



# Individual Report for Ruslan Sayed

Project Title: **GfK - 360 Feedback [Wave#11]**

Survey Audience: **13**

Responses Received: **10**

Response Ratio: **76.92%**

## Report Comments

#YouRGfK

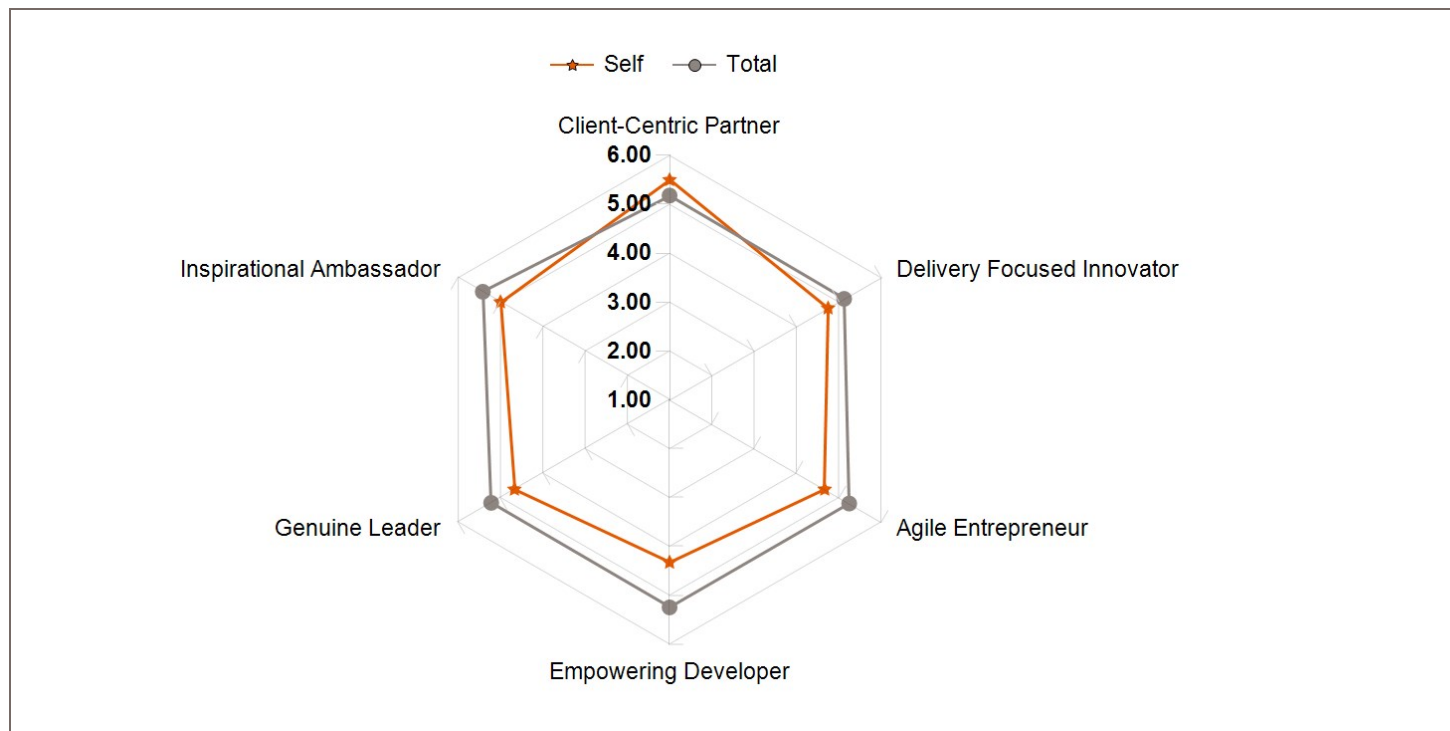


Creation Date: **Thursday, March 18, 2021**

## Summary of Results

### Overall Leadership Quality Analysis

Here you can find your self-evaluation and the evaluation provided by the people you have asked for feedback (feedback provider average). The feedback provider average represents the average of the evaluations received by each group of raters (peers, direct reports, managers, internal stakeholders), independently from the number of people included in each group.



### Summary of Top Strengths and Areas of Improvement

In the next two blocks, Blue ranks the behaviors in a table to show the employee's strengths and areas for improvement. The tables display the ranking of the first scale from our questionnaire - agreement. Additional longitudinal comparisons with last year's evaluation are included; this allows to track an employee's progression over time.

Strengths			
1	Is genuine and professional	Genuine Leader	5.50
2	Inspires others	Inspirational Ambassador	5.50
3	Is an ambassador for the new GfK	Inspirational Ambassador	5.50
4	Creates a dynamic environment for people to grow	Empowering Developer	5.46
5	Builds trusting partnerships	Client-Centric Partner	5.42

Areas of Improvement			
1	Creates innovative solutions for and with the (internal and/or external) clients	Delivery Focused Innovator	4.88
2	Understands our (internal and/or external) clients' needs	Client-Centric Partner	5.00
3	Exceeds in performance	Delivery Focused Innovator	5.00
4	Manages a healthy balance for maximum performance	Genuine Leader	5.00
5	Empowers others to unleash their full potential	Empowering Developer	5.08

Leadership Quality Analysis

Please note that if a group has not met the minimum number of 3 feedbacks, they are not displayed in the report

Genuine Leader

1=Never, 2=Rarely, 3=Sometimes, 4=Frequently, 5=Very Frequently, 6=Always



Self

Comments
Not Answered

## Manager

Comments
Not Answered

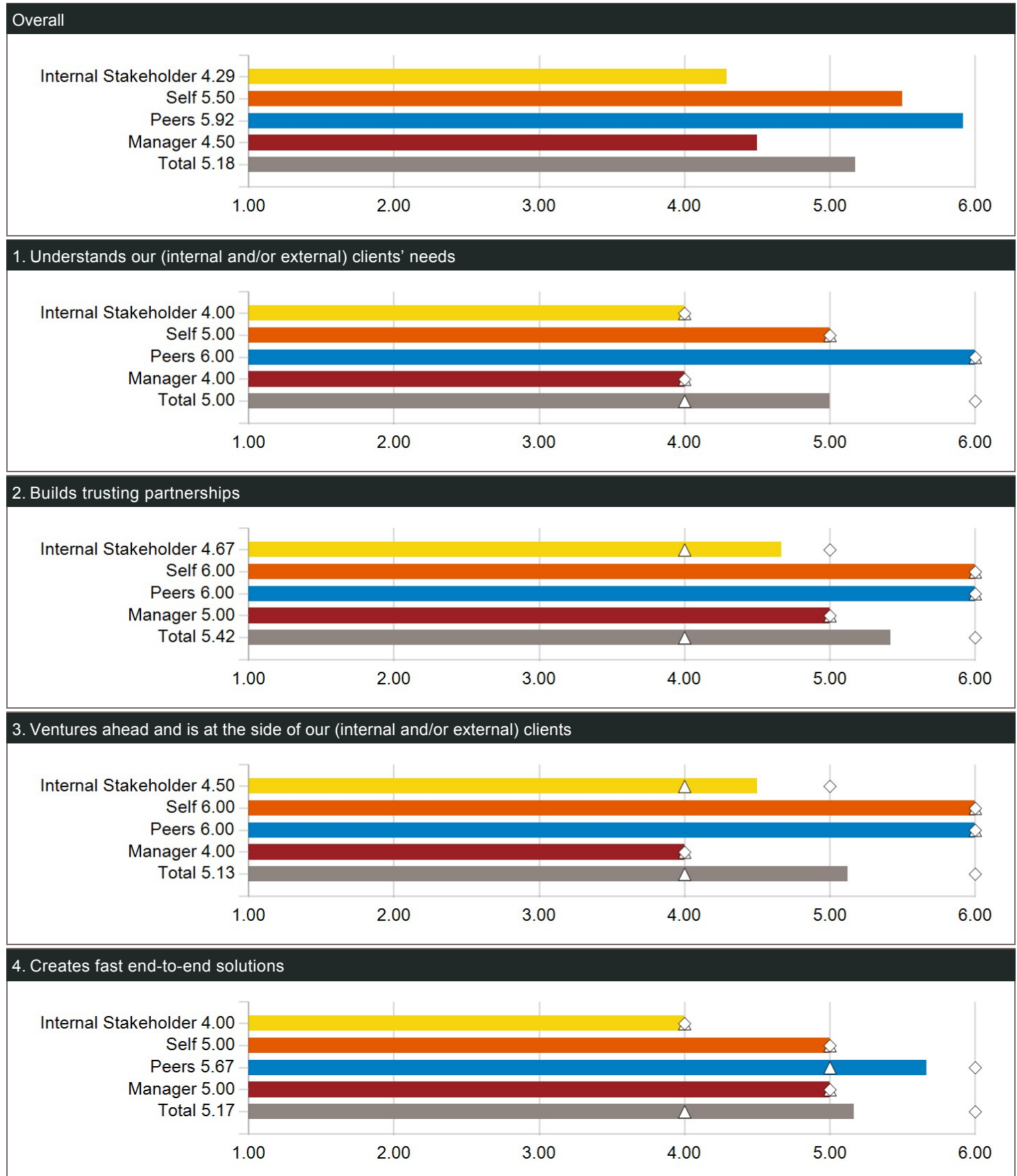
## Overall Comments

Comments
Max performance in process.
He is great manager who can lead the team to success.

## Client-Centric Partner

1=Never, 2=Rarely, 3=Sometimes, 4=Frequently, 5=Very Frequently, 6=Always

△ Min ◇ Max



## Self

Comments
Not Answered

## Manager

Comments
You always creat trusting partnerships with your partners

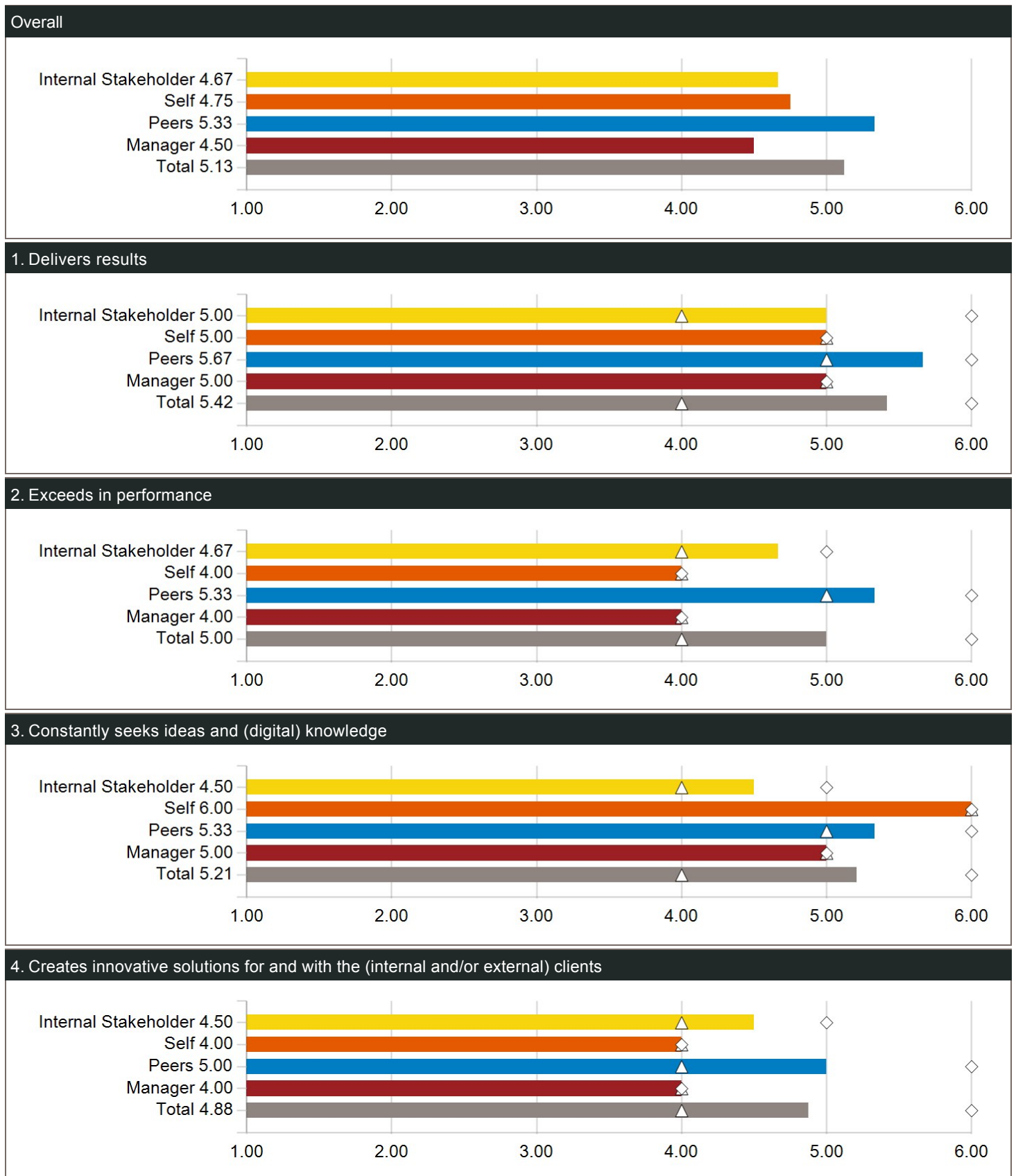
## Overall Comments

Comments
Effective
Good job in meeting clients needs (both internal and external). Sometimes it better to get a pause and to step back for a while to capture the whole picture – Ruslan is a great example of thoughtfull desicion–making
Ruslan always knows or can find quickly best solution for any customer situation.

## Delivery Focused Innovator

1=Never, 2=Rarely, 3=Sometimes, 4=Frequently, 5=Very Frequently, 6=Always

△ Min ◇ Max



## Self

Comments
Not Answered

## Manager

Comments
You always walk extra miles

## Overall Comments

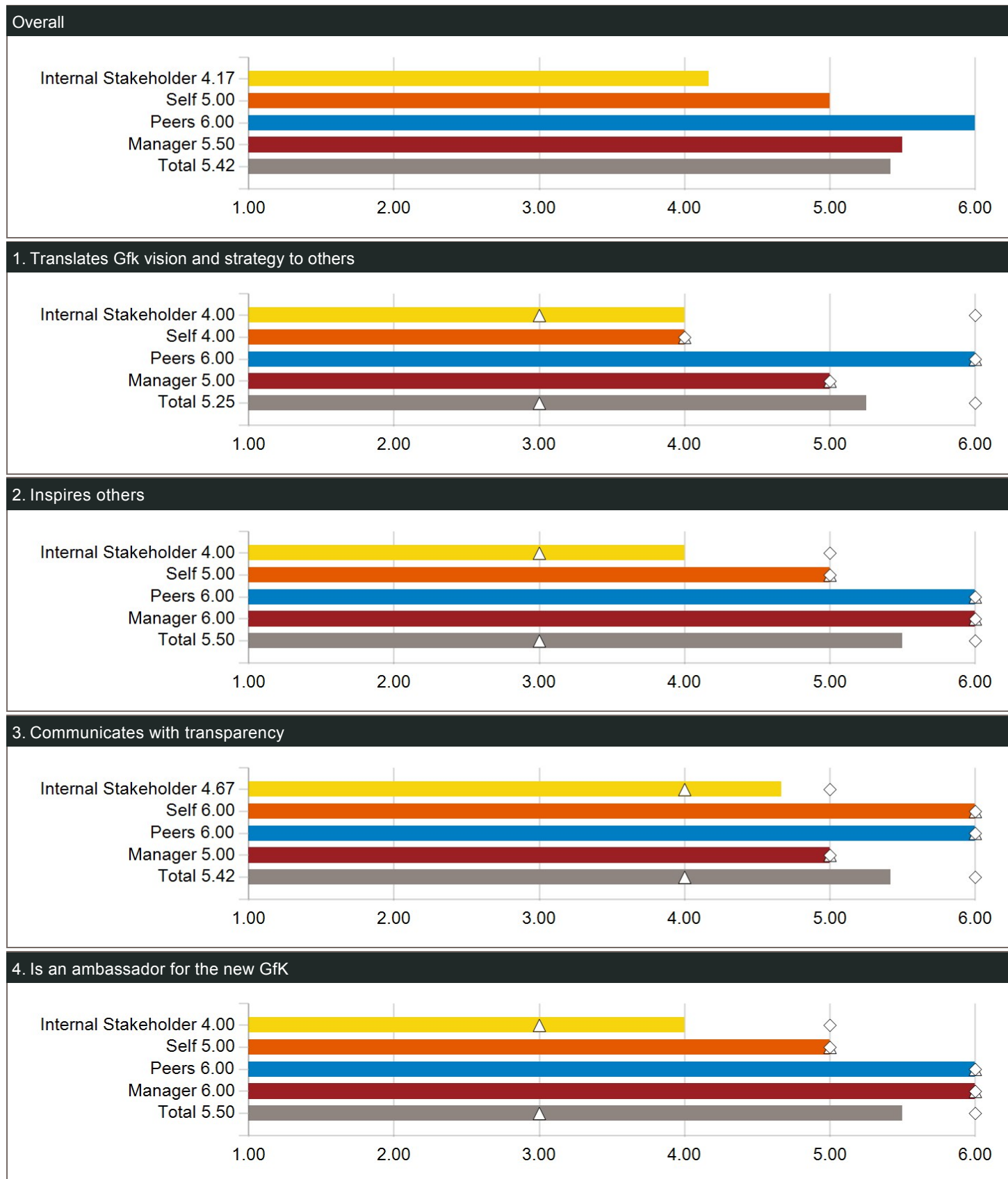
Comments
All cases was effective and help was usefull.
Ruslan always wants to go deeper in understanding of processes staying behind client solutions, always seeking for the most elegant and innovative solution
He supports any new inishiative with good and right impact to the team work. He thinks out of the box.



## Inspirational Ambassador

1=Never, 2=Rarely, 3=Sometimes, 4=Frequently, 5=Very Frequently, 6=Always

△ Min ◇ Max



## Self

Comments
Not Answered

## Manager

Comments
Not Answered

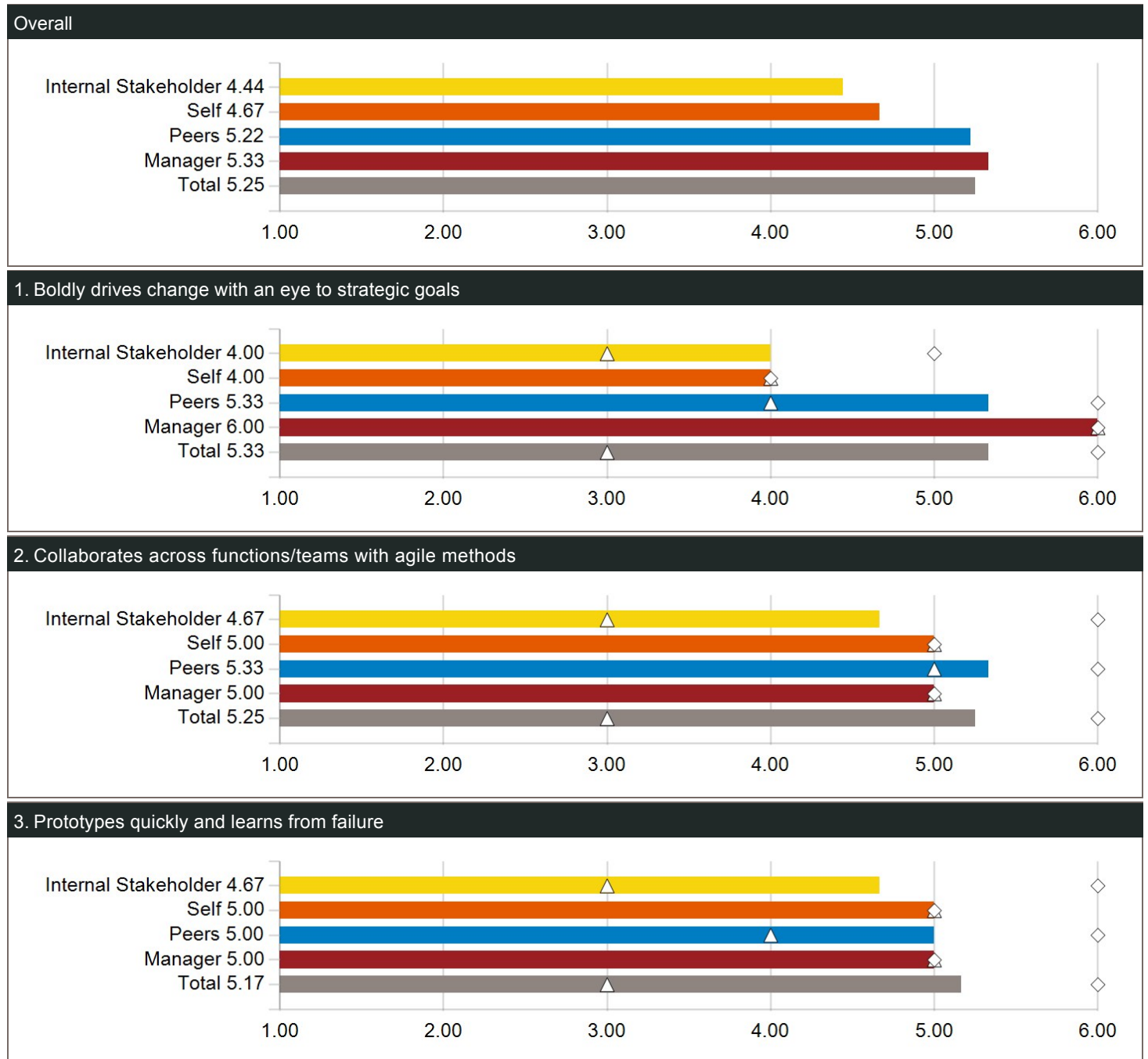
## Overall Comments

Comments
Always help.
He is first person who delivers any current GfK vision and updates of new trends.

## Agile Entrepreneur

1=Never, 2=Rarely, 3=Sometimes, 4=Frequently, 5=Very Frequently, 6=Always

△ Min ◇ Max



### Self

Comments

Not Answered

### Manager

Comments

Not Answered

## Overall Comments

### Comments

Strong Team Leader.

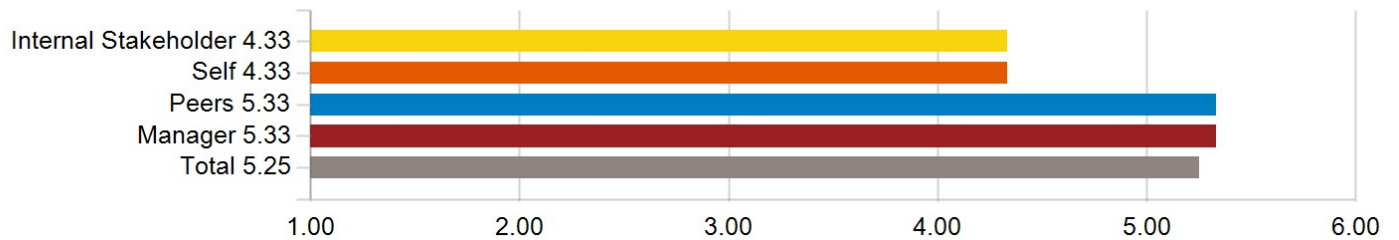
All the time he tries to consider at least 2–3 different point of view before to choose best solution. Very often he delegates and distributes responsibilities for the prompt solution of the problem.

## Empowering Developer

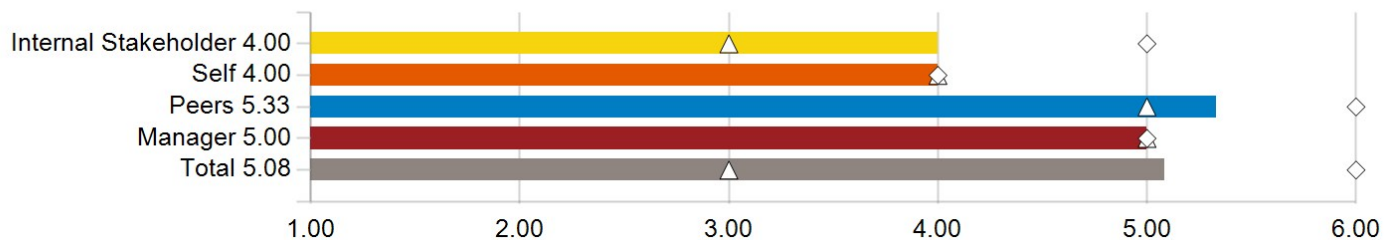
1=Never, 2=Rarely, 3=Sometimes, 4=Frequently, 5=Very Frequently, 6=Always

△ Min ◇ Max

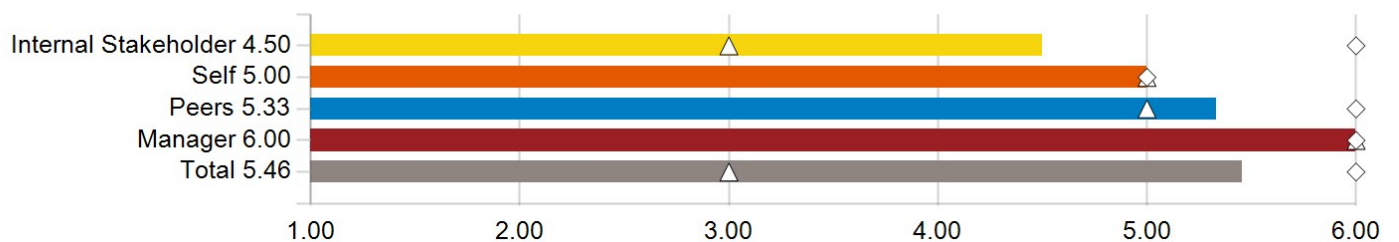
### Overall



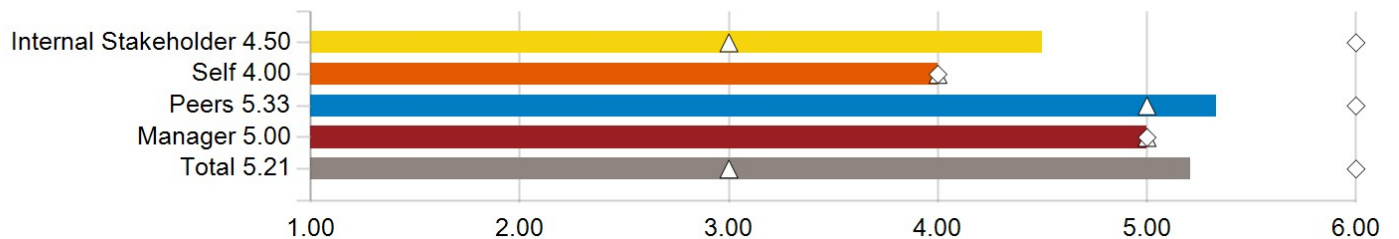
### 1. Empowers others to unleash their full potential



### 2. Creates a dynamic environment for people to grow



### 3. Dedicates time to leadership - activates potential



## Self

Comments
Not Answered

## Manager

Comments
Not Answered

## Overall Comments

Comments
Always helpful.
He helps a lot from the beginning with any issue, mentor a lot and give enough freedom for independent work.

## Dynamic Results

### Blind spots

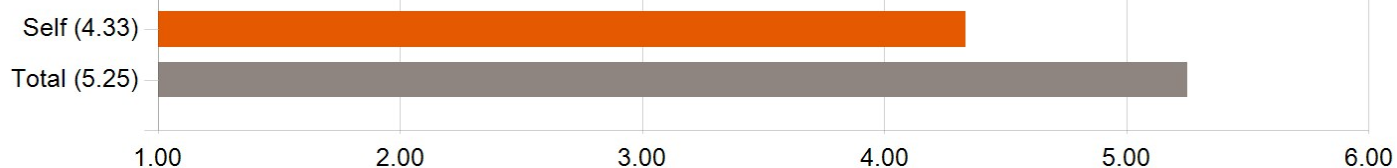
These are the main areas where you rated yourself higher than all your feedback provider by a difference of at least 0.5. (*average self > average feedback provider*)

There is no data to show.

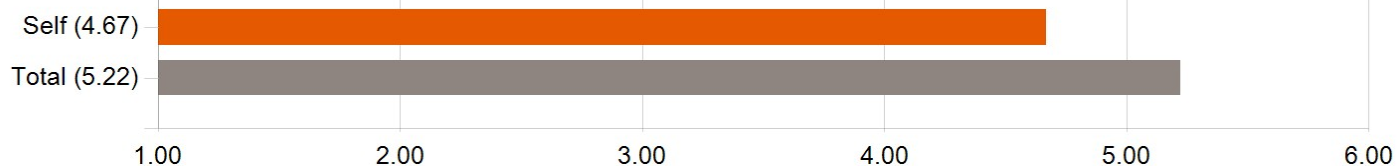
### Hidden Strengths

These are the main areas where you rated yourself lower than all your feedback provider by a difference of at least 0.5. (*average self < average feedback provider*)

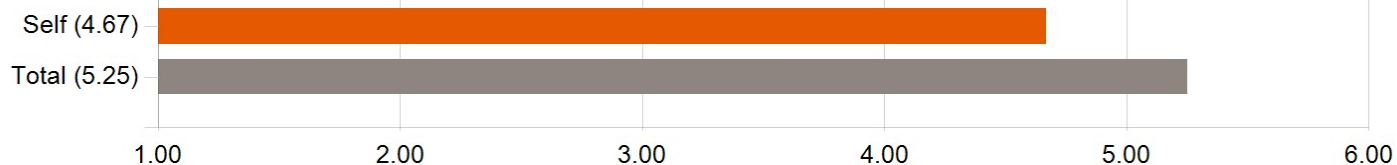
#### Empowering Developer



#### Genuine Leader



#### Agile Entrepreneur



### Self

#### Comments

none

### Manager

#### Comments

Ruslan you are one of the most professional managers in GfK Russian. You always focused on results and you give an opportunity to grow for your team.

## Overall Comments

Comments
none
Ruslan already help to understand me process in company and in any issues.
Thank you for being such a professional at the work you do, its pleasure to work side by side with the qualified dedicated GFK team member, knowing that all even impossible ideas could be implemented with an extra mile:)
Best professional I ever had an opportunity to work with
na
He is very polite, supportive and knowing his job manager with high emotional intelligence level. I never did see any doubts or wrong decigions due his work. He can find the right way to any employee and knows how to manage positive and negative employee traits for maximum efficiency of their work.
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