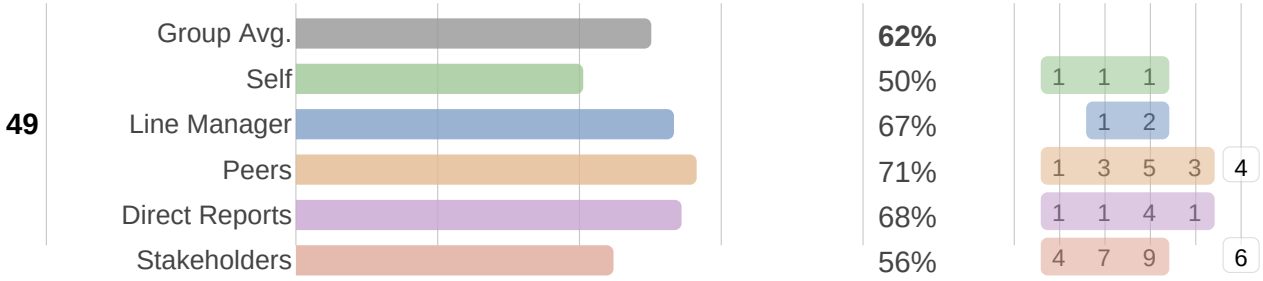
Results - Ranked



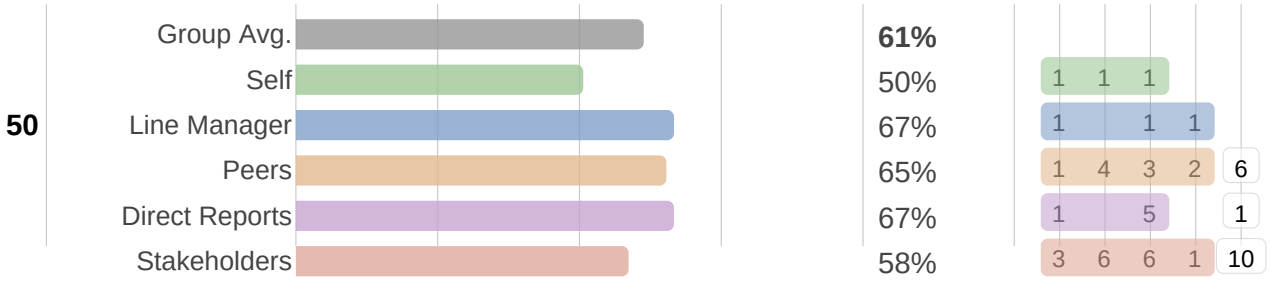
4.7 Coach staff for better performance



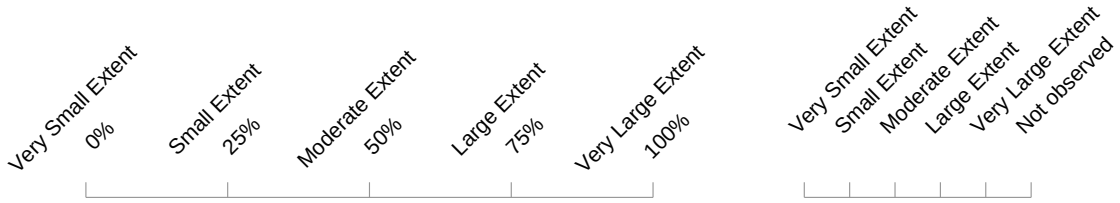
1.13 Provide clear, constructive feedback where performance standard have not been met



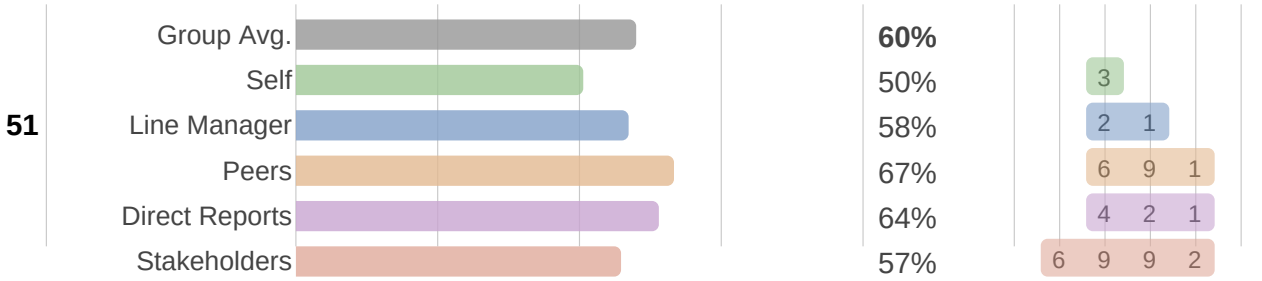
1.14 Address poor performance in a timely and transparent manner



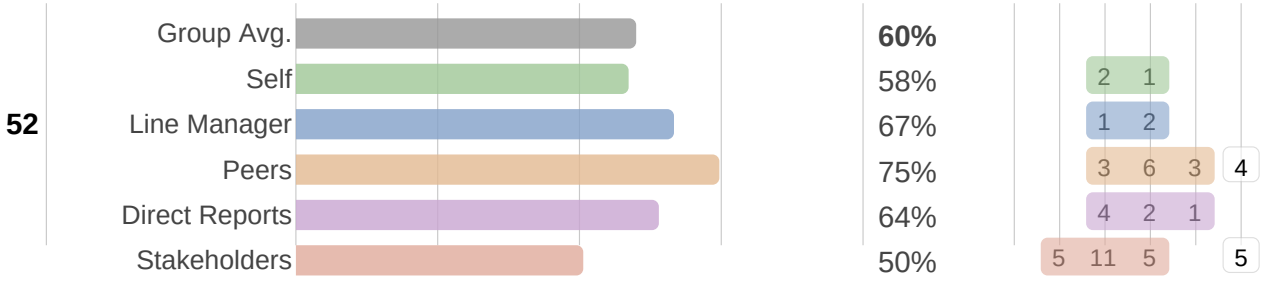
Results - Ranked



1.4 Adapt leadership style to fit the situation

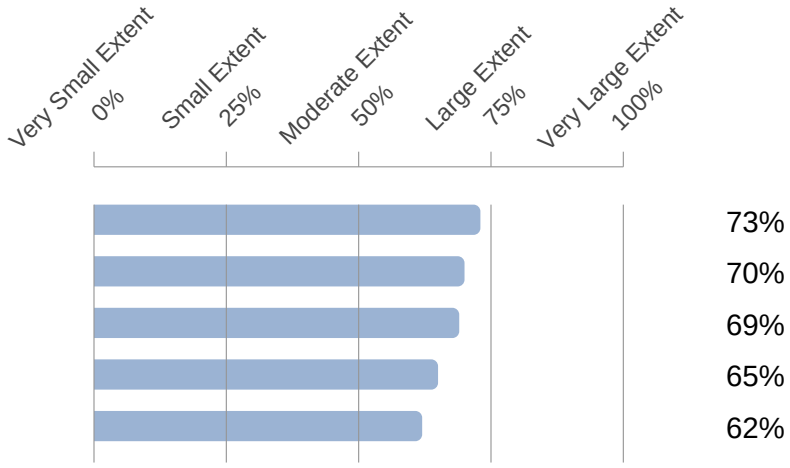


1.6 Use a range of influencing styles



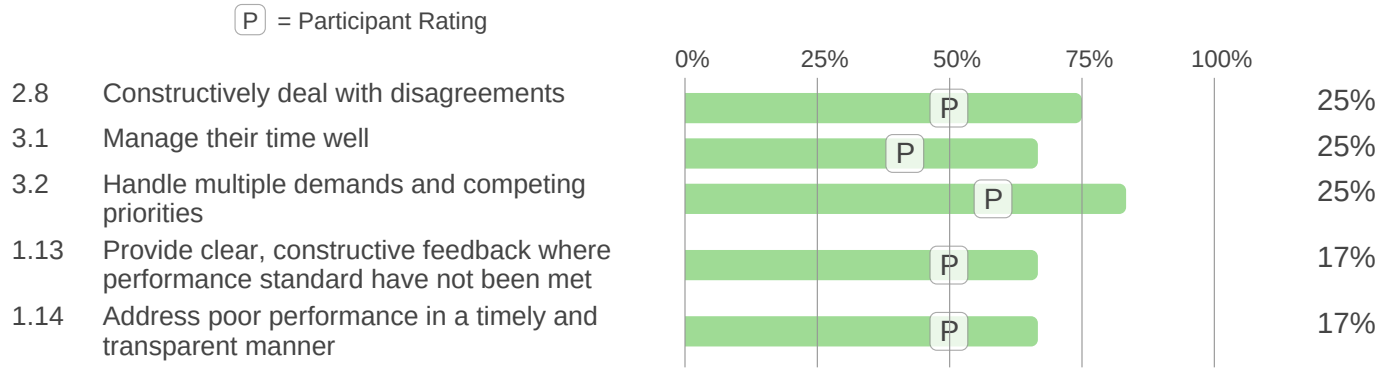
1. Summary Overview

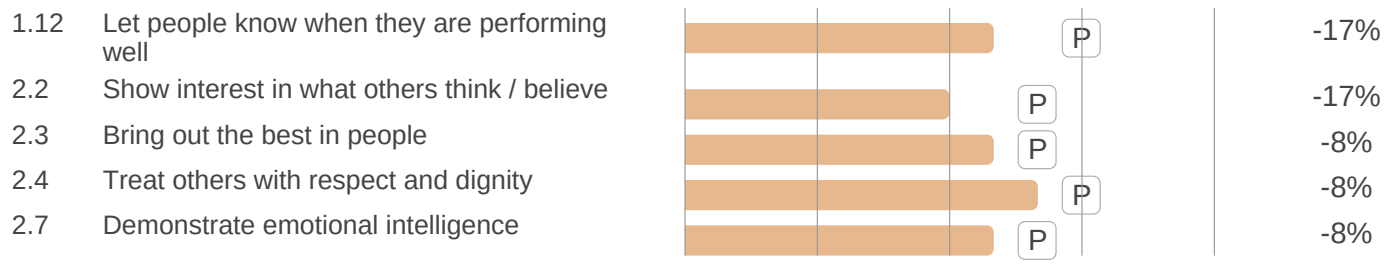
The following (ranked list) shows the average Line Manager ratings for all the questions within each dimension area



2. Hidden strengths and blind spots

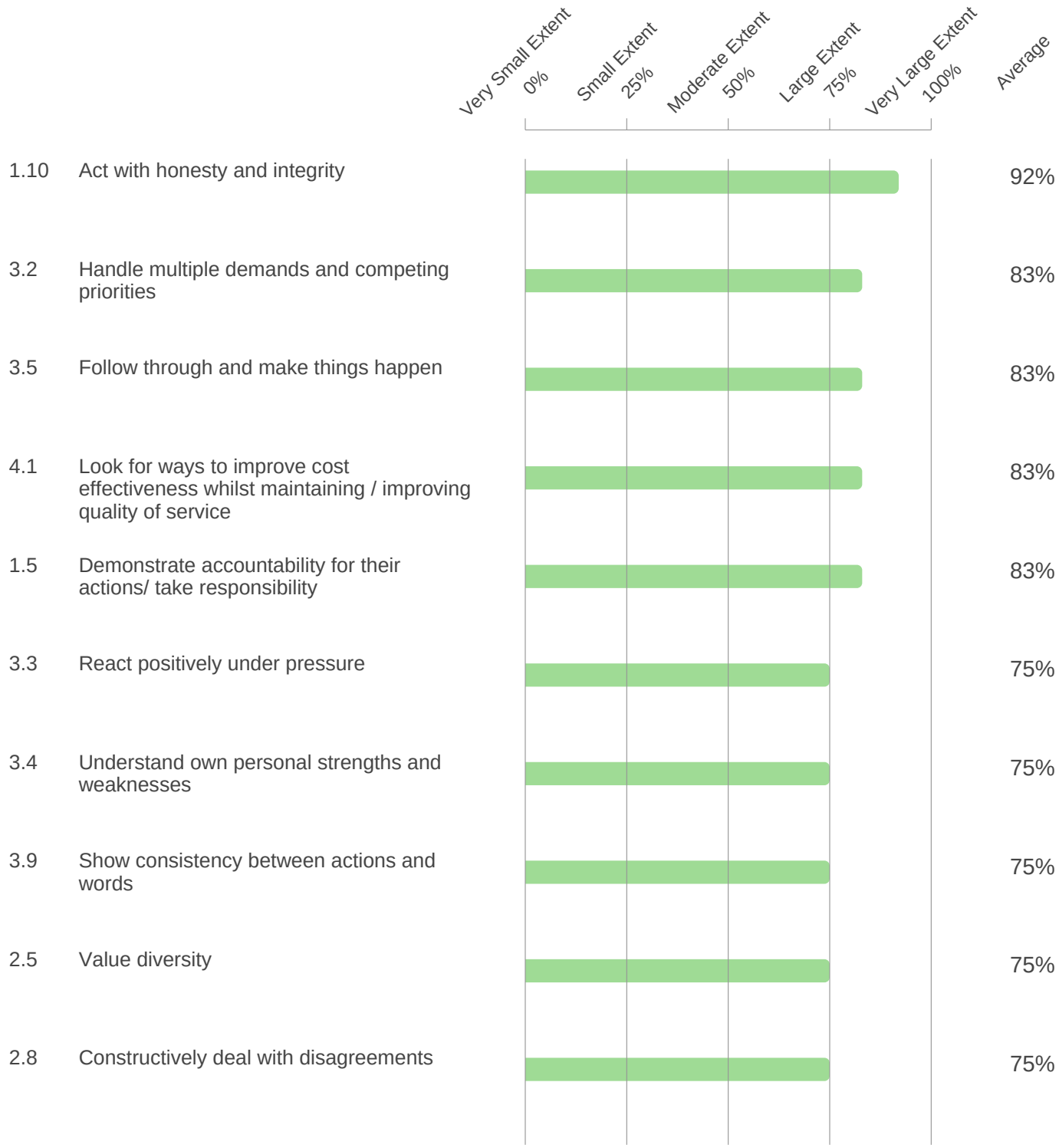
The tables below show the five greatest differences (based on average ratings) between Line Manager and the participants ratings. The size of the perception gap is shown in the right hand column.





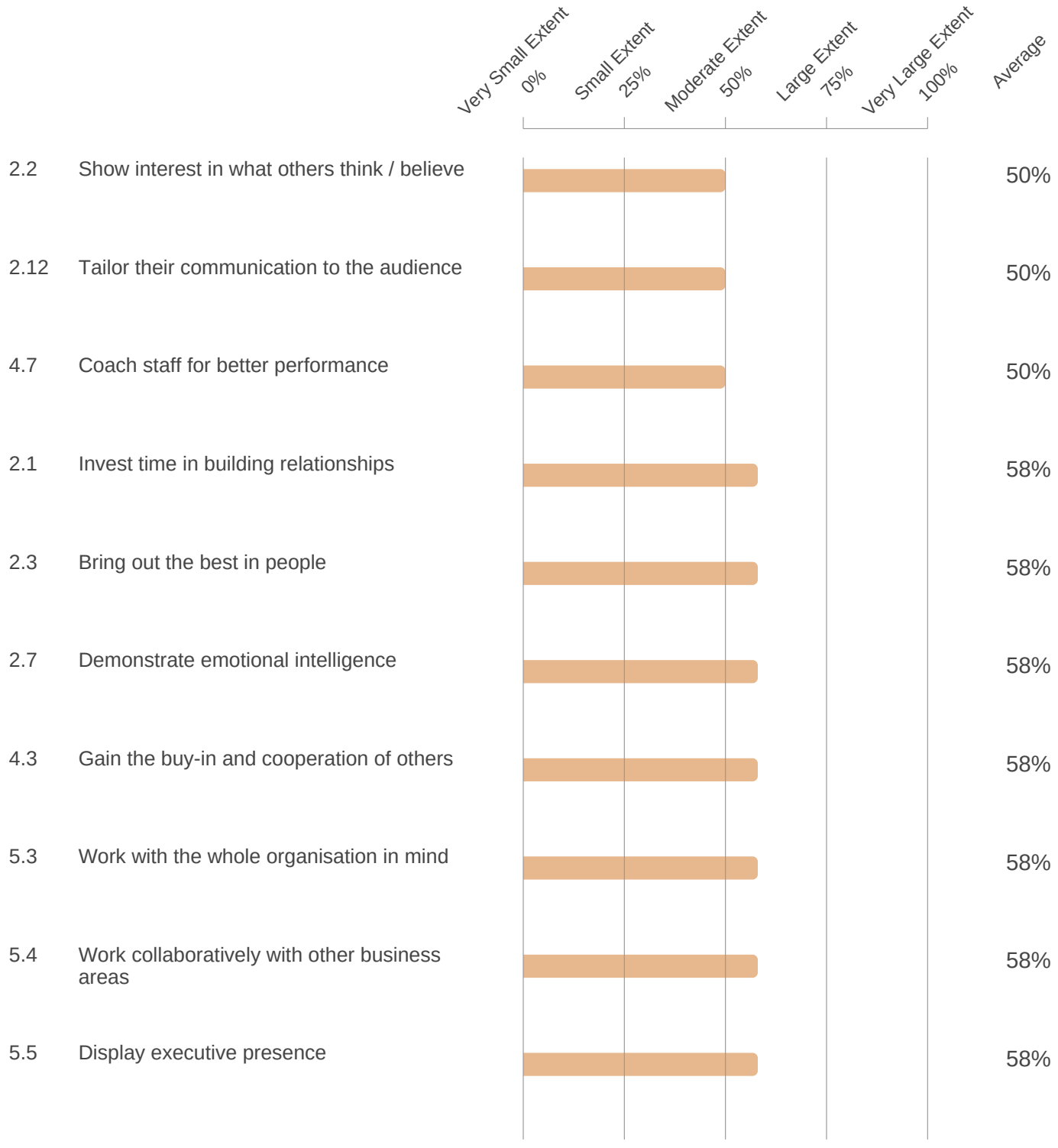
3. Top Ten Rated Behaviours

Below are the highest rated behaviours (based on the average ratings) as perceived by Line Manager).



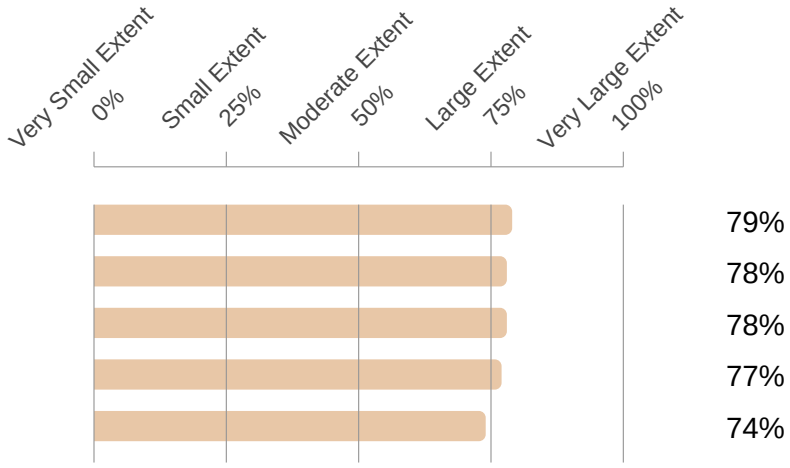
4. Bottom Ten Rated Behaviours

The following table shows the lowest rated behaviours (based on the average ratings) as perceived by Line Manager).



1. Summary Overview

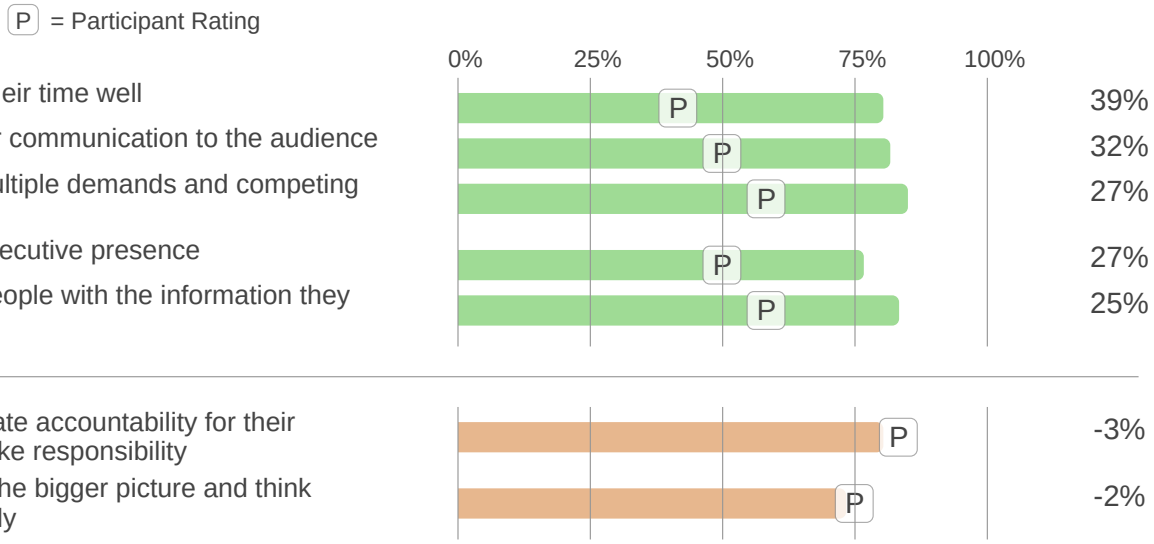
The following (ranked list) shows the average Peers ratings for all the questions within each dimension area



3	Personal Effectiveness	79%
2	Relationships	78%
4	Continuous Improvement	78%
1	Leading People	77%
5	Strategic / Business Skills	74%

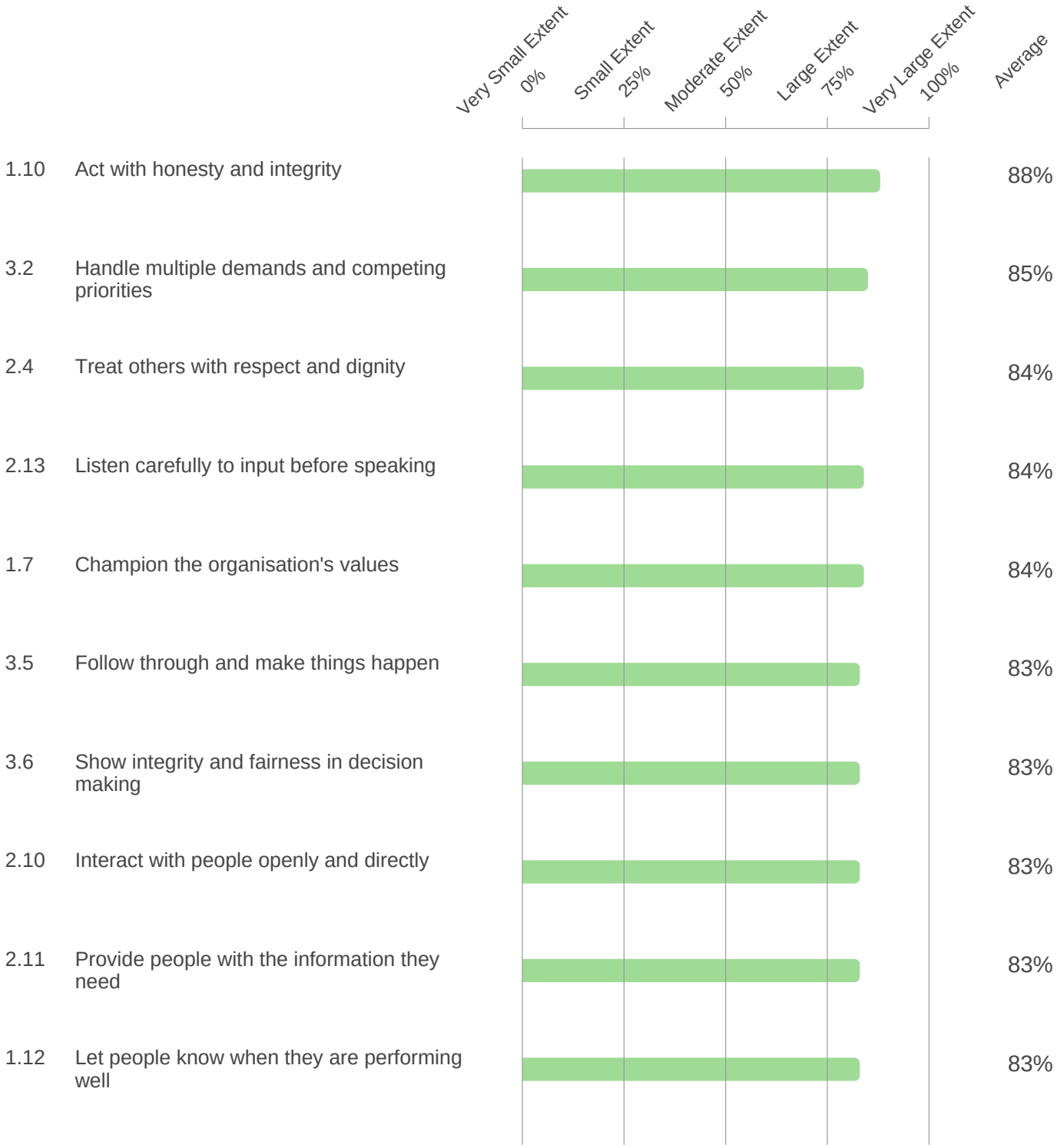
2. Hidden strengths and blind spots

The tables below show the five greatest differences (based on average ratings) between Peers and the participants ratings. The size of the perception gap is shown in the right hand column.



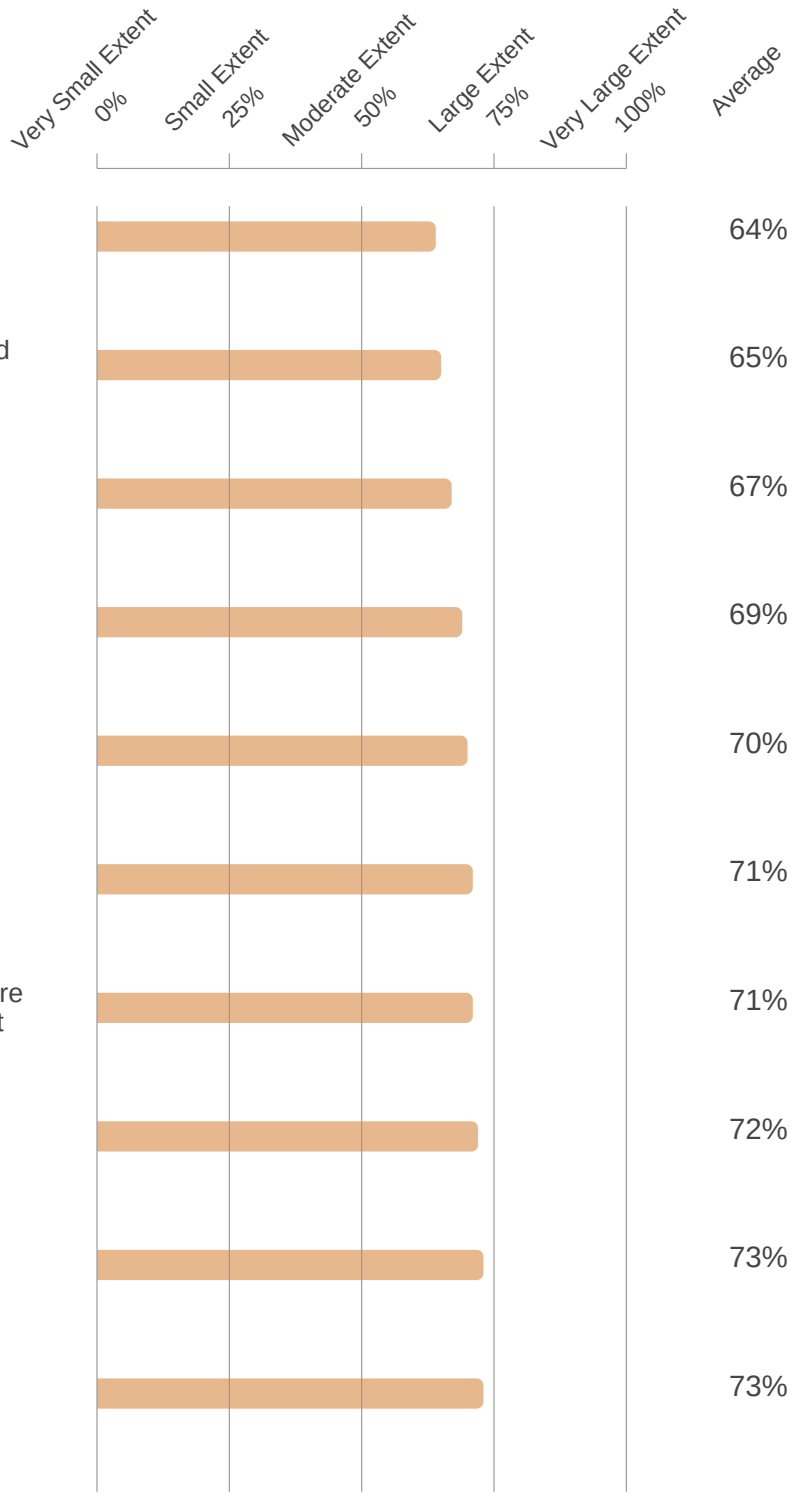
3. Top Ten Rated Behaviours

Below are the highest rated behaviours (based on the average ratings) as perceived by Peers).



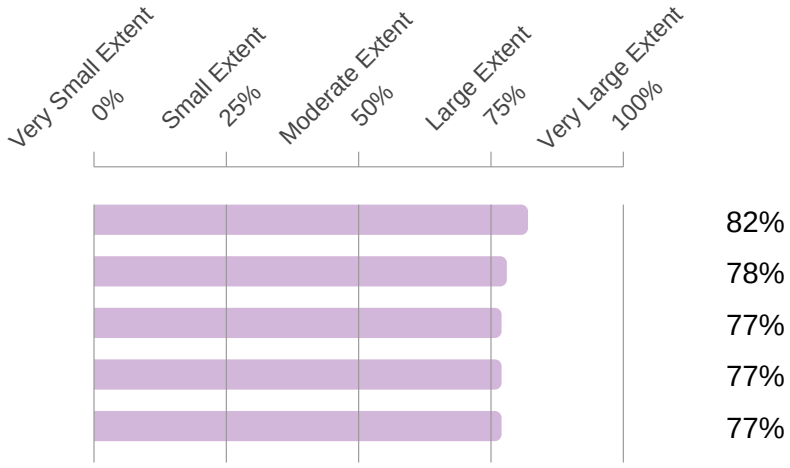
4. Bottom Ten Rated Behaviours

The following table shows the lowest rated behaviours (based on the average ratings) as perceived by Peers).



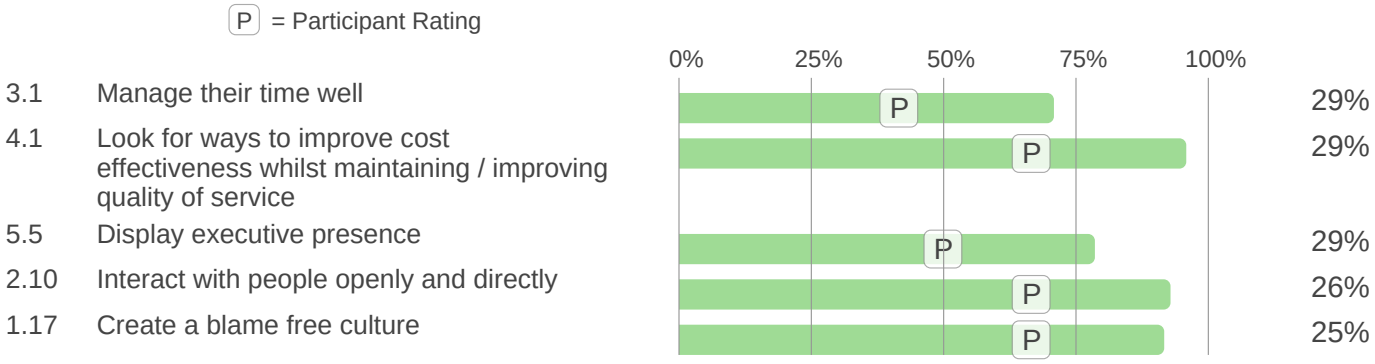
1. Summary Overview

The following (ranked list) shows the average Direct Reports ratings for all the questions within each dimension area



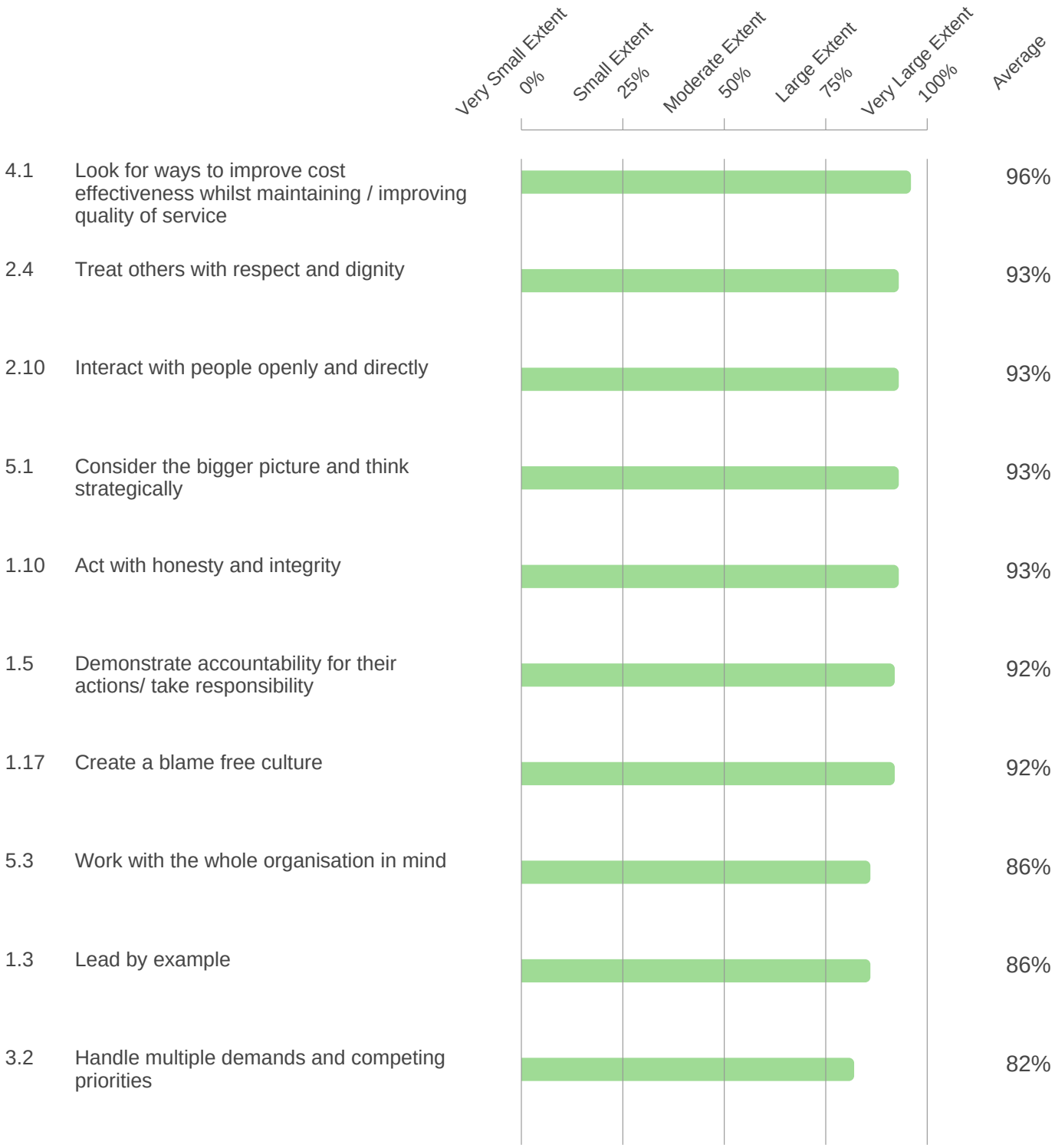
2. Hidden strengths and blind spots

The tables below show the five greatest differences (based on average ratings) between Direct Reports and the participants ratings. The size of the perception gap is shown in the right hand column.



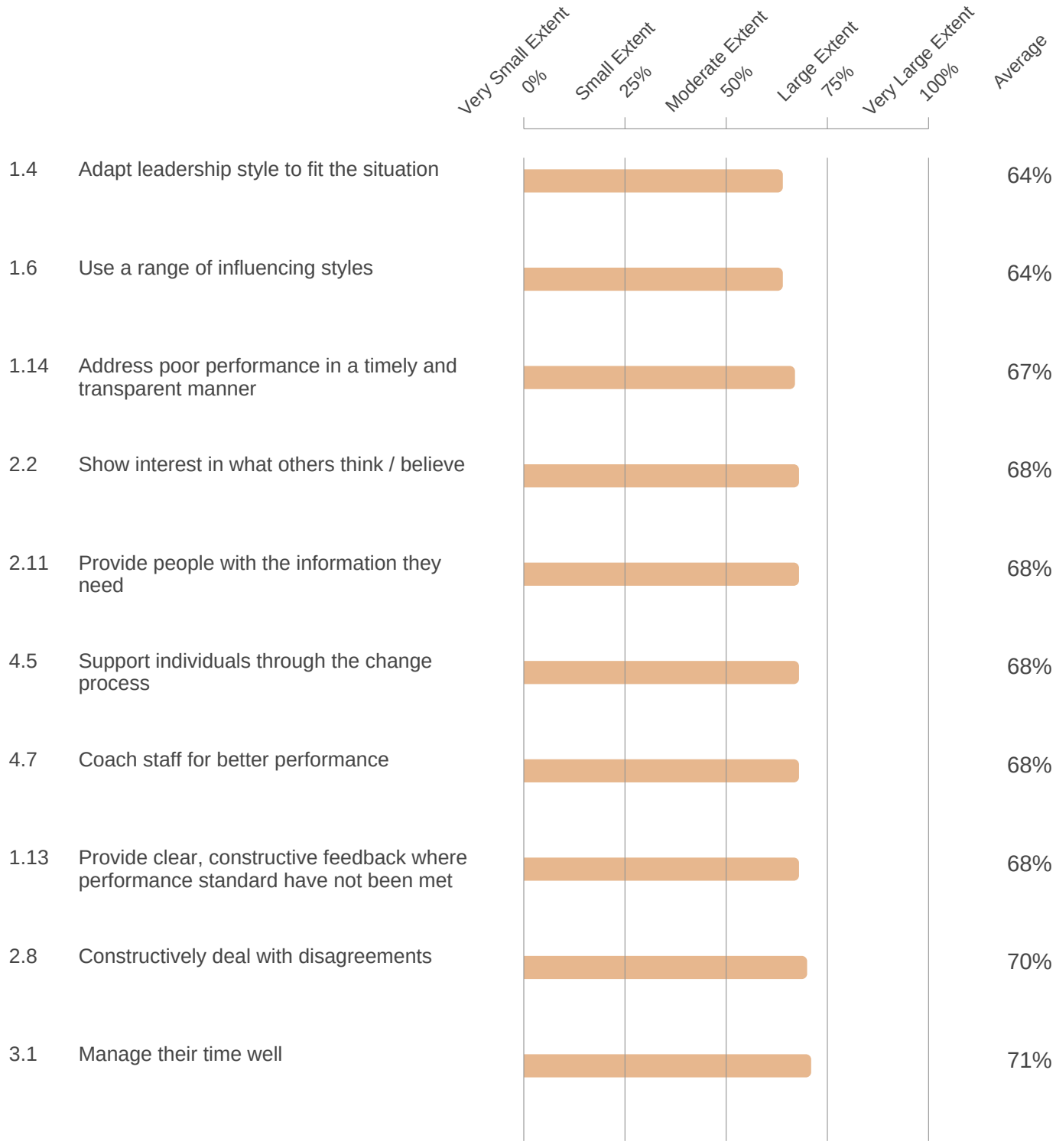
3. Top Ten Rated Behaviours

Below are the highest rated behaviours (based on the average ratings) as perceived by Direct Reports).



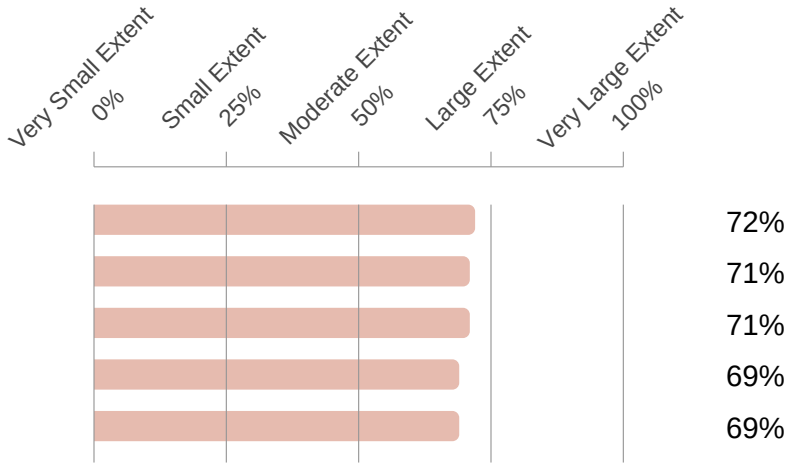
4. Bottom Ten Rated Behaviours

The following table shows the lowest rated behaviours (based on the average ratings) as perceived by Direct Reports).



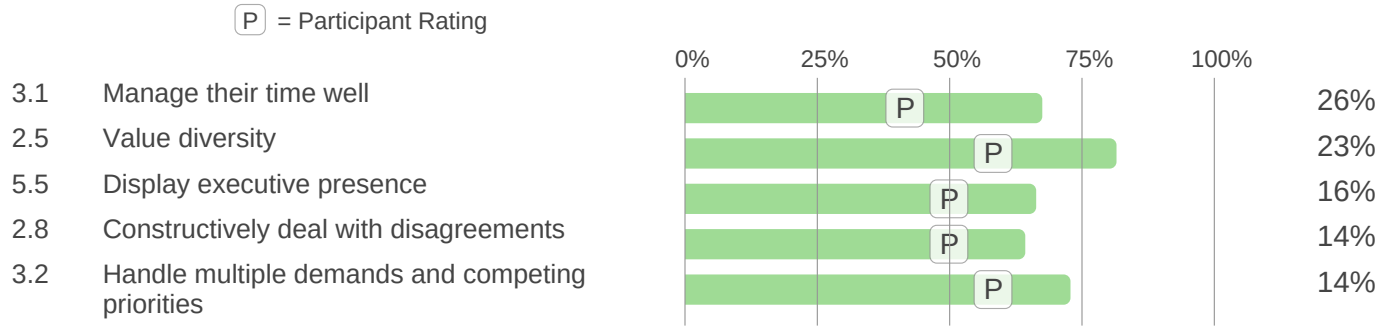
1. Summary Overview

The following (ranked list) shows the average Stakeholders ratings for all the questions within each dimension area



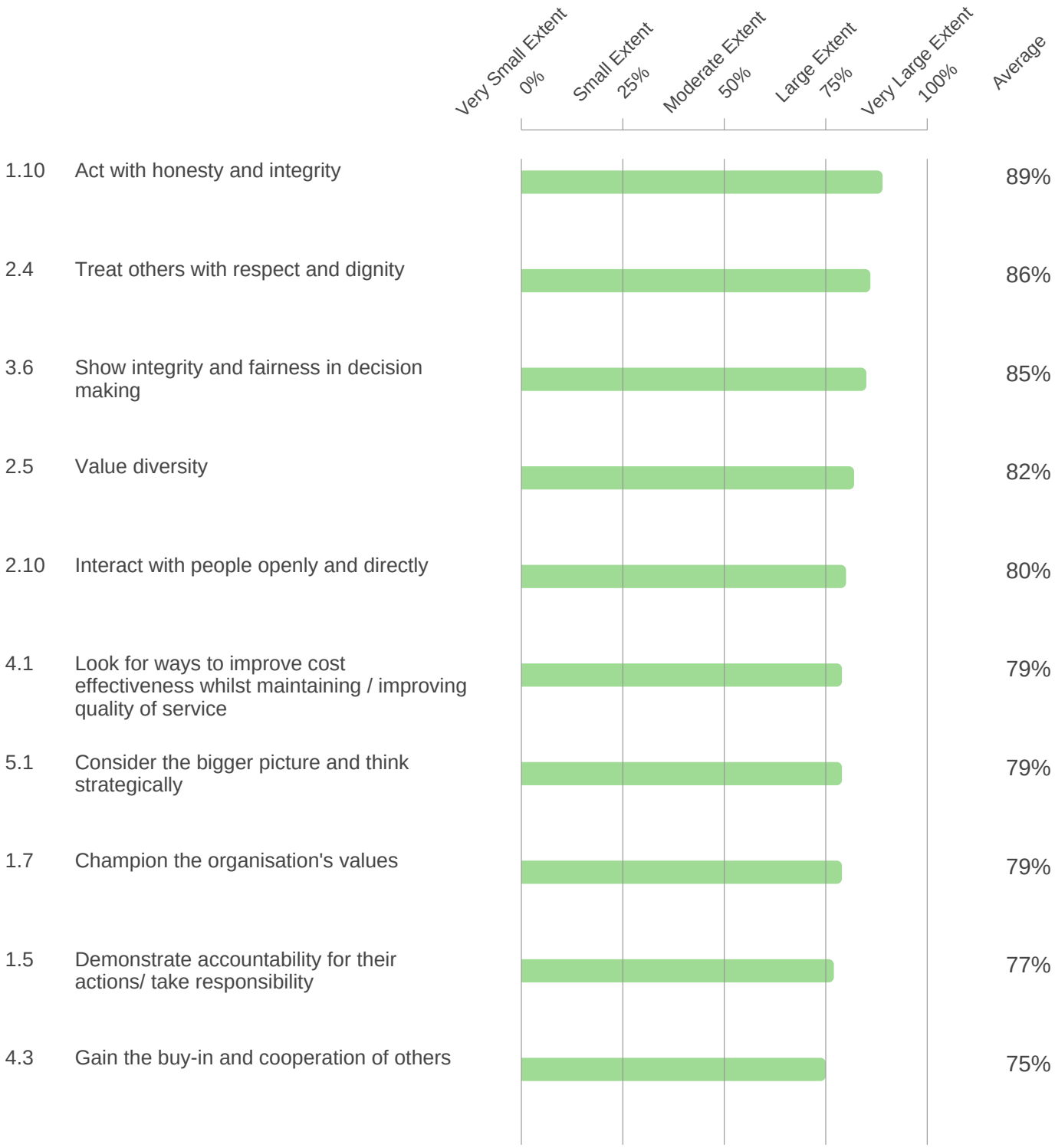
2. Hidden strengths and blind spots

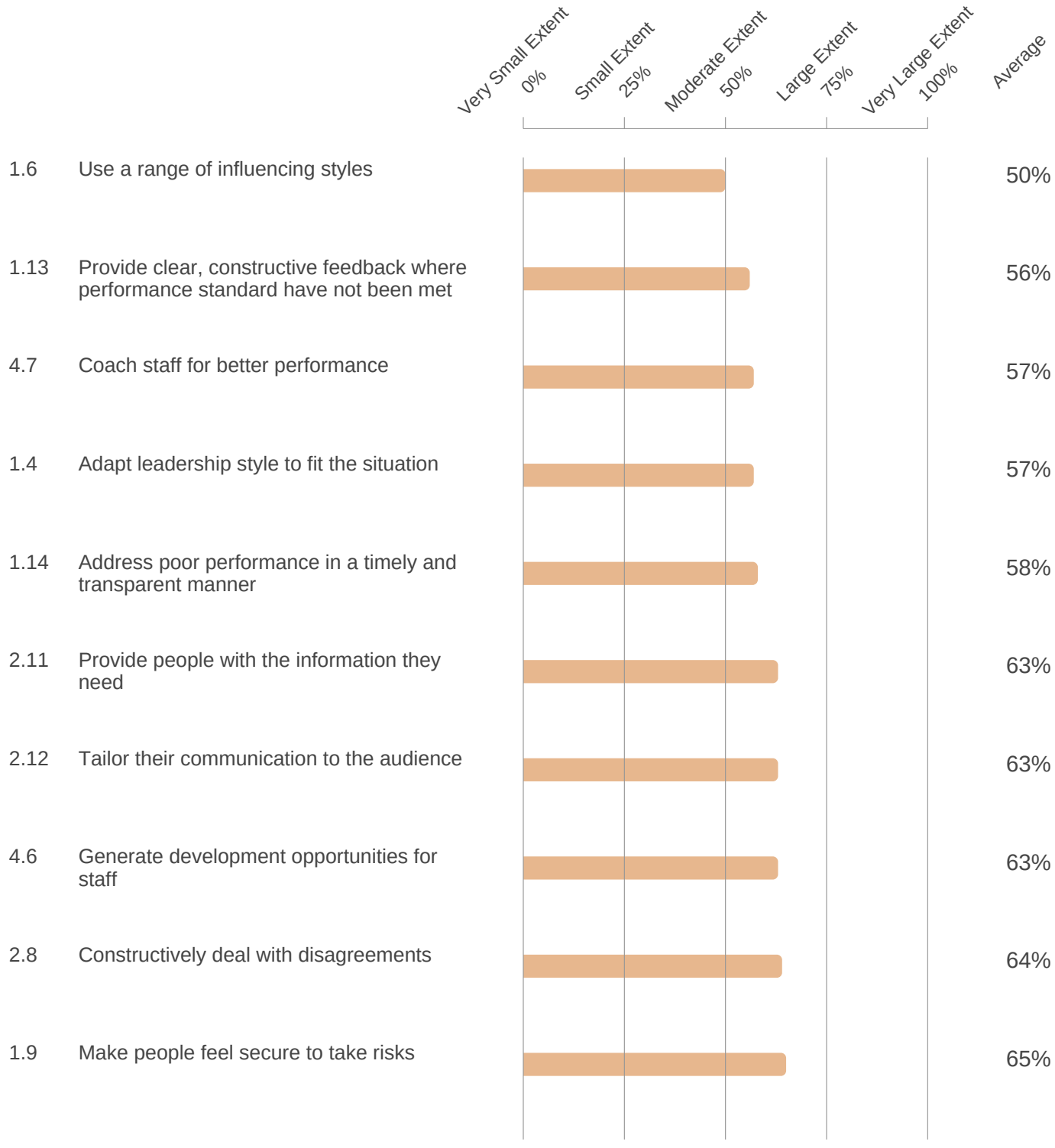
The tables below show the five greatest differences (based on average ratings) between Stakeholders and the participants ratings. The size of the perception gap is shown in the right hand column.



3. Top Ten Rated Behaviours

Below are the highest rated behaviours (based on the average ratings) as perceived by Stakeholders).



4. Bottom Ten Rated Behaviours

The following table shows the lowest rated behaviours (based on the average ratings) as perceived by Stakeholders).