360 Degree Feedback Report

for

Patty Sample

Contents

About this Report

The aim of the report and a list of your feedback respondents

High Level Summary

A high level overview that enables themes and perception gaps at dimension level to be identified

Detailed Results

This section provides a breakdown of the responses to each question within the survey, showing both the 'average ratings' from each of the feedback groups and the range of individual responses within them

Highs and lows

The highest and lowest-rated 5 behaviours from across the whole survey

Hidden strengths and blind spots

Those questions that have the greatest perception gaps between 'self-score' and those of the respondents

Verbatim Comments

Summative feedback comments from each of the feedback groups

lumus360
everything 360 degree feedback

About this Report

Introduction

This report has been designed to expand your understanding of how you are currently perceived by others, enabling you to capitalise on strengths and refine those aspects of your approach that detract from your ongoing success.

The overall aim is to enable you to gain a greater understanding of:

➤ How your style/approach is seen by others

➤ How others perceive your strengths and development opportunities

➤ Any hidden strengths or blind spots

Enabling you to both celebrate successes and consider opportunities for your ongoing development.

Respondents

The report comprises of feedback received from both yourself and the following respondents:

MANAGER	Emory Mcghee		

COLLEAGUES	Maybell Swingle	Margaretta Bayliss	Jim Clark

DIRECT REPORTS	Taren Wason	Annita Truett	Kara Danvers

OTHERS	Susann Bensen	Geraldine Hemsley	Clare Box

lumus360
everything 360 degree feedback

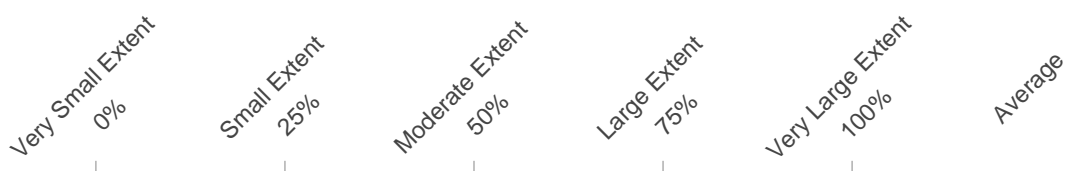Contents

High Level Summary

Introduction

This section doesn't aim to provide all of the answers or a detailed analysis, but simply shine a light/act as a 'big picture' signpost to areas for further understanding.
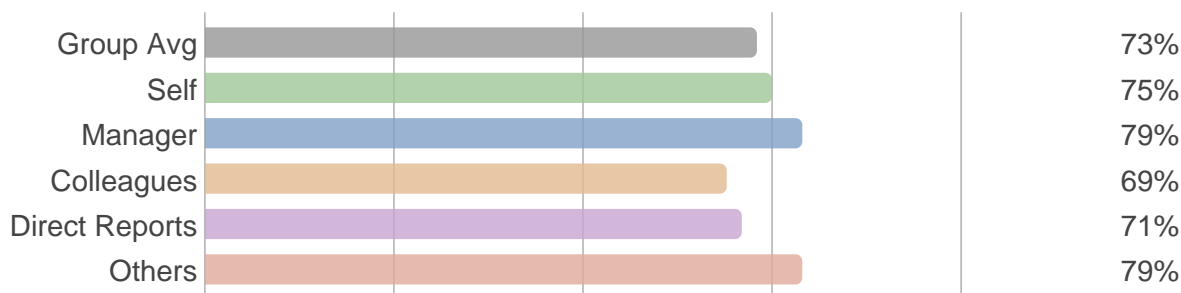
It has been designed to enable you to identify:

➤ Perception gaps – Either between yourself and others or between different feedback groups

➤ Perceived strengths and development opportunities at competency/dimension level

➤ Overall trends and discrepancies

Each bar shows the average respondent rating for all of the questions within that dimension.

Customer is VIP

	Average
Group Avg	73%
Self	75%
Manager	79%
Colleagues	69%
Direct Reports	71%
Others	79%

Personal Effectiveness

	Average
Group Avg	69%
Self	66%
Manager	59%
Colleagues	71%
Direct Reports	75%
Others	64%

lumus360
everything 360 degree feedback

Contents

High Level Summary

Very Small Extent 0%　Small Extent 25%　Moderate Extent 50%　Large Extent 75%　Very Large Extent 100%　Average

Business analysis skills

		Average
Group Avg		70%
Self		73%
Manager		43%
Colleagues		79%
Direct Reports		66%
Others		76%

lumus360
everything 360 degree feedback

Contents

Detailed Results

Introduction

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:

➤ What others see as your strengths

➤ Potential areas for ongoing development

➤ Any specific messages from each respondent group

➤ Differences in perception within each respondent group

Results - Customer is VIP
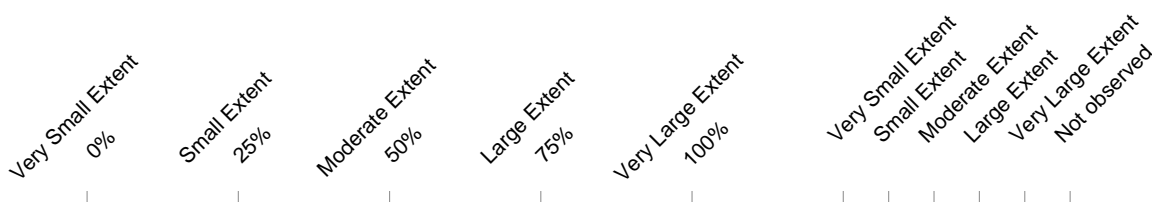
1.1 Leads and drives outstanding customer service delivery.

Self	100%
Manager	75%
Colleagues	92%
Direct Reports	83%
Others	92%

1.2 Is a role model for delivering excellent service to customers

Self	25%
Manager	50%
Colleagues	50%
Direct Reports	33%
Others	0%

lumus360
everything 360 degree feedback

Contents
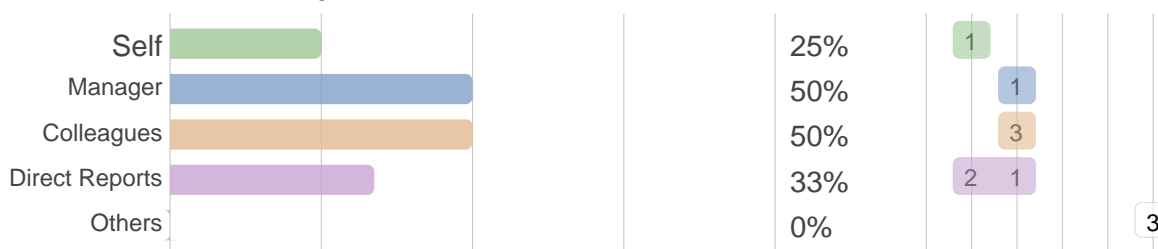
Detailed Results

Results - Customer is VIP
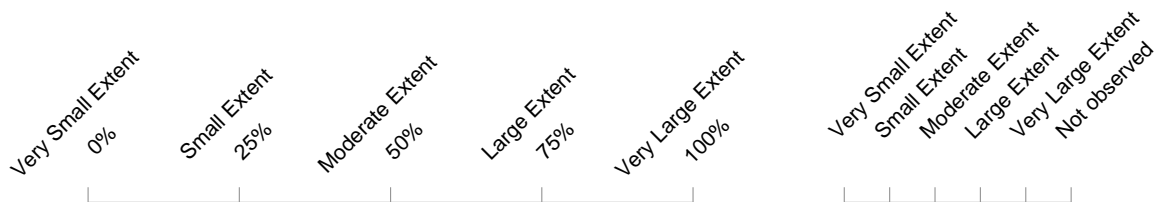
1.3 Acts as a model of excellence on processes and standards

	Score	
Self	75%	
Manager	100%	
Colleagues	58%	
Direct Reports	83%	
Others	75%	
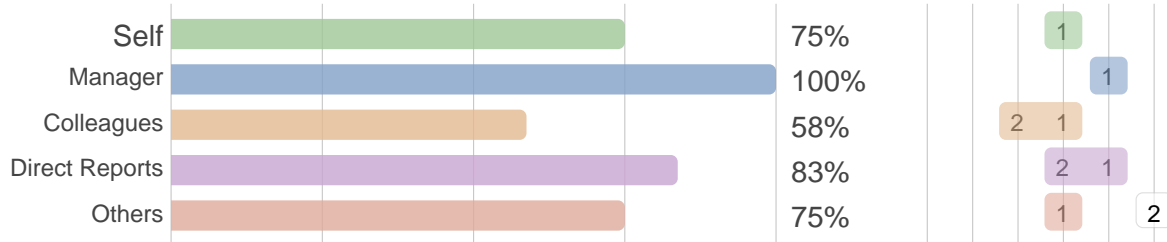
1.4 Ensures all company initiatives are implemented

	Score	
Self	100%	
Manager	50%	
Colleagues	100%	
Direct Reports	92%	
Others	100%	
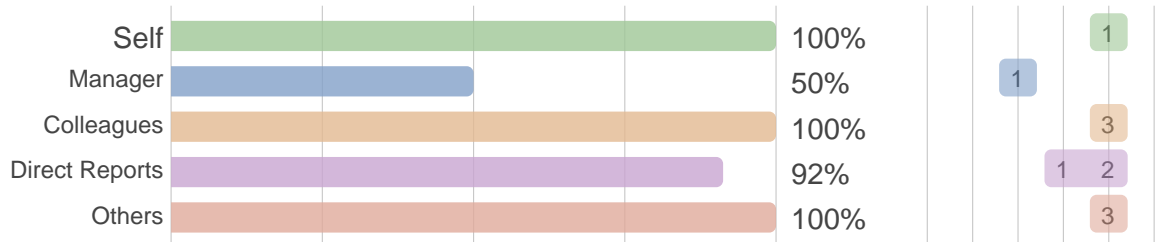
1.5 Ensures a recognizable return on investment is achieved

	Score	
Self	50%	
Manager	75%	
Colleagues	25%	
Direct Reports	42%	
Others	25%	
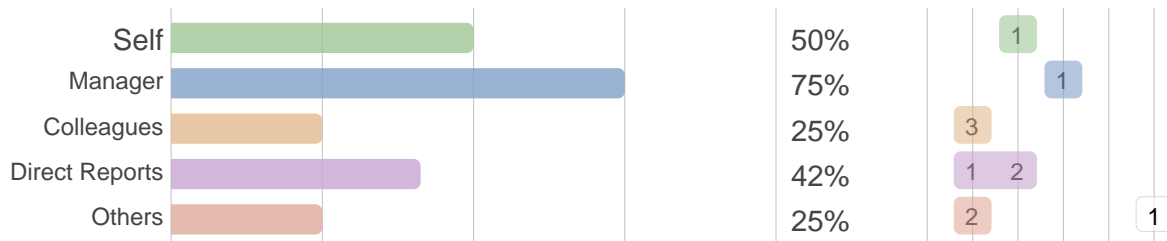
1.6 Identifies issues and turns these into opportunities with suggested solutions

	Score	
Self	75%	
Manager	100%	
Colleagues	67%	
Direct Reports	75%	
Others	63%	

lumus360
everything 360 degree feedback

Contents
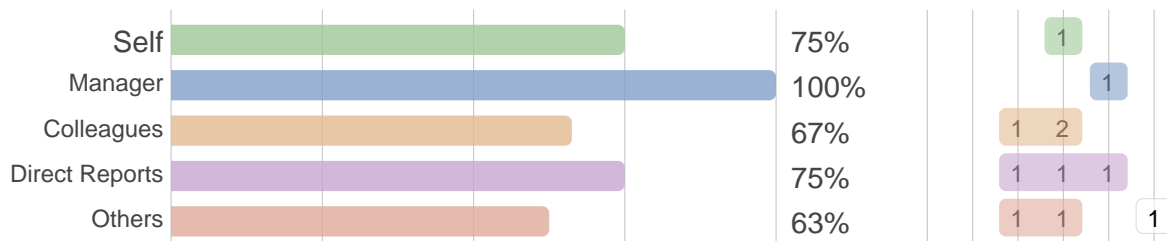
Detailed Results

Results - Customer is VIP
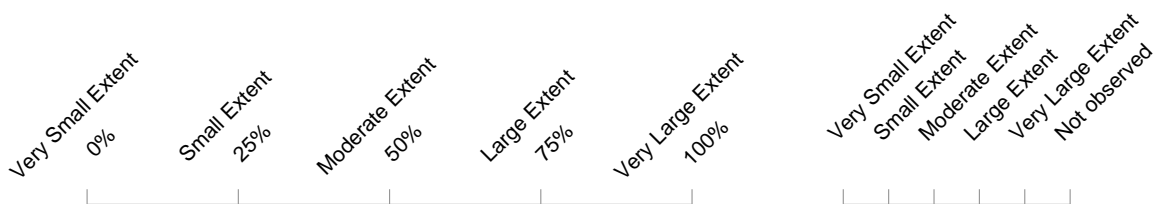
1.7 Takes customer concerns seriously

Self	100%	1
Manager	100%	1
Colleagues	92%	1 2
Direct Reports	92%	1 2
Others	92%	1 2

lumus360
everything 360 degree feedback

Contents
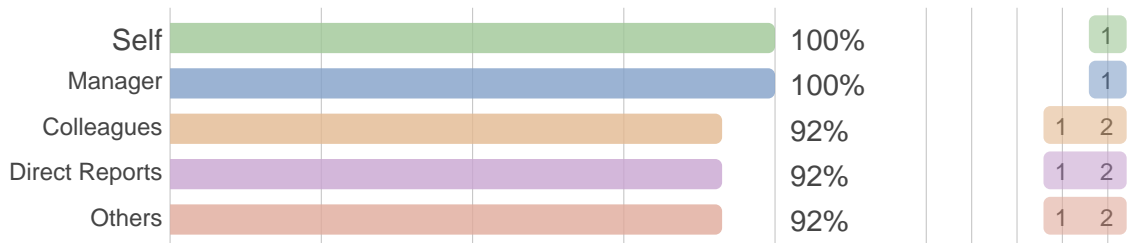
Respondent comments

MANAGER

➢ Vestibulum ante ipsum primis in faucibus orci luctus et ultrices posuere cubilia curae; Morbi fermentum mauris eros, eu volutpat tortor pulvinar vel.

COLLEAGUES

➢ Donec vehicula ligula ac mauris euismod, vulputate sollicitudin ante mattis. Praesent molestie blandit augue, porttitor sagittis mauris tincidunt sed. Sed lobortis volutpat augue ut venenatis.

➢ Integer tincidunt feugiat augue vitae lobortis. Praesent eget suscipit dolor. Pellentesque volutpat feugiat augue, non ultrices ligula.

➢ Ut sit amet eros lacus. Sed libero purus, consectetur vel fringilla quis, consectetur at nulla. Donec suscipit lorem ex, lacinia fermentum lectus eleifend vitae.

DIRECT REPORTS

➢ Donec sit amet dolor aliquet, tempor lectus vitae, commodo sem. Proin varius lacus et volutpat vulputate.

➢ Nunc id lacus at magna mattis cursus at quis nisi. Nunc condimentum porttitor massa quis bibendum. Class aptent taciti sociosqu ad litora torquent per conubia nostra, per inceptos himenaeos.

➢ Pellentesque bibendum iaculis varius. Pellentesque finibus mollis tortor, vitae dictum nibh sodales ut. Donec vitae semper metus, vitae malesuada quam.

OTHERS

➢ Maecenas et porttitor diam, quis ultrices purus. Morbi eget tellus felis. Integer aliquet ligula eget augue blandit, at efficitur massa convallis.

➢ Nunc eu purus odio. Nam quis convallis lectus. Phasellus placerat auctor sapien in mollis. Proin dignissim mi id urna mattis, eget ultricies sem fringilla.

➢ Vestibulum est neque, congue vel dolor in, iaculis volutpat lectus. In porta porttitor nisl faucibus malesuada quisque volutpat velit vel purus blandit.

lumus360
everything 360 degree feedback

Contents

Detailed Results

Results - Personal Effectiveness

Very Small Extent 0% — Small Extent 25% — Moderate Extent 50% — Large Extent 75% — Very Large Extent 100%

Very Small Extent — Small Extent — Moderate Extent — Large Extent — Very Large Extent — Not observed

2.1 Is seen as a credible leader across the business

Role	Score	
Self	100%	1 (Very Large Extent)
Manager	75%	1 (Large Extent)
Colleagues	100%	3 (Very Large Extent)
Direct Reports	100%	3 (Very Large Extent)
Others	50%	3 (Moderate Extent)
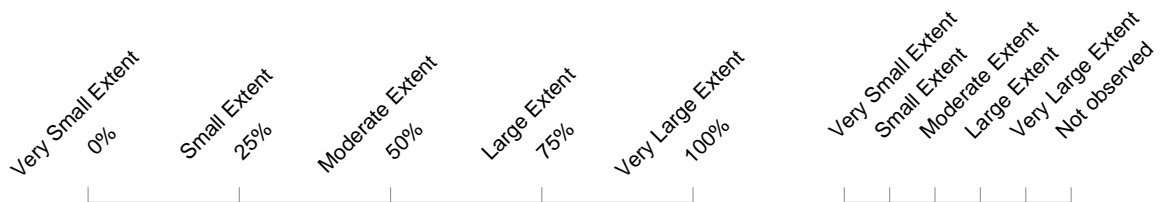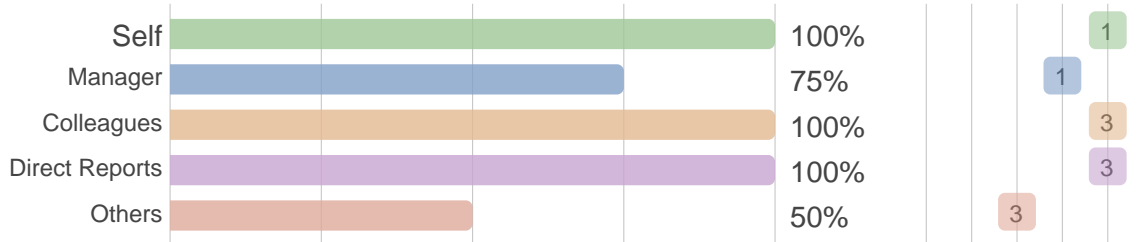
2.2 Delivers projects on time and in line with business objectives

Role	Score	
Self	75%	1 (Large Extent)
Manager	75%	1 (Large Extent)
Colleagues	67%	1 (Moderate Extent), 2 (Large Extent)
Direct Reports	92%	1 (Large Extent), 2 (Very Large Extent)
Others	92%	1 (Large Extent), 2 (Very Large Extent)
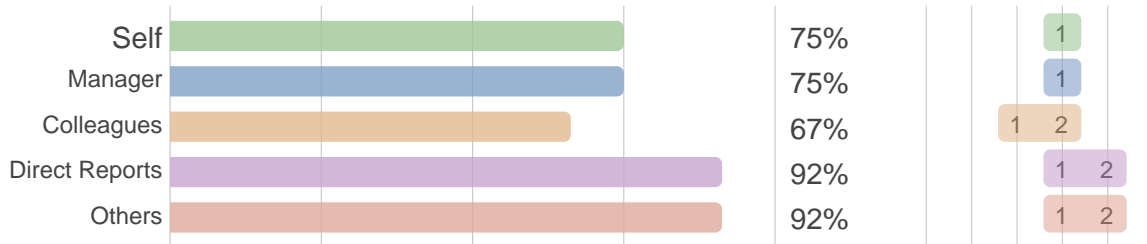
2.3 Understands KPIs and prioritises tasks with a view to achieving the targets

Role	Score	
Self	25%	1 (Small Extent)
Manager	25%	1 (Small Extent)
Colleagues	50%	3 (Moderate Extent)
Direct Reports	50%	1, 1, 1 (Small, Moderate, Large Extent)
Others	50%	2 (Moderate Extent), 1 (Not observed)

2.4 Sets and consistently drives team and individual KPIs to exceed goals and targets

Role	Score	
Self	75%	1 (Very Large Extent)
Manager	25%	1 (Small Extent)
Colleagues	33%	2 (Small Extent), 1 (Moderate Extent)
Direct Reports	50%	1, 1, 1 (Small, Moderate, Large Extent)
Others	38%	1, 1 (Very Small, Small Extent), 1 (Not observed)

lumus360
everything 360 degree feedback

Contents

Detailed Results

Results - Personal Effectiveness

Very Small Extent 0% Small Extent 25% Moderate Extent 50% Large Extent 75% Very Large Extent 100%

Very Small Extent Small Extent Moderate Extent Large Extent Very Large Extent Not observed
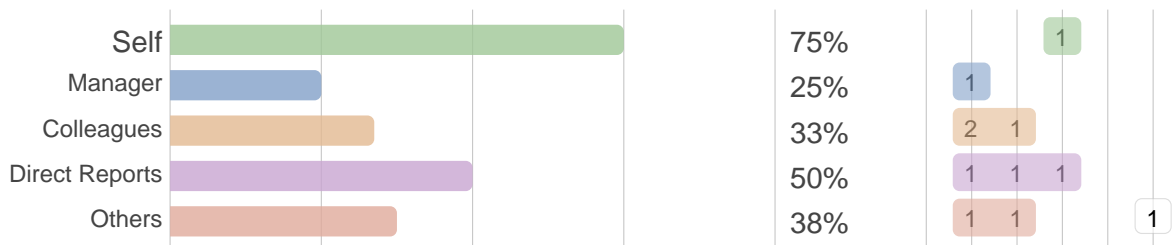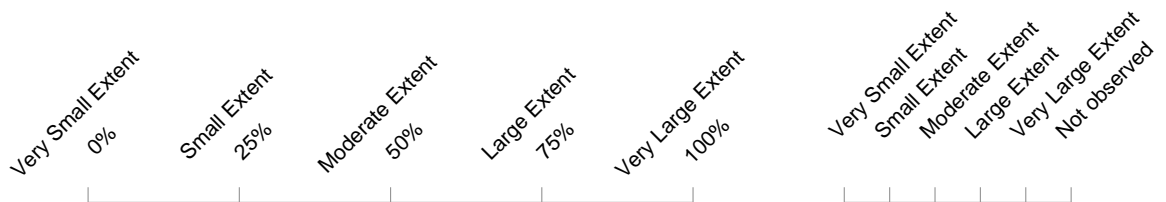
2.5 Works personally and with the team to translate the directors vision into key deliverables

Self	50%	1
Manager	100%	1
Colleagues	92%	1 2
Direct Reports	92%	1 2
Others	92%	1 2
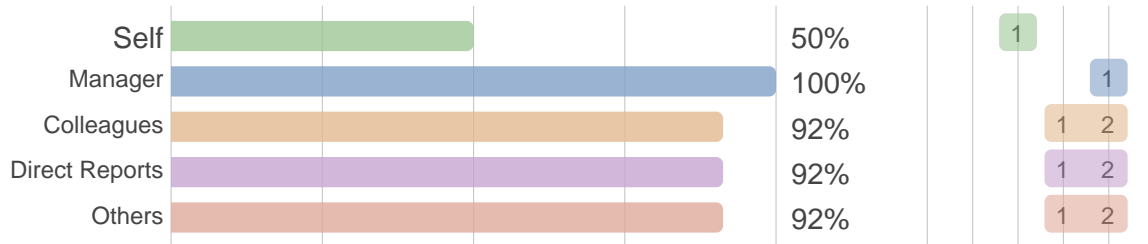
2.6 Effectively delegates to others to maximise their own efficiency

Self	50%	1
Manager	75%	1
Colleagues	100%	3
Direct Reports	100%	3
Others	50%	3

2.7 Is a role model and advocate of change

Self	75%	1
Manager	25%	1
Colleagues	50%	3
Direct Reports	50%	1 1 1
Others	75%	2 1
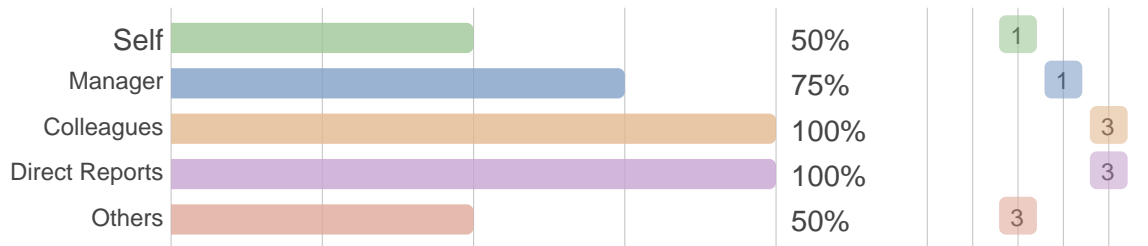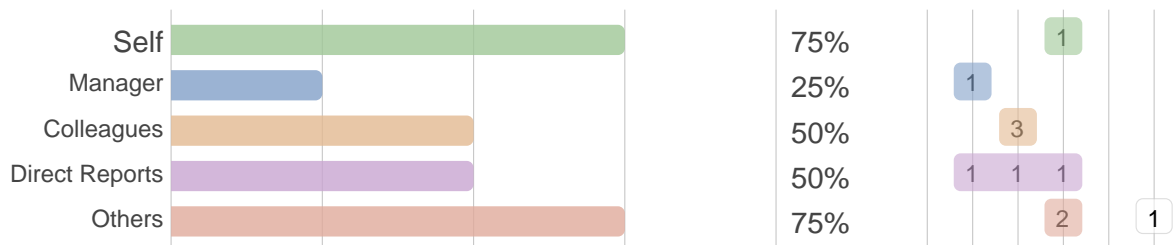
2.8 Stays positive despite challenges and setbacks

Self	75%	1
Manager	75%	1
Colleagues	75%	3
Direct Reports	67%	1 2
Others	58%	2 1

lumus360
everything 360 degree feedback

Contents
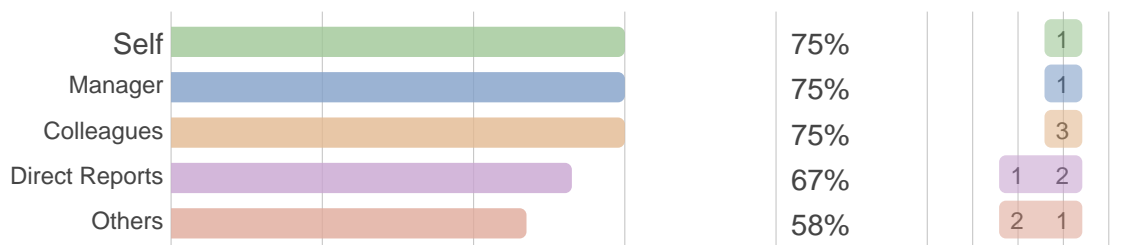
Respondent comments

MANAGER

➤ Nulla aliquet ante a ex ornare iaculis et in lacus. Suspendisse ut purus vitae diam pharetra dignissim. Cras ac dignissim ex. Pellentesque at magna congue, lobortis eros vitae, convallis turpis.

COLLEAGUES

➤ Aenean in tortor metus. Nullam gravida velit a nunc ullamcorper, ut accumsan quam venenatis. Aenean mattis placerat sodales.

➤ Maecenas imperdiet enim id dignissim feugiat. Mauris sagittis lectus non quam interdum, nec accumsan velit molestie. Mauris non tempor magna.

➤ Pellentesque mauris enim, rutrum sed dignissim eu, bibendum at ipsum. Vivamus iaculis eget augue et luctus. Praesent accumsan congue purus, in elementum odio lacinia ac.

DIRECT REPORTS

➤ Nulla quis odio ut neque hendrerit euismod. Nulla id fermentum nibh. Aliquam pellentesque sapien in ante ultrices dictum. Donec quis ornare lorem.

➤ Pellentesque scelerisque fringilla risus. Vestibulum eget porta odio, eget ultricies magna. Donec imperdiet vel elit sed commodo.

OTHERS

➤ Mauris mattis vitae sem ac lobortis. Nam rutrum nulla sed interdum euismod. Aenean quis leo cursus, egestas dui ac, faucibus enim. Nullam non urna quis sem gravida venenatis.

➤ Pellentesque et volutpat eros, ut sodales lectus. Curabitur a nunc lacus. Aenean malesuada venenatis nisl. Etiam maximus ultrices scelerisque.

➤ Phasellus non turpis in nunc vestibulum tincidunt sed tincidunt metus. Maecenas non nunc nec tellus placerat auctor. Duis aliquam scelerisque quam dapibus gravida.

Detailed Results

Results - Business analysis skills

Very Small Extent 0%   Small Extent 25%   Moderate Extent 50%   Large Extent 75%   Very Large Extent 100%

Very Small Extent   Small Extent   Moderate Extent   Large Extent   Very Large Extent   Not observed
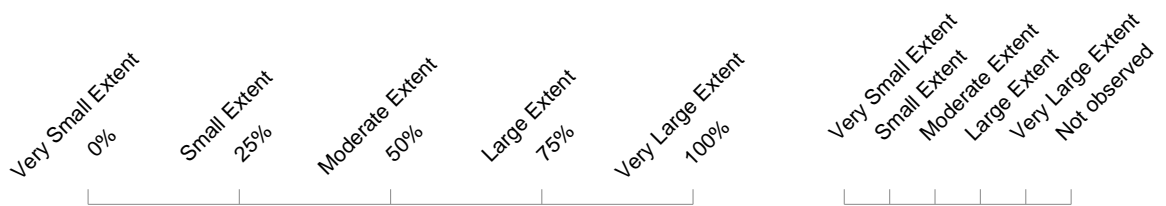
3.1 Provides high level business requirements for all projects responsible of.
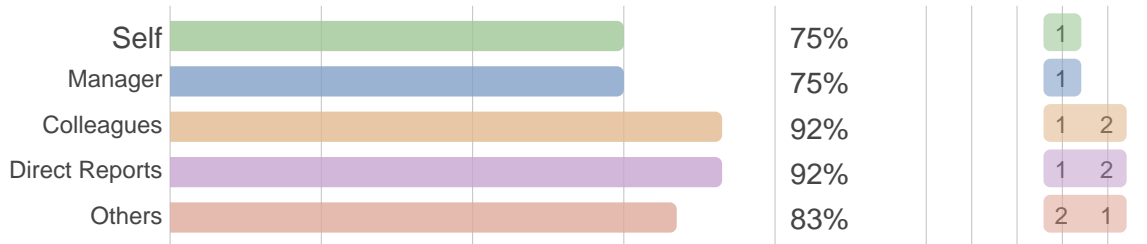
Self	75%	1
Manager	75%	1
Colleagues	92%	1 2
Direct Reports	92%	1 2
Others	83%	2 1

3.2 Use the correct business analysis techniques to capture the high level business requirements

Self	100%	1
Manager	25%	1
Colleagues	100%	2 1
Direct Reports	42%	1 2
Others	75%	3

3.3 Communicate and validate the high level business requirements with the appropriate stakeholders.

Self	25%	1
Manager	25%	1
Colleagues	38%	1 1 1
Direct Reports	42%	1 2
Others	38%	1 1 1
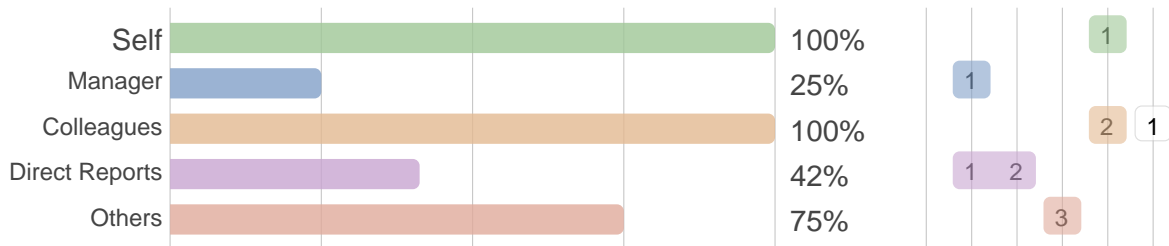
3.4 Always writes user stories using the "AS A...I WANT..SO THAT" structure.
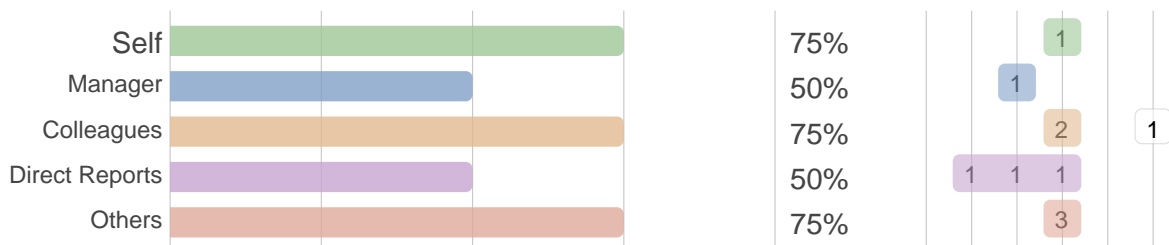
Self	75%	1
Manager	50%	1
Colleagues	75%	2 1
Direct Reports	50%	1 1 1
Others	75%	3

lumus360
everything 360 degree feedback

Contents

Detailed Results

Results - Business analysis skills

Very Small Extent 0% Small Extent 25% Moderate Extent 50% Large Extent 75% Very Large Extent 100%

Very Small Extent Small Extent Moderate Extent Large Extent Very Large Extent Not observed

3.5 Has a very good understanding of how to split a feature in user stories.

Self	50%	1
Manager	75%	1
Colleagues	100%	3
Direct Reports	100%	3
Others	100%	3
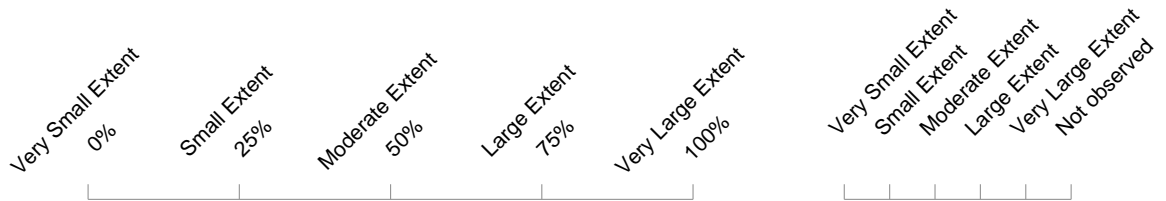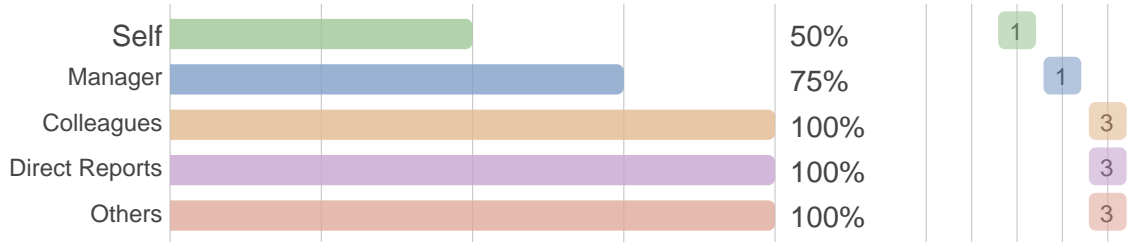
3.6 Writes clear and complete user stories acceptance criteria.

Self	100%	1
Manager	50%	1
Colleagues	83%	2 1
Direct Reports	83%	2 1
Others	92%	1 2
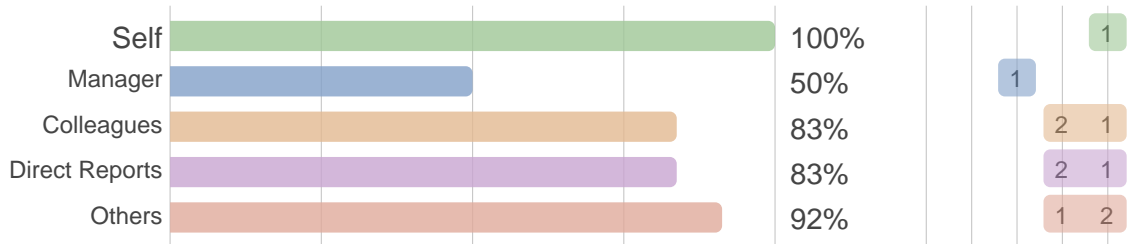
3.7 Keeps business requirements and user stories acceptance criteria up to date.
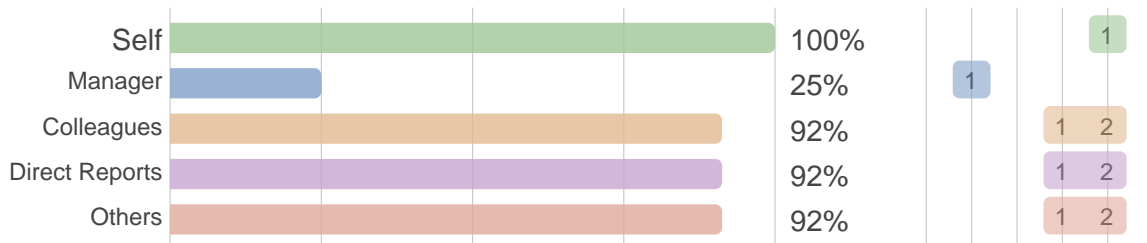
Self	100%	1
Manager	25%	1
Colleagues	92%	1 2
Direct Reports	92%	1 2
Others	92%	1 2

3.8 Expert in the area of covering all specific product areas part of user stories acceptance criteria.

Self	75%	1
Manager	25%	1
Colleagues	50%	3
Direct Reports	50%	1 1 1
Others	50%	2 1

lumus360
everything 360 degree feedback

Contents

Detailed Results

Results - Business analysis skills

Very Small Extent 0% Small Extent 25% Moderate Extent 50% Large Extent 75% Very Large Extent 100%

Very Small Extent Small Extent Moderate Extent Large Extent Very Large Extent Not observed
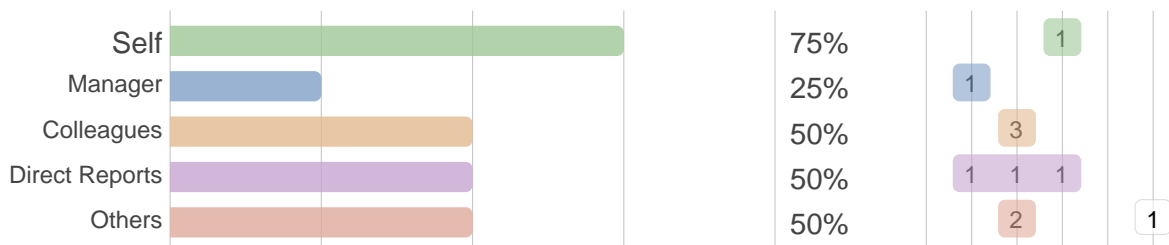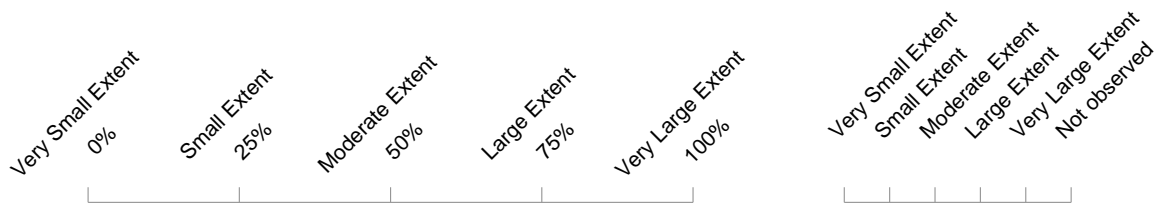
3.9 Has a good understanding of the software development lifecycle.
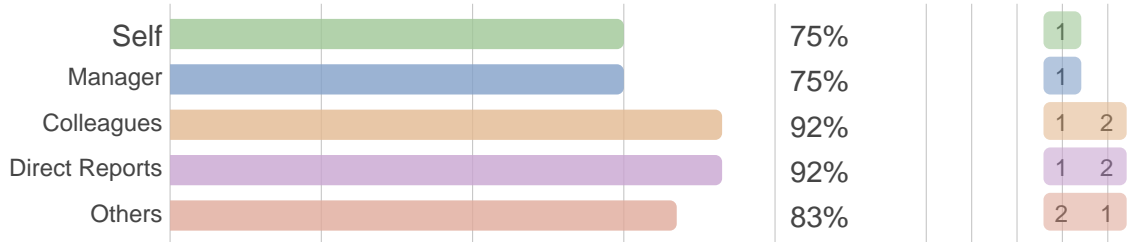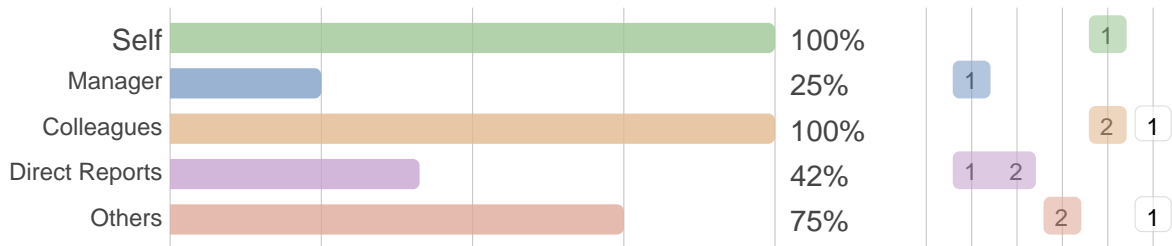
Self	75%	1
Manager	75%	1
Colleagues	92%	1 2
Direct Reports	92%	1 2
Others	83%	2 1

3.10 Is experienced in customer training for his/her product area.

Self	100%	1
Manager	25%	1
Colleagues	100%	2 1
Direct Reports	42%	1 2
Others	75%	2 1

3.11 Create high quality manuals and documentation required for the client to have an easy product roll-out.

Self	25%	1
Manager	25%	1
Colleagues	38%	1 1 1
Direct Reports	42%	1 2
Others	50%	1 1 1

lumus360
everything 360 degree feedback

Contents

Respondent comments

MANAGER

➤ Maecenas imperdiet enim id dignissim feugiat. Mauris sagittis lectus non quam interdum, nec accumsan velit molestie. Mauris non tempor magna.

COLLEAGUES

➤ Nulla quis odio ut neque hendrerit euismod. Nulla id fermentum nibh. Aliquam pellentesque sapien in ante ultrices dictum. Donec quis ornare lorem.

➤ Pellentesque scelerisque fringilla risus. Vestibulum eget porta odio, eget ultricies magna. Donec imperdiet vel elit sed commodo.

DIRECT REPORTS

➤ Aenean in tortor metus. Nullam gravida velit a nunc ullamcorper, ut accumsan quam venenatis. Aenean mattis placerat sodales.

➤ Maecenas imperdiet enim id dignissim feugiat. Mauris sagittis lectus non quam interdum, nec accumsan velit molestie. Mauris non tempor magna.

➤ Pellentesque mauris enim, rutrum sed dignissim eu, bibendum at ipsum. Vivamus iaculis eget augue et luctus. Praesent accumsan congue purus, in elementum odio lacinia ac.

OTHERS

➤ Mauris mattis vitae sem ac lobortis. Nam rutrum nulla sed interdum euismod. Aenean quis leo cursus, egestas dui ac, faucibus enim. Nullam non urna quis sem gravida venenatis.

➤ Pellentesque et volutpat eros, ut sodales lectus. Curabitur a nunc lacus. Aenean malesuada venenatis nisl. Etiam maximus ultrices scelerisque.

lumus360
everything 360 degree feedback

Contents

Highs and lows

Top and bottom five

Below are your highest and lowest rated behaviours (based on the average ratings of all respondents excluding yourself). Your own ratings are shown (as an 'S') for comparison.

Use the table to confirm where others perceived your key strengths and opportunities for improvement to be.

Question Number

S = Self Rating

Very Small Extent — Small Extent — Moderate Extent — Large Extent — Very Large Extent

0%   25%   50%   75%   100%

3.5	Have a very good understanding of how to split a feature in user stories.	98%
1.7	Take customer concerns seriously	93%
1.4	Ensure all company initiatives are implemented	93%
2.5	Work personally with the team to translate the directors vision into key deliverables	93%
3.1	Provide high level business requirements for all projects responsible of.	88%
2.3	Understand KPIs and prioritises tasks with a view to achieving the targets	47%
1.2	Role model for delivering excellent service to customers	43%
3.11	Create high quality manuals and documentation required for the client to have an easy product roll-out.	42%
2.4	Set and consistently drives team and individual KPIs to exceed goals and targets	39%
3.3	Communicate and validate the high level business requirements with the appropriate stakeholders.	38%

lumus360
everything 360 degree feedback

Contents

Hidden strengths and blind spots

Hidden Strengths

Below are behaviours that your respondents see/perceive you do more frequently that you think. Your own ratings (shown with an 'S') are provided for comparison.

The difference in ratings may indicate that you are stronger in that area than you give yourself credit for or you appear to be better than you actually are.

	Question Number		Very Small Extent / Small Extent / Moderate Extent / Large Extent / Very Large Extent	Percentage Gap
		S = Self Rating	0% 25% 50% 75% 100%	
Manager	2.5	Work personally with the team to translate the directors vision into key deliverables		50%
	1.2	Role model for delivering excellent service to customers		25%
	1.3	Act as a model of excellence on processes and standards		25%
	1.5	Ensure a recognizable return on investment is achieved		25%
	1.6	Identify issues and turns these into opportunities with suggested solutions		25%
Colleagues	3.5	Have a very good understanding of how to split a feature in user stories.		50%
	2.6	Effectively delegate to others to maximise their own efficiency		50%
	2.5	Work personally with the team to translate the directors vision into key deliverables		42%
	1.2	Role model for delivering excellent service to customers		25%
	2.3	Understand KPIs and prioritises tasks with a view to achieving the targets		25%

lumus360
everything 360 degree feedback

Contents

Hidden strengths and blind spots

Question Number

S = Self Rating

Very Small Extent   Small Extent   Moderate Extent   Large Extent   Very Large Extent   Percentage Gap

0%   25%   50%   75%   100%

Direct Reports

Q#	Question		Percentage Gap
3.5	Have a very good understanding of how to split a feature in user stories.	S	50%
2.6	Effectively delegate to others to maximise their own efficiency	S	50%
2.5	Work personally with the team to translate the directors vision into key deliverables	S	42%
2.3	Understand KPIs and prioritises tasks with a view to achieving the targets	S	25%
2.2	Deliver projects on time and in line with business objectives	S	17%

Others

Q#	Question		Percentage Gap
3.5	Have a very good understanding of how to split a feature in user stories.	S	50%
2.5	Work personally with the team to translate the directors vision into key deliverables	S	42%
2.3	Understand KPIs and prioritises tasks with a view to achieving the targets	S	25%
3.11	Create high quality manuals and documentation required for the client to have an easy product roll-out.	S	25%
2.2	Deliver projects on time and in line with business objectives	S	17%

lumus360
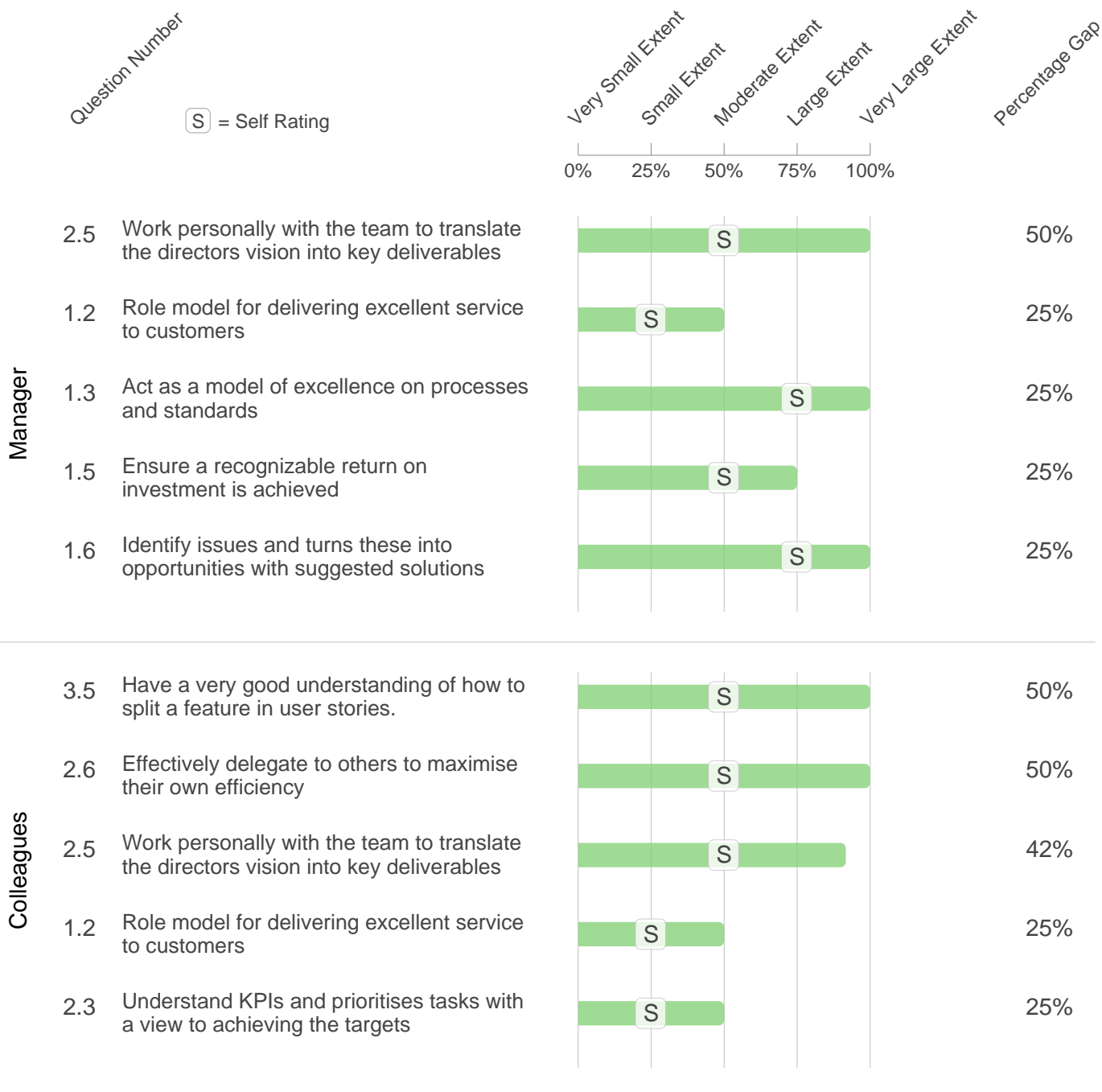everything 360 degree feedback

Contents

Hidden strengths and blind spots

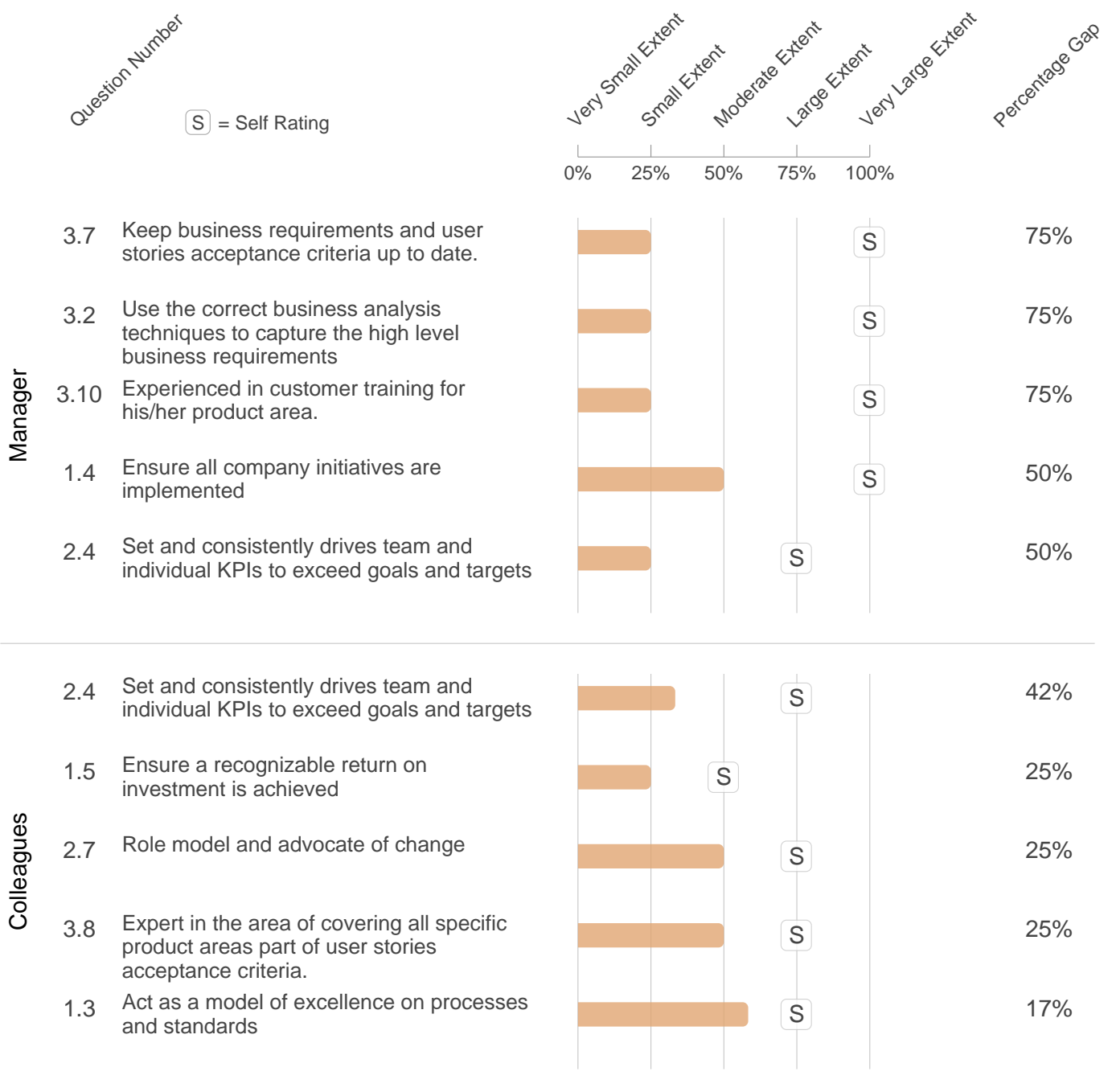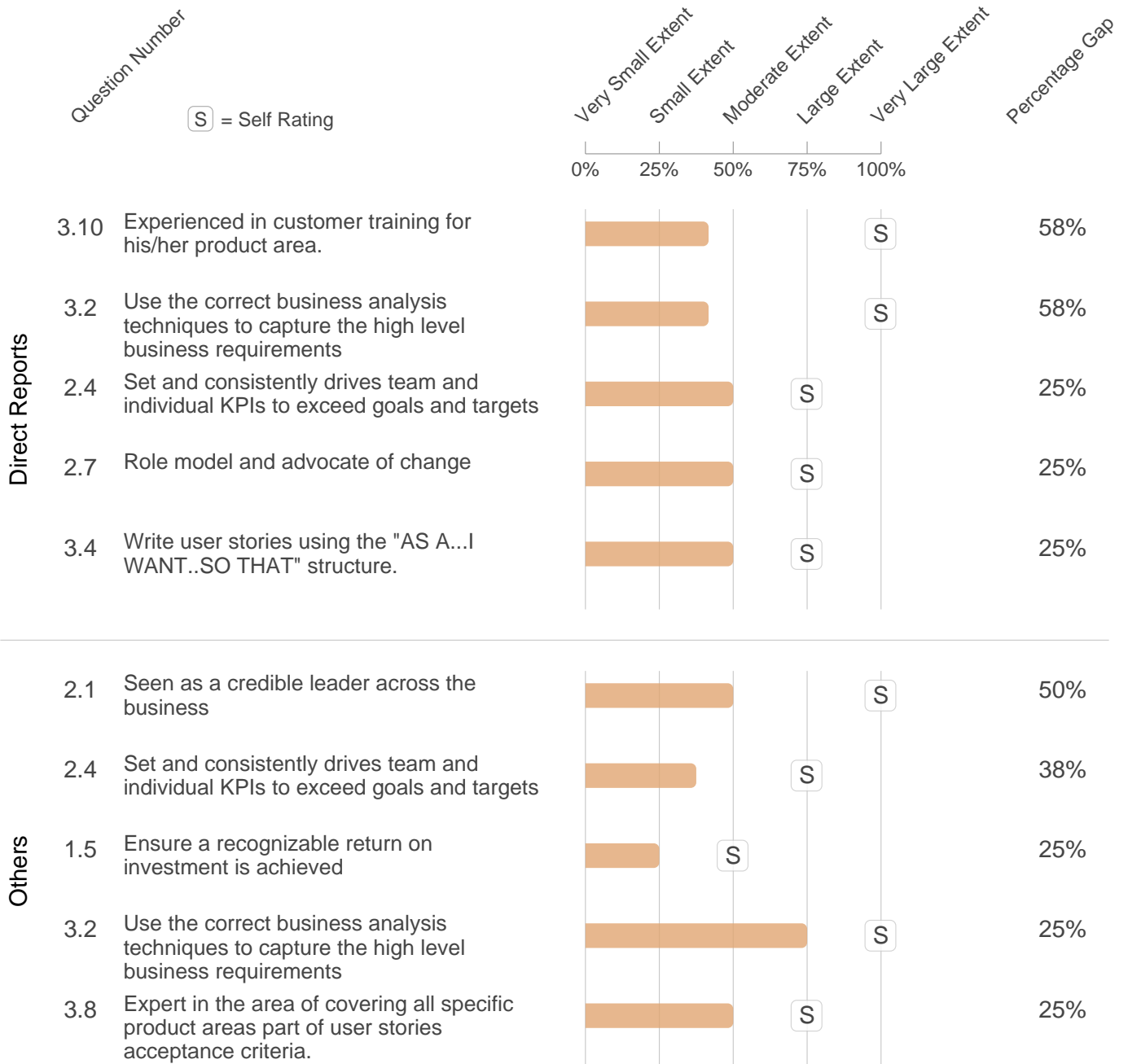### Blind Spots

Below are behaviours that your respondents see/perceive you to do less frequently than you think you do. This may be because:

➤ You are overestimating the frequency you exhibit these behaviours

➤ You may be carrying out the behaviours described but others haven't had the opportunity to observe them

➤ Your behaviour may not be reflecting your intention

Manager

Q#	Behaviour	Percentage Gap
3.7	Keep business requirements and user stories acceptance criteria up to date.	75%
3.2	Use the correct business analysis techniques to capture the high level business requirements	75%
3.10	Experienced in customer training for his/her product area.	75%
1.4	Ensure all company initiatives are implemented	50%
2.4	Set and consistently drives team and individual KPIs to exceed goals and targets	50%

Colleagues

Q#	Behaviour	Percentage Gap
2.4	Set and consistently drives team and individual KPIs to exceed goals and targets	42%
1.5	Ensure a recognizable return on investment is achieved	25%
2.7	Role model and advocate of change	25%
3.8	Expert in the area of covering all specific product areas part of user stories acceptance criteria.	25%
1.3	Act as a model of excellence on processes and standards	17%

lumus360
everything 360 degree feedback

Contents

Hidden strengths and blind spots

Question Number

⬚S⬚ = Self Rating

Very Small Extent · Small Extent · Moderate Extent · Large Extent · Very Large Extent · Percentage Gap

0% 25% 50% 75% 100%

Direct Reports

No.	Question	Self	Gap
3.10	Experienced in customer training for his/her product area.	S (Very Large)	58%
3.2	Use the correct business analysis techniques to capture the high level business requirements	S (Very Large)	58%
2.4	Set and consistently drives team and individual KPIs to exceed goals and targets	S (Moderate)	25%
2.7	Role model and advocate of change	S (Moderate)	25%
3.4	Write user stories using the "AS A...I WANT..SO THAT" structure.	S (Moderate)	25%

Others

No.	Question	Self	Gap
2.1	Seen as a credible leader across the business	S (Very Large)	50%
2.4	Set and consistently drives team and individual KPIs to exceed goals and targets	S (Large)	38%
1.5	Ensure a recognizable return on investment is achieved	S (Moderate)	25%
3.2	Use the correct business analysis techniques to capture the high level business requirements	S (Large)	25%
3.8	Expert in the area of covering all specific product areas part of user stories acceptance criteria.	S (Large)	25%

lumus360
everything 360 degree feedback

Contents

Verbatim Comments

Introduction

This section provides verbatim comments from all respondents.

You will gain the most value if you pay attention to the frequency of occurring topics and suggestions. Try to view the information objectively and reconcile it with the information in the previous sections.

Continue

MANAGER

➢ Donec tortor orci, dapibus ut pulvinar sed, fringilla a lectus. Maecenas ultricies, mauris quis ultrices ultrices, dolor quam varius leo, eu fringilla turpis nibh vel tortor.

COLLEAGUES

➢ Vivamus dictum in quam et suscipit. Cras nec felis ut sem efficitur pretium. Integer mauris urna, ultrices non lacinia molestie, porta sit amet metus.

➢ Aenean bibendum libero nec eros pellentesque placerat. Mauris est enim, vestibulum ut sollicitudin a, eleifend eu purus. Aenean ex justo, egestas eu enim ut, commodo rhoncus est. Vestibulum faucibus, arcu eu accumsan convallis.

DIRECT REPORTS

➢ Nunc velit mauris, porta in auctor nec, tempus ac nisi. Vivamus ac velit pretium, finibus ex a, scelerisque massa. Nunc tristique augue eu metus rutrum, nec volutpat odio varius.

➢ Hasellus ac neque ultricies, commodo nunc in, efficitur est. Etiam molestie elit at risus vestibulum lobortis.

➢ Justo nisl congue ex, in elementum nulla diam eu leo. In pulvinar at tortor eu condimentum. Fusce ut pharetra odio. Sed nisi justo, condimentum a rhoncus vel, scelerisque ac ex.

OTHERS

➢ Sed in augue eros. Donec nulla enim, elementum vitae imperdiet id, luctus non risus. Donec euismod placerat neque, quis posuere arcu elementum sollicitudin.

lumus360
everything 360 degree feedback

Contents

Verbatim Comments

Stop

MANAGER

➤ In hac habitasse platea dictumst. Quisque consectetur mauris non dui dignissim pretium ut tristique est. Morbi faucibus metus non magna hendrerit finibus.

COLLEAGUES

➤ Donec pulvinar arcu sed sem scelerisque aliquet. In vehicula metus eget ultricies rhoncus. Sed egestas, tellus sed elementum bibendum, purus sapien tincidunt magna, auctor rhoncus risus ipsum non diam.

➤ Sed non erat urna. Proin ac bibendum lacus. Vivamus congue, sem in vestibulum aliquam, erat dui tempor nisl, vel viverra justo lacus at velit.

➤ Proin ut neque libero. In pharetra mollis leo sit amet tincidunt. Sed sed elementum mauris. Maecenas semper nunc a ligula venenatis tempus.

DIRECT REPORTS

➤ Vivamus iaculis, lacus eu eleifend feugiat, velit dolor malesuada lorem, non congue metus odio vitae libero. Nunc et consectetur leo, nec maximus leo.

➤ Etiam neque sem, vehicula nec ante ac, ultricies interdum quam. Pellentesque placerat auctor faucibus. Aenean non mauris vitae nunc mollis tincidunt. Duis venenatis velit massa, vitae tincidunt sem commodo eget.

OTHERS

➤ Sed tincidunt aliquet mauris eu iaculis. Nullam et nisl vestibulum lacus rhoncus tempor sed in sem. Phasellus vitae dolor dictum, faucibus sapien ac, scelerisque nunc.

➤ Nullam nisl ex, dictum eu neque eu, suscipit fermentum dui. Nulla elementum in nisl id cursus. Donec sem nunc, scelerisque quis arcu non, interdum molestie felis.

lumus360
everything 360 degree feedback

Contents

Verbatim Comments

Start

MANAGER

COLLEAGUES

➤ Phasellus ullamcorper ipsum vitae lacus pellentesque scelerisque. Nullam iaculis imperdiet neque a facilisis. Duis ac pharetra risus.

➤ Mauris facilisis convallis eros et commodo. Proin aliquet sollicitudin odio, ut accumsan turpis tempor ut. Nam dapibus sagittis libero nec facilisis.

DIRECT REPORTS

➤ Ut ipsum neque, dapibus sed nibh id, commodo viverra augue. Vestibulum lacinia vestibulum libero feugiat ultrices. Mauris eget lacus eros. Ut fringilla laoreet accumsan.

➤ Nullam volutpat tortor ut ipsum dictum, at ullamcorper arcu luctus. Nulla pretium justo quis urna porta, lobortis porttitor lorem faucibus. Nulla vitae erat erat.

➤ Maecenas vel libero eros. Vestibulum scelerisque vitae eros a commodo. Quisque sollicitudin a lacus at pulvinar. Phasellus ornare leo ex, blandit molestie lectus auctor eget.

OTHERS

➤ Nam lacinia nulla sit amet felis egestas, vel mollis dolor tincidunt. Maecenas dui risus, ultrices at vestibulum in, sagittis quis elit. Donec eget erat enim

lumus360
everything 360 degree feedback

Contents