

360° Inclusive Feedback – Sample Report

A Voluntary & Confidential 360° Feedback Platform


Corporate Talent Transformation Team






Winner of Brandon Hall Excellence Awards 2022 Gold:

Best Unique or Innovative Leadership Development Programme

Talent Management

Product/service marked with  can only be accessed on TCS network. Please [click here](#) for more details.

Acquisition

Bring Your Buddy Campus/Off-Campus Recruitment Global Background Check Information System Global Recruitment System iBegin 
(Recruitment Facilitation)

Virtual Recruitment

Career Management

iBelong
(Lateral Hire On-boarding)

Prime Aspirations

Performance Management

SPEED
(Performance Management)

Rewards & Recognition

Gems

Talent Transformation

iConnect **New!**
(Mentoring Platform)Inclusive Feedback **New!**
(Confidential 360-degree Feedback)Mentor Capability Building **New!**
(Certification Programmes in Mentoring)Xcelerate **New!**
(Career Growth)

Workforce Management

GBaMS 
(Business Associate Management)Requirement Gathering System Pathway to 360⁰ Inclusive Feedback

“ Why 360° Inclusive Feedback? ”

Imagine waking up in a world where **there are no mirrors**. How will you be able to see yourself? How will you ever know how others see and perceive you? **The 360° Inclusive Feedback tool is your mirror** to know more about yourself and build upon your **leadership skills**. This **confidential and developmental 360° feedback process** is a must do for all leaders within TCS as it provides a holistic picture of how others perceive you.

DR. SIMONE PAYMASTER, Global Head - Talent Transformation

To get a glimpse of what's in store -



DOWNLOAD SAMPLE REPORT



Key Highlights & Features



Completely
**Anonymous and
Confidential**



Not linked to Appraisal.
Rather, it is **purely
Developmental** in nature



Focused Assessment based
on **trainable skills,
competencies & attributes**

Your Action Items

VIEW REPORT



NEW

VIEW
CUSTOMIZED
LEARNING BASKET



VIEW LEARNING
STATION



Click on this card to view your 360° Inclusive Feedback Report

Inclusive Feedback Status



Select Your
Participants



Submit Your
Self-
Assessment



360° IF
Initiated



Pending with
Participants



Add More
Participants
(Optional)



Confirming
2nd Set
Participants



Feedback
Ongoing



Feedback
Released



Overall Feedback

Welcome to your 360° Inclusive Feedback Report. Before opening the same, please go through the "Tips", the "Stakeholder Key" and the "What Was Measured" section to get a better idea of how to approach the report.

Tips

To approach the feedback to read the report



Stakeholder

Key



What was

Measured?



View your

Report



Tips

Please read the tips below to better approach and understand your 360° Inclusive Feedback Report.



Approaching the feedback



Feedback proves essential for learning only if you approach the feedback with an open mind. Do not discount feedback if you disagree with it.



The results often contain surprises. By uncovering and understanding them, you can improve your workplace performance and relationships.



Your participants dedicated their time to give you this feedback. Thank them for their input. You may even wish to share a few of your action steps with them so that they know that you heard them.



Reading the report



Each figure shown in the report has a 'mouse hover' explanation about the figure.



Customization of the report is possible at your end. Radio buttons / Check boxes are provided in order to Select / deselect options and view the figures as per your convenience.



Please note that the analysis in this report has been done at the group level and not at the individual participant level to ensure the anonymity and confidentiality of the process.

OKAY, I HAVE READ TIPS

SKIP & VIEW REPORT

Stakeholders

Feedback from the following Stakeholders was measured through this process.



Team Members

Associates who
report to you



Peers

Colleagues & Co-workers
of Similar Level



Managers

Associate to whom
you report



Self

you

PROCEED

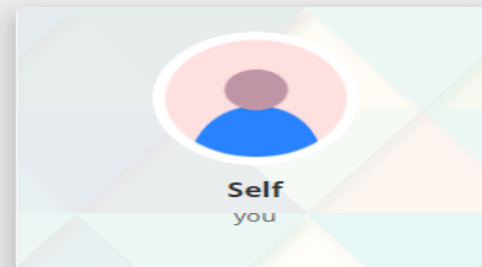
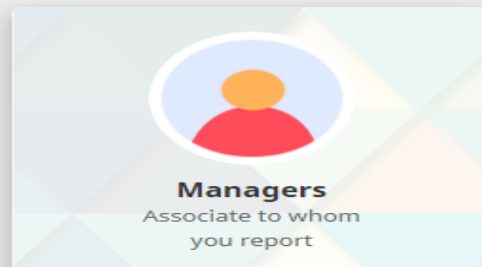
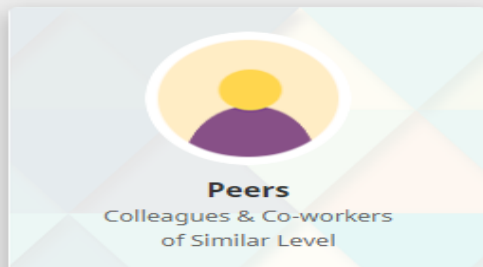
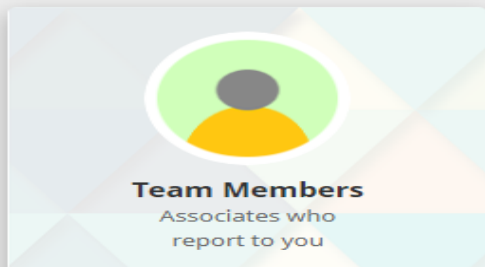
SKIP & VIEW REPORT

What Was Measured?

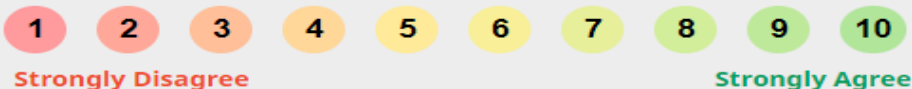
Below are the attributes on which the 360° Inclusive Feedback Report has been generated, basis the questionnaire submitted by you and your nominated participants.

1

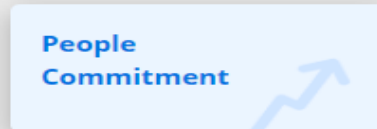
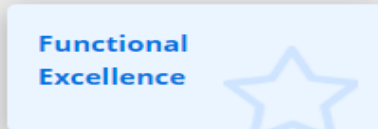
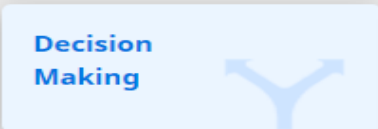
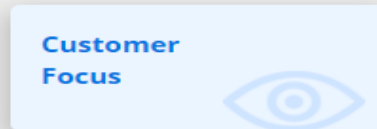
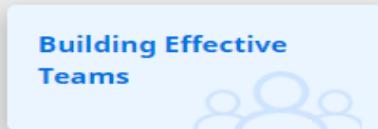
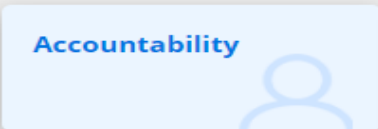
Stakeholders

**2**

Each question is measured in the below 10 point scale.

**3**

The following attributes are measured through this questionnaire.



PROCEED & VIEW REPORT

Your Feedback Reports

Welcome to your 360° Inclusive Feedback Report. Before opening the same, please go through the "Tips", the "Stakeholder Key" and the "What Was Measured" section to get a better idea of how to approach the report.

The image displays three feedback report cards for the year 2021 - 22. The first card is highlighted with a red box and labeled 'NEW'. Each card shows the 'Initiated On' and 'Released On' dates and a 'VIEW' button.

Report Card	Initiated On	Released On	Action
1 (Highlighted)	22-May-2023	22-May-2023	VIEW
2	30-Jan-2022	14-Jul-2022	VIEW
3	26-Jan-2022	01-Dec-2022	VIEW

All your 360° Inclusive Feedback Reports will be visible here. Click on the first card to view the latest report.

Inclusive Feedback Report

[Report Snapshot](#)[Detailed Report](#)

[Click here to view the highlights of the report.](#)



Participation Details

Displays the overall participation status of your 360° Inclusive Feedback Process. In order to maintain the anonymity and confidentiality of the process, you will only see an aggregated view rather than a particular participants' status.



Comparative Report

Compares your responses about yourself on the said Leadership Attributes with the participants' responses.



Top & Bottom 3 Attributes

Your Top 3 & Bottom 3 Attributes basis the participants' responses.



Inclusive Feedback Report

[Download your report](#)[Report Snapshot](#)[Detailed Report](#)

Participation Details

Displays the overall participation status of your 360° Inclusive Feedback process. If you are a participant in the process, you will only see an aggregated view rather than a particular participants' status.

[Click here to view the detailed report.](#)

Forte Finder

The 4 quadrants divide the attributes into 4 different categories basis the participants' responses Introspection Required ; Acknowledged Strength ; Agreed Developmental Areas ; Good News.



Comparative Analysis

Compares your responses about yourself on the said Leadership Attributes with the participants' responses.



Quantitative Analysis

Displays your Top 3 & Bottom 3 Attributes basis the participants' responses. Focus Area gives you further insights on the differences between your responses vis-à-vis your participants responses.



Qualitative Analysis

Personalized Feedback from your Team Members, Peers and Manager on your Strengths, Areas of Improvement and Other Behavioral Traits



Leadership Derailers

A Leadership Derailer is a significant behavior pattern, or a personality trait exhibited by a leader which can impede their effectiveness, performance, and capability. Derailers can negatively impact a leader's ability to build trust and motivate others, can lead to dysfunctional interpersonal relationships, and affect the quality of work. It is important to be cognizant of your potential derailers and improve on them to be a highly effective leader.



Feedback Consistency

Shows insights about the consistency of feedback scores received from the participants across different attributes



Inclusive Feedback Report

[Report Snapshot](#)[Detailed Report](#)

Participation Details



Displays the overall participation status of your 360° Inclusive Feedback Process. In order to maintain the anonymity and confidentiality of the process, you will only see an aggregated view rather than a particular participants' status.

7 Total participants
nominated

6 Total participants
who accepted

6 Total participants
responded

100 Percent
completion

7.93 Average
score

SELF

7.95
average score

Participation
percent

100%

MANAGER

8.41
average score

Participation
percent

100%

TEAM MEMBER

7.86
average score

Participation
percent

100%

PEER

7.53
average score

Participation
percent

100%

Inclusive Feedback Report

[Report Snapshot](#)[Detailed Report](#)

Forte Finder

The 4 quadrants divide the attributes into 4 different categories basis the participants' responses Introspection Required ; Acknowledged Strength ; Agreed Developmental Areas ; Good News.

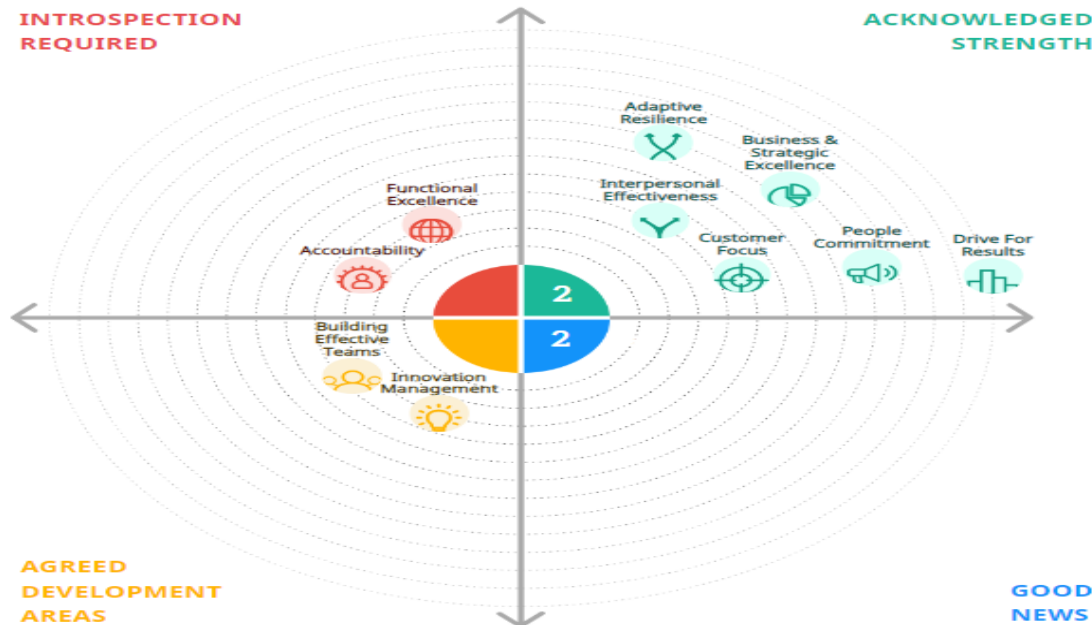


What are the quadrants telling you?

Please hover on a particular quadrant to know more about the same.

INTROSPECTION
REQUIRED

ACKNOWLEDGED
STRENGTH



Introspection Required :

You have rated yourself higher on these attributes than what your participants have rated you. These might be strengths or talents that are yet hidden from others. They may also be areas where you think you have a particular impact, but which is not seen (or perceived differently) by others.

Acknowledged Strength :

These are your clear strengths i.e., attributes on which you were positively or highly rated by both yourself and your participants.

Good News :

These are your unrecognized strengths where you have rated yourself lower than what your participants have rated you.

Agreed Development Areas:

These are the agreed developmental areas. These are attributes which are rated low by both yourself and others...you should work on improving them!

Inclusive Feedback Report

[Report Snapshot](#)[Detailed Report](#)

Comparative Analysis

Compares your responses about yourself on the said Leadership Attributes with the participants' responses.

Stakeholder-wise ☐ Attribute-wise

Average
Assessment Score

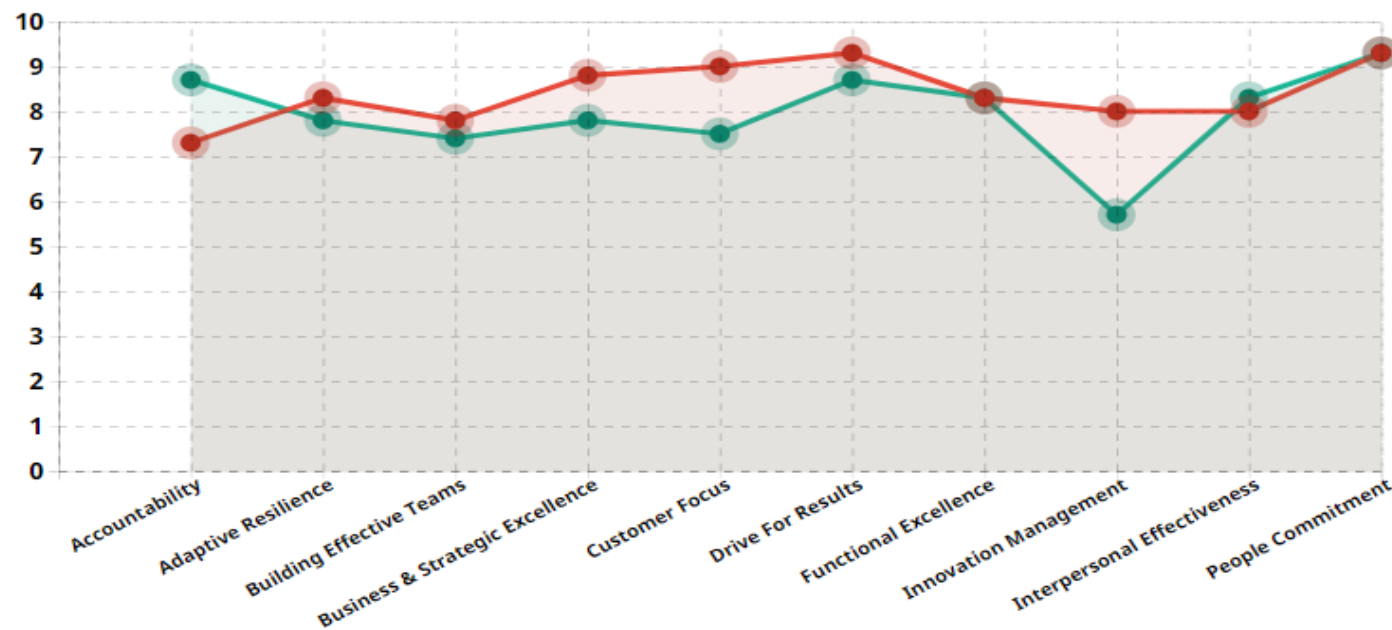
7.95

Self

7.93

All Participants

Self Compare With Manager ☒ Team Members ☐ Peer ☐



Radio button to compare feedback from different stakeholders

Inclusive Feedback Report

Report Snapshot

Detailed Report



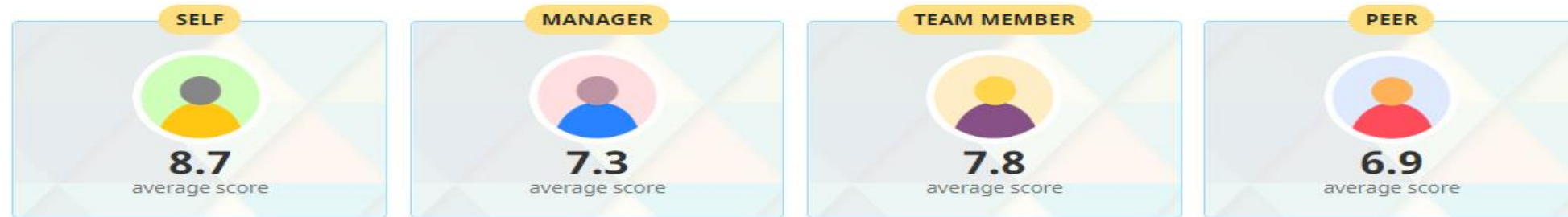
Comparative Analysis

Compares your responses about yourself on the said Leadership Attributes with the participants' responses.

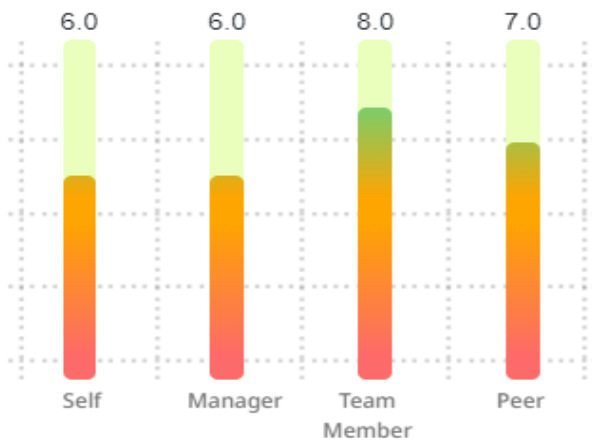
Stakeholder-wise  Attribute-wise

Accountability ▾

Drop-down to switch between different attributes



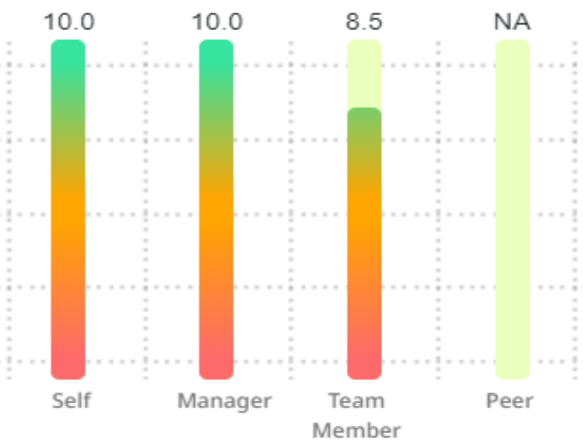
I accept complete responsibility of the work assigned to me



I hold myself accountable for the short & long term implications of the decisions taken by me



I encourage my team members to take complete ownership of their deliverables



Inclusive Feedback Report

[Report Snapshot](#)[Detailed Report](#)

Quantitative Analysis



Displays your Top 3 & Bottom 3 Attributes basis the participants' responses. Focus Area gives you further insights on the differences between your responses vis-à-vis your participants responses.

Top 3

Business &
Strategic
Excellence



average score **8.6**

Customer
Focus



average score **8.4**

People
Commitment



average score **8.3**

Bottom 3

Accountabilit



average score **7.3**

Building
Effective
Teams



average score **7.5**

Functional
Excellence



average score **7.5**

Focus Area

Displays the attributes in which you rated yourself higher than your participants vis-à-vis the attributes in which you rated yourself lower than your participants.

Inclusive Feedback Report

[Report Snapshot](#)[Detailed Report](#)

Focus Area

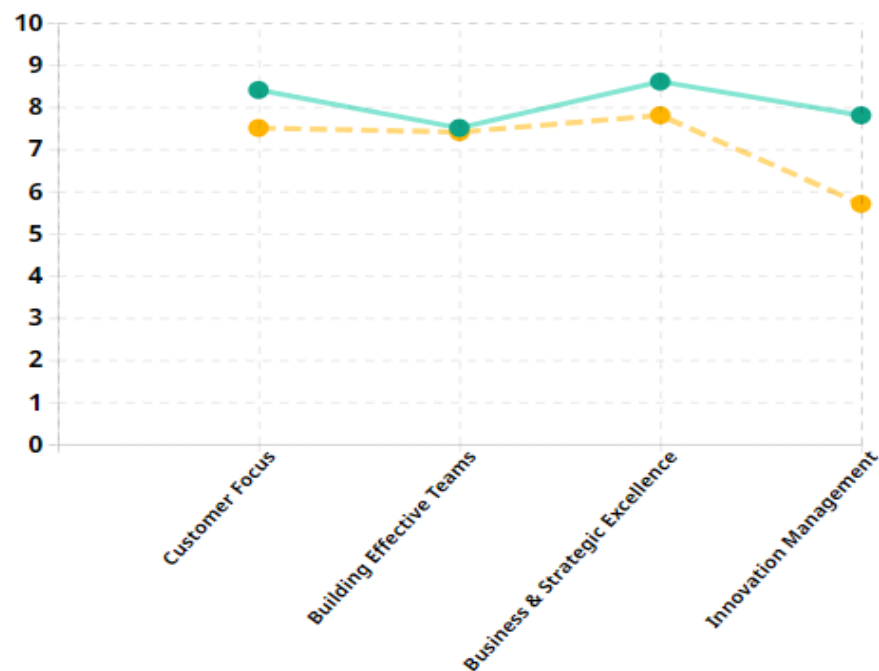
Displays the attributes in which you rated yourself higher than your participants vis-à-vis the attributes in which you rated yourself lower than your participants.

Rated you **higher**

'Participants' rated you **higher** than 'you' rated yourself.

Self

Participants

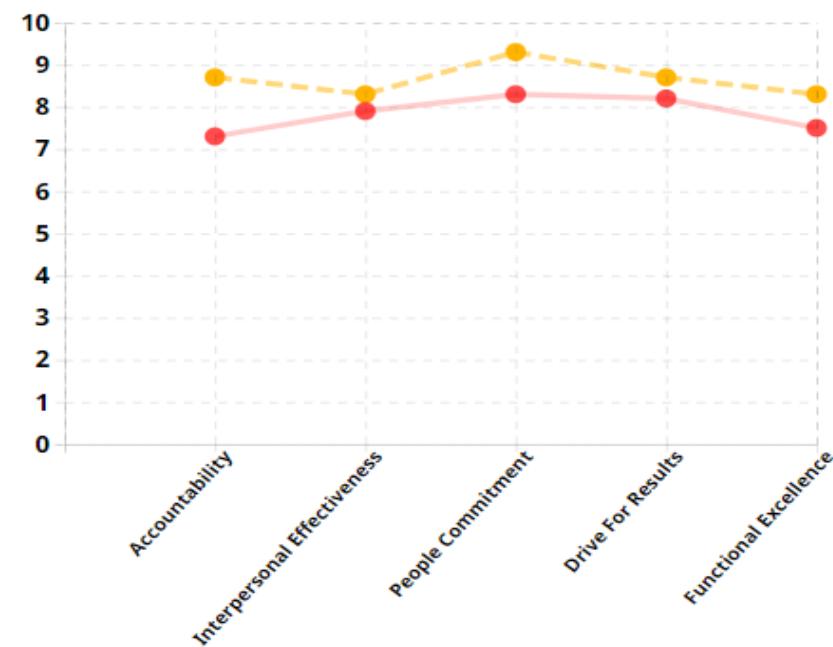


Rated you **lower**

'Participants' rated you **lower** than 'you' rated yourself.

Self

Participants



Inclusive Feedback Report

Report Snapshot

Detailed Report



Qualitative Analysis

Personalized Feedback from your Team Members, Peers and Manager on your Strengths, Areas of Improvement and Other Behavioral Traits.



Manager Comments

Team Member Comments

Peer Comments



Radio button to compare feedback from different stakeholders



How are you observed in your workplace by your Manager?

Strengths

Your strengths as observed by your Manager

jhdscascjclc

Areas of Improvement

Areas of Improvement as suggested by yourManager

jkbhjashuc n ,m nmkm c kcn
jc ,sdllcm cmc sdmn jds d d
csdm d cn jdn



What should you do to make your Manager's job more effective?

Start Doing It

Behavioral Traits and Competencies that your Manager would like you to start doing

kasxcklas sjb d askjow cd
jdbn wn cjkwnj wn jdn n
hjsd wm dk kn jdn d jkdn kl

Stop Doing It

Behavioral Traits and Competencies that your Manager would like you to stop doing

hjasnj s sd djb djs md,s jsdm
sdjjddm wncjsdhjkwdn ,km
dksl c jkndk d., f, gfnjjk ,md
jkdfn

Continue Doing It

Behavioral Traits and Competencies that your Manager would like you to continue doing

ba nbdsdsd m bdb djsm ndsb
hjdsd jdsb djwdijdjs njb jndv
b sdb dsj mnc jbnsdkj sdj
mddj n j jb c

Inclusive Feedback Report

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Leadership Derailers



A Leadership Derailer is a significant behavior pattern, or a personality trait exhibited by a leader which can impede their effectiveness, performance, and capability. Derailers can negatively impact a leader's ability to build trust and motivate others, can lead to dysfunctional interpersonal relationships, and affect the quality of work. It is important to be cognizant of your potential derailers and improve on them to be a highly effective leader.

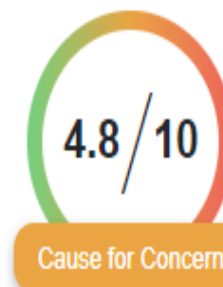
Choose a Derailer:

[Decision Deception](#)[Control Confusion](#)[People Perplexity](#)[Insight Influence](#)

Click on tab to compare feedback on different leadership derailers

This derailer is an indicator of your emotional quotient and behavior towards work responsibilities and interpersonal relationships. This includes reluctance towards tough conversations, non-expressive communication, displaying hostile OR extreme emotions, which negatively impact team dynamics and morale.

Your scores indicate that this derailer has been observed in your leadership style. It is important for you to pay more attention towards the way you interact with others and ensure that your behavior does not cause discomfort.



[Choose a Trait to know more](#)

Inclusive Feedback Report

Report Snapshot

Detailed Report



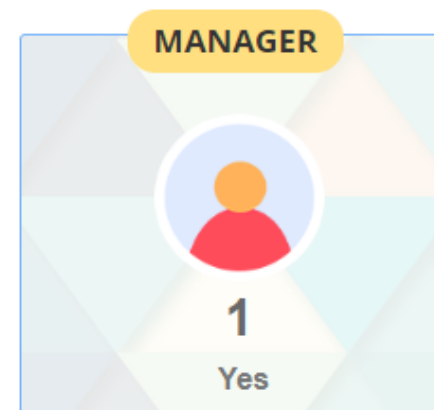
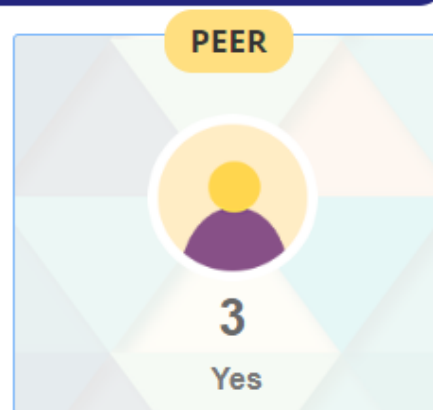
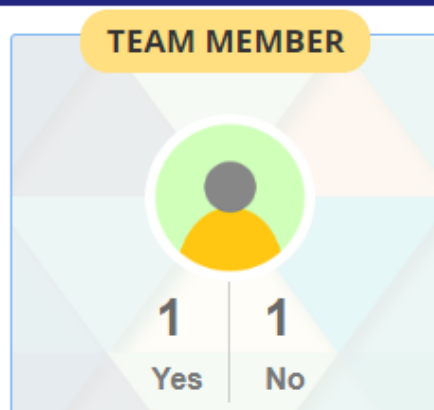
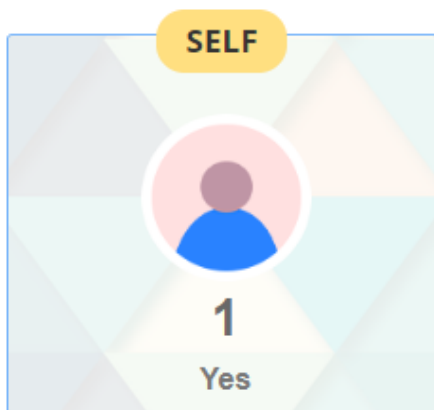
Choose a Trait to know more

Radio button to compare feedback on different traits of one derailer

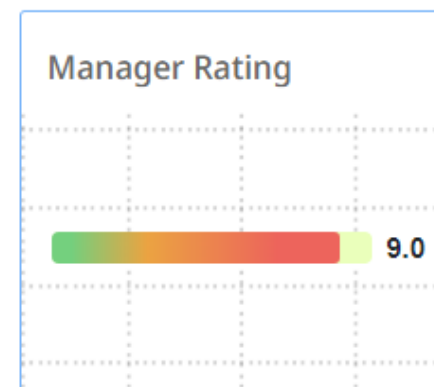
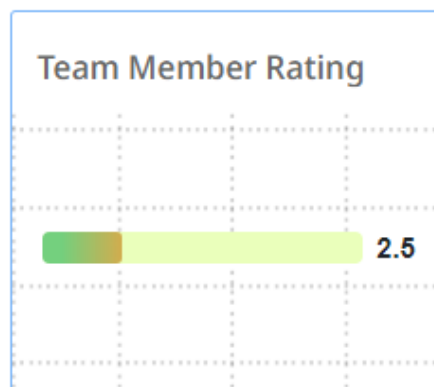
☐ Stalling Expert☒ Impulsive Chief☐ Carefree Executive

Leader who takes quick decisions, without careful consideration or planning

Visibility Meter



Intensity Meter



Inclusive Feedback Report

[Report Snapshot](#)[Detailed Report](#)

Feedback Consistency

Shows insights about the consistency of feedback scores received from the participants across different attributes



Customer Focus

Prioritize providing high quality customer service by meeting the needs of internal and external stakeholders as well as anticipating their future needs and thus working on continuous improvement of service.

Functional Excellence

Emphasize continuous improvement across all aspects of the business by creating a culture where all internal stakeholders are invested in business outcomes & empowered to implement change.

Interpersonal Effectiveness

Ensure that individual differences are recognized, accepted and each individual feels equally involved and respected in the team.

People Commitment

Display individualized concern for members, gives personal consideration to their needs and cares about the overall well-being of the members.

⚠ Take Notice – Area of Concern!

- Please note that your participants have provided varying feedback scores for these attribute(s). Consistency of behaviours across participants is a critical characteristic displayed by effective leaders. The significant differences observed in the highest and lowest scores across these attributes can also greatly impact your growth and leadership development.
- We strongly recommend that you analyse the scores you have received from participants and compare them with your self-rating, to identify the areas of improvement.
- It is important that you assess these attributes and discuss the areas of concern with your participants. These discussions will create a positive environment and help in improving your interpersonal relationships.
- It might also help to go to the **'Leadership Derailers'** section of the report, to identify if you have any Derailers that might negatively impact your interpersonal relationships and leadership development.

Thank You

For more details, please reach out to us:

Corporate Talent Transformation Team

talent.transformation@tcs.com

