

Employee 360 feedback report

Generated for:

Tabish Mohd Taher Ansari

Sr. Front-end Developer tabish.ansari@apsissolutions.com | 1234567894

Report generated on Wed, Apr 19, 2023 2:57 PM:

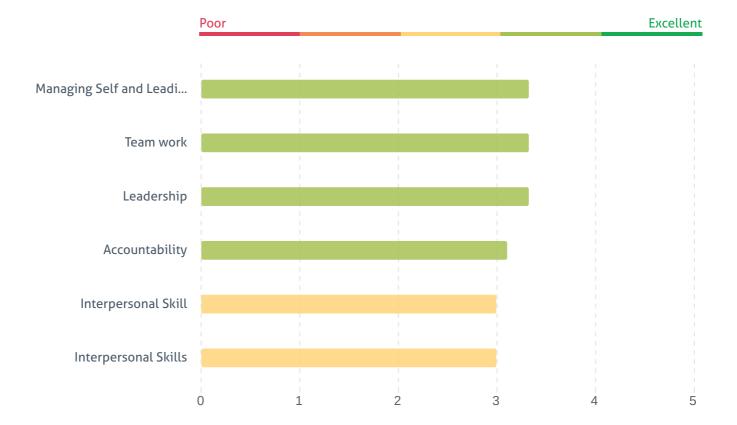
Respondent Name	Respondent Details	Relationship with Employee	Response Date
Shoaib Suleman Shaikh Sr. Front-end Developer	shoaib.shaikh@apsissolutions.com 1234567892	Peer	19/04/2023
Tabish Mohd Taher Ansari Sr. Front-end Developer	tabish.ansari@apsissolutions.com 1234567894	Self	19/04/2023
Yasin Arfat Mohammad Afroz Ansari Sr. Front-end Developer	yasin.ansari@apsissolutions.com 1234567889	Secondary Line Manager	19/04/2023
Aatif Sayyed Senior UI/UX Designer	aatif.sayyed@apsissolutions.com 9801243567	Line Manager	19/04/2023

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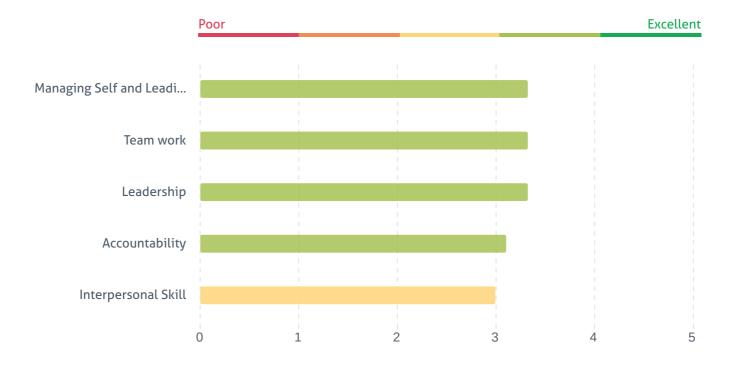


COMPETENCY LEVEL RATING & SUMMARY

Competency Rating in Ascending Order



Top 5 Strengths

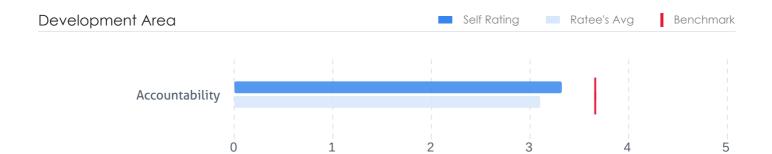


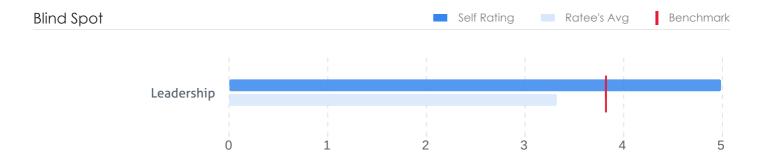
Top 5 Weaknesses



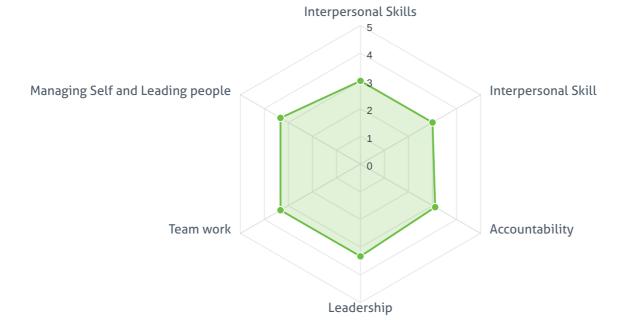








Radar Chart - Competency wise Score



Heat Map - Average Rating per Role Group by Competency

Leadership	3.3	1	5	4	5	1
Team work	3.3	4	2	3	5	2
Accountability	3.1	2.3	3	4	3.3	4
-						5
Interpersonal Skills	3	3.5	2.5	2.5	3	
Interpersonal Skill	3	3	2	4	3	
Managing Self and Le	3.3	4	4	2	3	
	Avg	pee	LM	SM	SLF	



RATING AT QUESTION LEVEL

Response Type: Likert Scale

Accountability

Q1 Takes responsibility for results



	SM	Avg	pee	LM	SLF
R1	0	0	0	0	0
R2	1	0	1	0	0
R3	0	0	0	1	0
R4	0	0	0	0	0
R5	0	0	0	0	1

R1 - Needs Improvement (1)

R2 - Could Benefit from Development (2)

R3 - Performs as Expected (3)

R4 - Is a Role Model for Others (4)

R5 - Is expectional (5)

Q2 Accepts accountability for results.



	SM	Avg	pee	LM	SLF
R1	0	0	0	0	0
R2	0	0	0	0	1
R3	0	0	0	1	0
R4	0	0	1	0	0
R5	1	0	0	0	0

R1 - Strongly Disagree (1)

R2 - Disagree (2)

R3 - No Opinion (3)

R4 - Agree (4)

R5 - Strongly Agree (5)

Q3 Encourages employees to take on greater responsibilities



	SM	Avg	pee	LM	SLF
R1	0	0	1	0	0
R2	0	0	0	0	0
R3	0	0	0	1	1
R4	0	0	0	0	0
R5	1	0	0	0	0

R1 - Needs Improvement (1)

R2 - Could Benefit from Development (2)

R3 - Performs as Expected (3)

R4 - Is a Role Model for Others (4)

R5 - Is expectional (5)

Interpersonal Skill

Q4 Is trustworthy



	SM	Avg	pee	LM	SLF
R1	0	0	0	0	0
R2	0	0	0	0	0
R3	1	0	0	1	0
R4	0	0	0	0	0
R5	0	0	1	0	1

R1 - Needs Improvement (1)

R2 - Could Benefit from Development (2)

R3 - Performs as expected (3)

R4 - Is a role model for others (4)

R5 - Does exceptionally good (5)

Q5 Able to work with individuals at all levels of BMC Software.



	SM	Avg	pee	LM	SLF
R1	0	0	1	1	1
R2	0	0	0	0	0
R3	0	0	0	0	0
R4	0	0	0	0	0
R5	1	0	0	0	0

R1 - Strongly Disagree (1)

R2 - Disagree (2)

R3 - No Opinion (3)

R4 - Agree (4)

R5 - Strongly Agree (5)

Interpersonal Skills

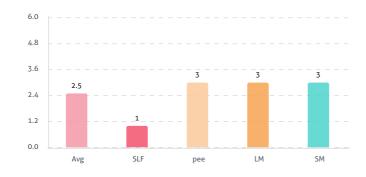
Q6 Aut ratione dolor au



	SM	Avg	pee	LM	SLF
R1	0	0	0	0	0
R2	1	0	0	1	1
R3	0	0	1	0	0

R1 - Disagree (1) R2 - Neutral (2) R3 - Agree (3)

Q7 Handles tough employee issues fairly and effectively; works well to resolve conflicts.



	SM	Avg	pee	LM	SLF
R1	0	0	0	0	1
R2	0	0	0	0	0
R3	1	0	1	1	0
R4	0	0	0	0	0
R5	0	0	0	0	0

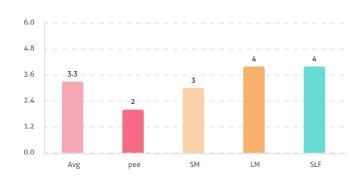
R1 - Needs Improvement (1)
R4 - Is a role model for others (4)

R2 - Could Benefit from Development (2)

R5 - Does exceptionally good (5)

R3 - Performs as expected (3)

Q8 Behaves in a fair and trustworthy manner.



	SM	Avg	pee	LM	SLF
R1	0	0	0	0	0
R2	0	0	1	0	0
R3	1	0	0	0	0
R4	0	0	0	1	1
R5	0	0	0	0	0

R1 - Needs Improvement (1)

R2 - Could Benefit from Development (2)

R3 - Performs as expected (3)

R4 - Is a role model for others (4)

R5 - Does exceptionally good (5)

Leadership

Q9 Makes effective and timely decisions, even when data is limited or solutions produce unpleasant consequences.



	SM	Avg	pee	LM	SLF
R1	0	0	1	0	0
R2	0	0	0	0	0
R3	0	0	0	0	0
R4	1	0	0	0	0
R5	0	0	0	1	1

R1 - Needs Significant Development (1)

R2 - Would Benefit from Development (2)

R3 - Average (3)

R4 - Capable and Effective (4)

R5 - Role Model (5)

Managing Self and Leading people

Q10 Asks the right question to uncover the solution



	SM	Avg	pee	LM	SLF
R1	0	0	0	0	0
R2	1	0	0	0	1
R3	0	0	0	0	0
R4	0	0	0	1	0
R5	0	0	1	0	0

R1 - Strongly Disagree (1)

R2 - Disagree (2)

R3 - Undecided or Neutral (3)

R4 - Agree (4)

R5 - Strongly Agree (5)

Q11 Monitor KPIs throughout performance cycle and give regular feedback to achieve those KPIs



	SM	Avg	pee	LM	SLF
R1	1	0	0	0	0
R2	0	0	0	0	0
R3	0	0	0	1	1
R4	0	0	1	0	0
R5	0	0	0	0	0

R1 - Strongly Disagree (1)

R4 - Agree (4)

R2 - Disagree (2)

R5 - Strongly Agree (5)

R3 - Undecided or Neutral (3)

Q12 Takes ownership and accountability of his/her action and outcomes



	SM	Avg	pee	LM	SLF
R1	0	0	0	0	0
R2	0	0	0	0	0
R3	1	0	1	0	0
R4	0	0	0	0	1
R5	0	0	0	1	0

R1 - Strongly Disagree (1) R4 - Agree (4)

R2 - Disagree (2)

R5 - Strongly Agree (5)

R3 - Undecided or Neutral (3)

Team work

Q13 Seeks feedback to enhance performance.



	SM	Avg	pee	LM	SLF
R1	0	0	0	0	0
R2	0	0	0	1	0
R3	1	0	0	0	0
R4	0	0	0	0	1
R5	0	0	1	0	0

R1 - Highly Disagree (1)

R2 - Disagree (2)

R3 - Neutral (3)

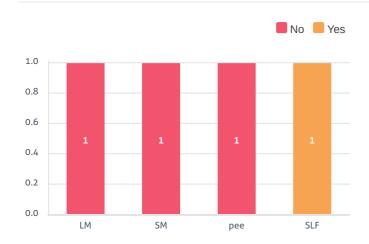
R4 - Agree (4)

R5 - Highly Agree (5)

Response Type: Single Choice

Interpersonal Skill

Q1 Do you agree, the employee has interpersonal skill?



	SM	Avg	pee	LM	SLF
R1	1	0	1	1	0
R2	0	0	0	0	1

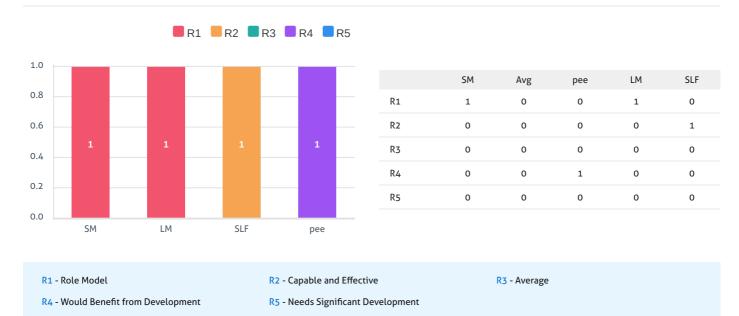
Leadership

Q2 Able to align departments and units to achieve organizations goals



	SM	Avg	pee	LM	SLF	
R1	0	0	1	0	1	
R2	1	0	0	1	0	

Q3 Understands employees' needs.



Team work

Q4 Accepts the views of others.



Response Type: Multiple Choice

Leadership

Q1 Creates and open and trusting environment where people feel safe to discuss concerns, ideas, opinions.



Response Type: Comments

Managing Self and Leading people

Comments for this competency

- Self
 - Sample text comment
- Secondary Line Manager
 - Sample text comment
- Peer
 - sadf
- Line Manager
 - Sample text comment

Interpersonal Skill

Comments for this competency

- Self
 - Sample text comment
- Secondary Line Manager
 - Sample text comment
- Peer
 - sdfsd
- Line Manager
 - Sample text comment

Interpersonal Skills

Comments for this competency

- Self
 - Sample text comment
- Secondary Line Manager
 - Sample text comment
- Peer
 - afssdf
- Line Manager
 - Sample text comment

Accountability

Comments for this competency

- Self
 - Sample text comment
- Secondary Line Manager
 - Sample text comment
- Peer
 - sdff
- Line Manager
 - Sample text comment

Team work

Comments for this competency

- Self
 - Sample text comment
- Secondary Line Manager
 - Sample text comment
- Peer
 - sdfafsfsd
- Line Manager
 - Sample text comment

Leadership

Comments for this competency

- Self
 - Sample text comment
- Secondary Line Manager
 - Sample text comment
- Peer
 - fadssdf
- Line Manager
 - Sample text comment