

CB 360 Team
Sample Team

Feedback Report
1/3/2011

About This Survey

Sample Team, 1/3/2011

This multi-rater survey is designed to assist your team in assessing and developing its effectiveness. As an aggregated report of the perceptions of the members of the team, it is intended to:

- Help your team identify its strengths and areas for improvement
- Enable the individual members of the team to better understand each others' perspectives
- Serve as a quantitative baseline for the team's progress over time
- Catalyze constructive discussions about how the team can be more effective
- Demonstrate that the team is open to feedback and committed to continuous improvement

Rater Groups That Provided Feedback

Rater Group	# of Respondents (n)	# Invited to Participate
Team members	1	2

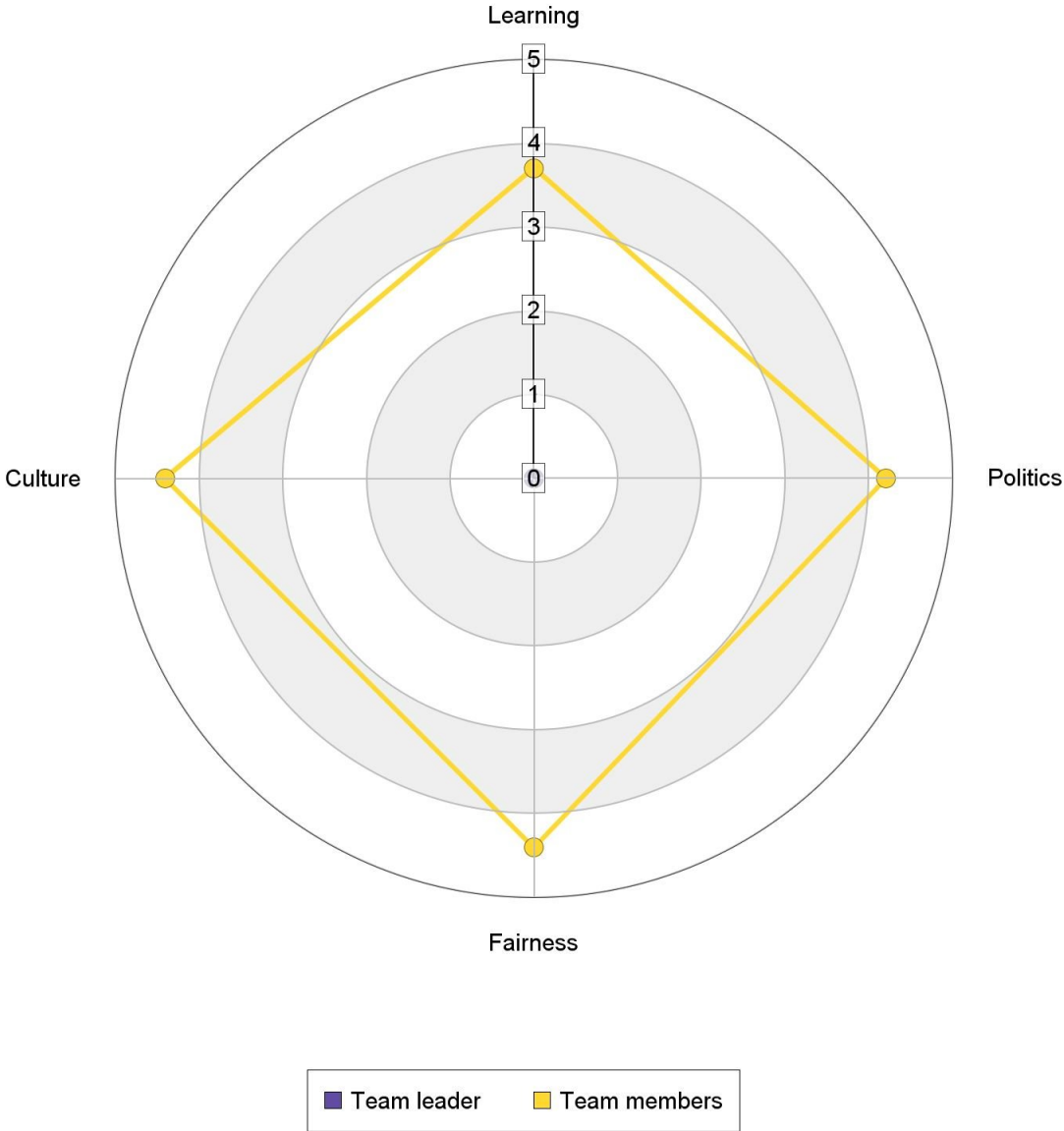
About The Rating Scale

Scale Option	Assigned Value
NA	0
Strongly disagree	1
Disagree	2
Neutral	3
Agree	4
Strongly agree	5

Team Competency Profile

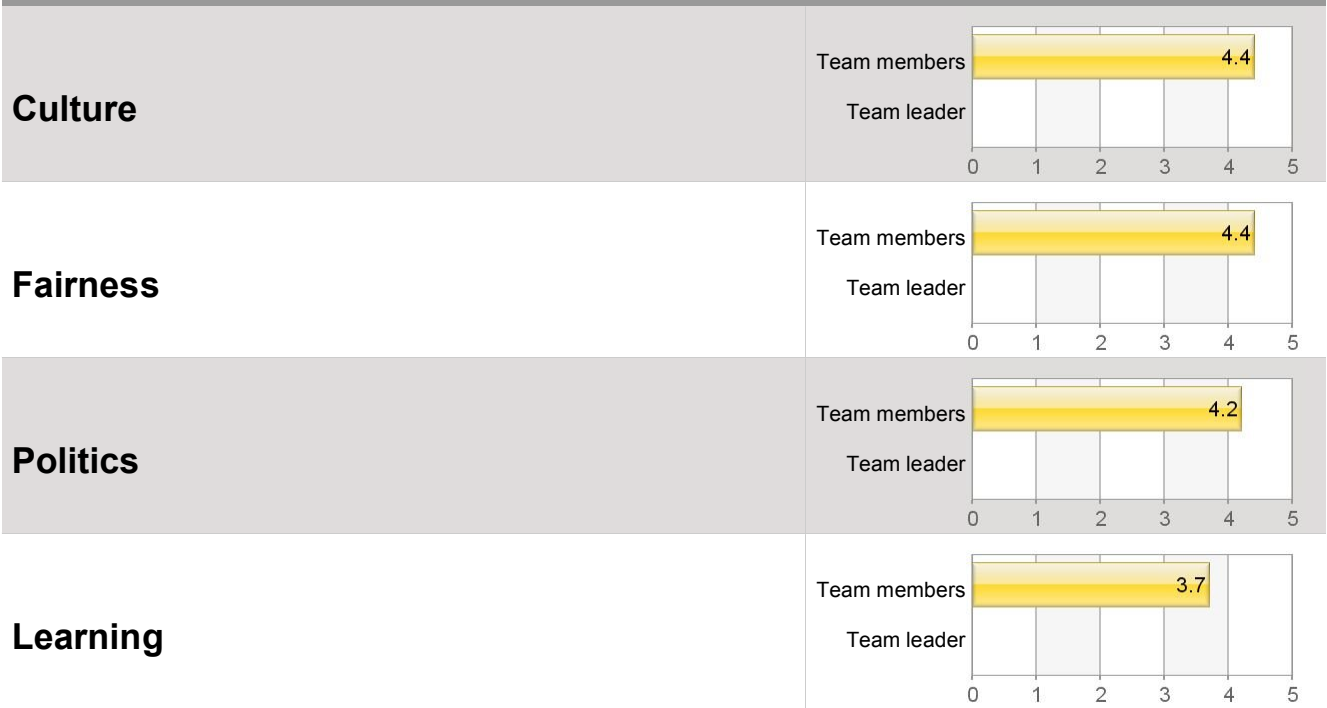
Sample Team, 1/3/2011

The Competency Profile radar chart below shows scores with each rating group across all Competencies. Radar charts are useful in easily spotting gaps between Rater groups' ratings of a team. More favorable scores fall toward the outside of the chart.



Competency Summary

Summary of all competency groups sorted by Rater group.

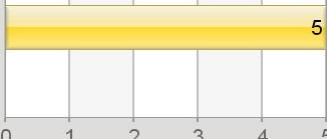
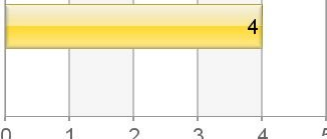

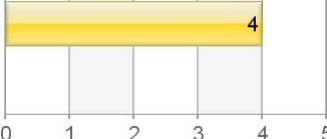


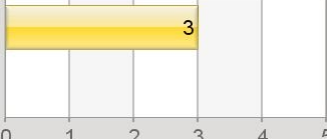
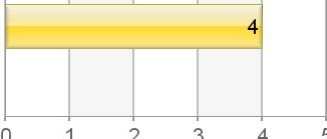

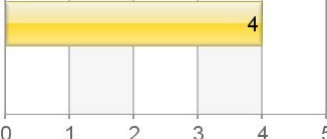

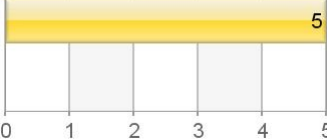

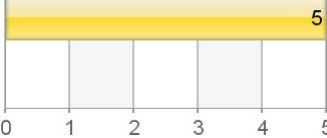
Individual Survey Items

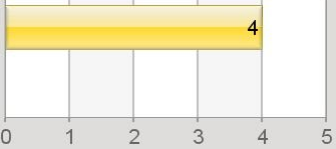
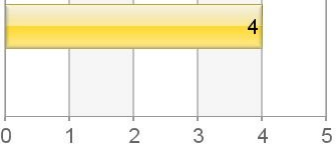

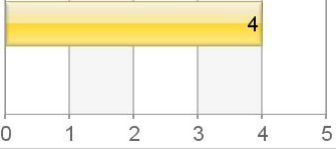
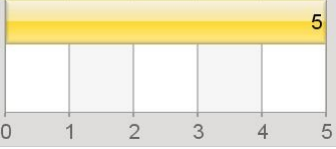
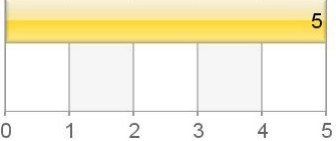
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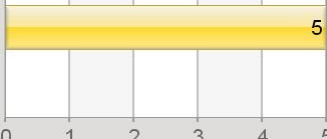
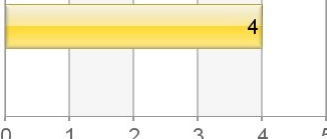

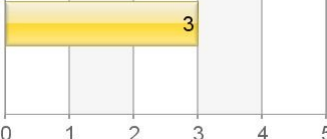

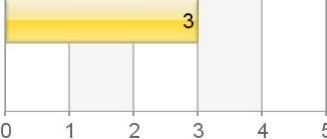

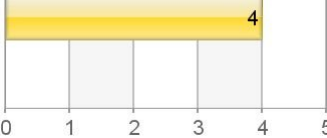

Graphs below show ratings on each survey item, sorted by Rater Group

Survey Item	Responses by Rater Group
<p>Culture 1. Is more concerned with performance than with politics</p>	<p>Hi Lo n Team members 5 5 1 Team leader 0</p>
<p>Culture 2. Has a culture of problem solving rather than of finger pointing</p>	<p>Hi Lo n Team members 4 4 1 Team leader 0</p>
<p>Culture 3. Is constituted by people who go out of their way to share credit with each other</p>	<p>Hi Lo n Team members 4 4 1 Team leader 0</p>
<p>Culture 4. Appropriately rewards people for admitting mistakes</p>	<p>Hi Lo n Team members 4 4 1 Team leader 0</p>
<p>Culture 5. Effectively sanctions peoples who claim too much credit</p>	<p>Hi Lo n Team members 5 5 1 Team leader 0</p>
<p>Culture 6. Is more concerned with finding solutions than in assigning blame</p>	<p>Hi Lo n Team members 5 5 1 Team leader 0</p>
<p>Culture 7. Is willing to face failure head on in order to help make success more likely</p>	<p>Hi Lo n Team members 4 4 1 Team leader 0</p>
<p>Culture 8. Has leadership that sets a good example in accepting blame and sharing credit</p>	<p>Hi Lo n Team members 4 4 1 Team leader 0</p>

<p>Culture 9. Appropriately recognizes and rewards people for their contributions</p>		<p>Hi Lo n 5 5 1 0</p>
<p>Culture 10. Is constituted by people who step up to take the blame when they make mistakes</p>		<p>Hi Lo n 4 4 1 0</p>
<p>Culture 11. Takes a constructive approach to internal critics</p>		<p>Hi Lo n 5 5 1 0</p>
<p>Culture 12. Takes a constructive approach to external critics</p>		<p>Hi Lo n 4 4 1 0</p>

<p>Fairness</p> <p>13. Treats all individuals in a consistent and fair manner</p>		<p>Hi Lo n</p> <p>3 3 1</p> <p>0</p>
<p>Fairness</p> <p>14. Holds members of different groups to the same standards</p>		<p>Hi Lo n</p> <p>4 4 1</p> <p>0</p>
<p>Fairness</p> <p>15. Is able to separate the person from the problem</p>		<p>Hi Lo n</p> <p>4 4 1</p> <p>0</p>
<p>Fairness</p> <p>16. Does not scapegoat individuals or members of certain groups</p>		<p>Hi Lo n</p> <p>4 4 1</p> <p>0</p>
<p>Fairness</p> <p>17. Gives people the benefit of the doubt</p>		<p>Hi Lo n</p> <p>5 5 1</p> <p>0</p>
<p>Fairness</p> <p>18. Gives appropriate consideration to the situational challenges individuals face</p>		<p>Hi Lo n</p> <p>5 5 1</p> <p>0</p>
<p>Fairness</p> <p>19. Rewards and recognizes people for their contributions</p>		<p>Hi Lo n</p> <p>5 5 1</p> <p>0</p>
<p>Fairness</p> <p>20. Admits mistakes when people have not received due credit or have been unfairly blamed</p>		<p>Hi Lo n</p> <p>5 5 1</p> <p>0</p>

<p>Politics 21. Confronts external reality head on, regardless of internal politics</p>		<p>Hi Lo n 4 4 1 0</p>
<p>Politics 22. Promotes people based on their talents and their achievements, not because of organizational politics</p>		<p>Hi Lo n 4 4 1 0</p>
<p>Politics 23. Encourages constructive discussion and debate</p>		<p>Hi Lo n 3 3 1 0</p>
<p>Politics 24. Encourages people to take risks without disproportionate fear of failure</p>		<p>Hi Lo n 4 4 1 0</p>
<p>Politics 25. Does not suffer from long-running, dysfunctional feuds</p>		<p>Hi Lo n 5 5 1 0</p>
<p>Politics 26. Does not rewrite history in order to take credit and/or avoid blame</p>		<p>Hi Lo n 5 5 1 0</p>

<p>Learning 27. Is willing to take a step back in order to take two steps forward</p>		<p>Hi Lo n 5 5 1 0</p>
<p>Learning 28. Truth speaks to power here</p>		<p>Hi Lo n 4 4 1 0</p>
<p>Learning 29. There are no "undiscussable issues here"</p>		<p>Hi Lo n 4 4 1 0</p>
<p>Learning 30. Examines its mistakes in order to learn from them</p>		<p>Hi Lo n 3 3 1 0</p>
<p>Learning 31. Is willing to re-examine and re-consider basic assumptions</p>		<p>Hi Lo n 3 3 1 0</p>
<p>Learning 32. Gives people the right amount and kind of developmental feedback</p>		<p>Hi Lo n 3 3 1 0</p>
<p>Learning 33. Does not rationalize poor results by blaming them on the situation or on other people, groups, or organizations</p>		<p>Hi Lo n 2 2 1 0</p>
<p>Learning 34. Admits mistakes and endeavors to learn from them</p>		<p>Hi Lo n 4 4 1 0</p>
<p>Learning 35. Assesses itself in addition to assessing its leaders and staff</p>		<p>Hi Lo n 5 5 1 0</p>

10 Highest Rated Items

This report shows average weighted ratings for each of the top 10 rated items in the review.

	Top 10 Items	Team leader	Team members
1.	Learning Assesses itself in addition to assessing its leaders and staff	0.0	5.0
2.	Learning Is willing to take a step back in order to take two steps forward	0.0	5.0
3.	Politics Does not rewrite history in order to take credit and/or avoid blame	0.0	5.0
4.	Politics Does not suffer from long-running, dysfunctional feuds	0.0	5.0
5.	Fairness Admits mistakes when people have not received due credit or have been unfairly blamed	0.0	5.0
6.	Fairness Rewards and recognizes people for their contributions	0.0	5.0
7.	Fairness Gives appropriate consideration to the situational challenges individuals face	0.0	5.0
8.	Fairness Gives people the benefit of the doubt	0.0	5.0
9.	Culture Takes a constructive approach to internal critics	0.0	5.0
10.	Culture Appropriately recognizes and rewards people for their contributions	0.0	5.0

10 Lowest Rated Items

This report shows average weighted ratings for each of the bottom 10 rated items in the review.

	Bottom 10 Items	Team leader	Team members
1.	Learning Does not rationalize poor results by blaming them on the situation or on other people, groups, or organizations	0.0	2.0
2.	Fairness Treats all individuals in a consistent and fair manner	0.0	3.0
3.	Politics Encourages constructive discussion and debate	0.0	3.0
4.	Learning Examines its mistakes in order to learn from them	0.0	3.0
5.	Learning Is willing to re-examine and re-consider basic assumptions	0.0	3.0
6.	Learning Gives people the right amount and kind of developmental feedback	0.0	3.0
7.	Culture Has a culture of problem solving rather than of finger pointing	0.0	4.0
8.	Culture Is constituted by people who go out of their way to share credit with each other	0.0	4.0
9.	Culture Appropriately rewards people for admitting mistakes	0.0	4.0
10.	Culture Is willing to face failure head on in order to help make success more likely	0.0	4.0

Additional Comments

All respondents are asked to provide open-ended commentary. The comments below are presented exactly as they were entered by respondents.

Culture: Comments

Team members:

This team is good, and getting better all the time

Team leader:

No Response.

Fairness: Comments

Team members:

No Response.

Team leader:

No Response.

Learning: Comments

Team members:

No Response.

Team leader:

No Response.

Politics: Comments

Team members:

No Response.

Team leader:

No Response.