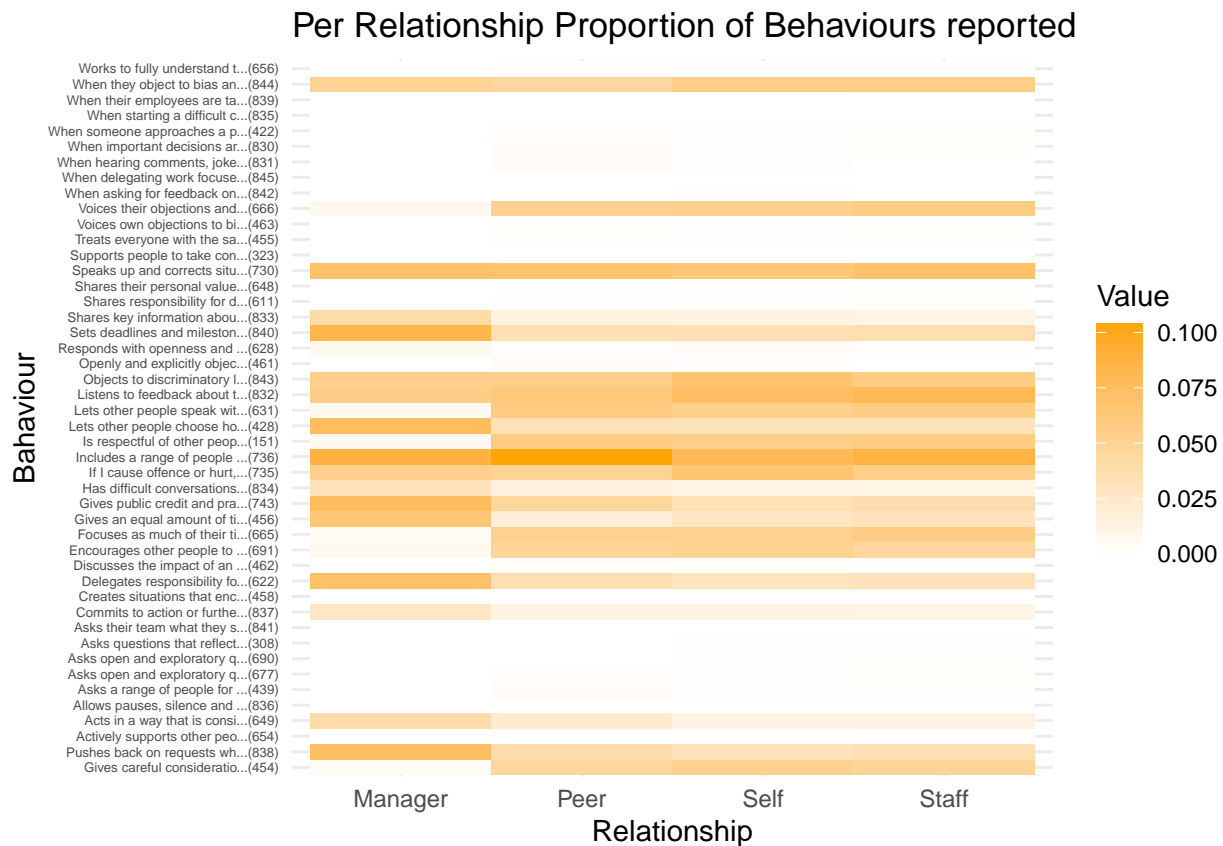


Honeycomb Assessment - Additional Report

2025-06-12

Biased reporting

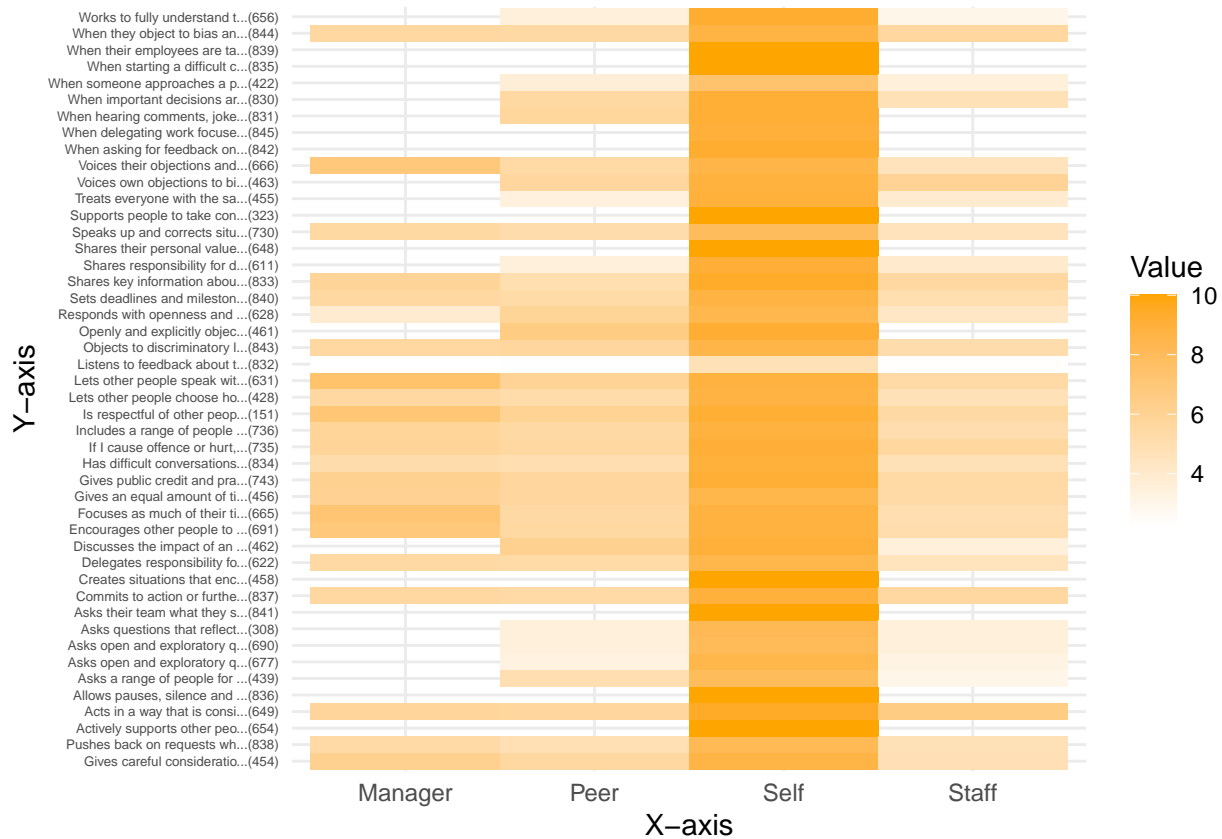


Different behaviours are not consistently scored. Establishing why this might be would be valuable. A full set of scored behaviours would significantly improve the number of meaningful conclusions that could be drawn. The proportions of behaviours scored by each reviewer type appear fairly consistent. However, there are a few noticeable deviations.

Managers rarely score on: Gives careful consideration to views that conflict with their own, without becoming defensive or reactive

Peers often score on: Includes a range of people and perspectives in decisions they make and meetings and events they organise

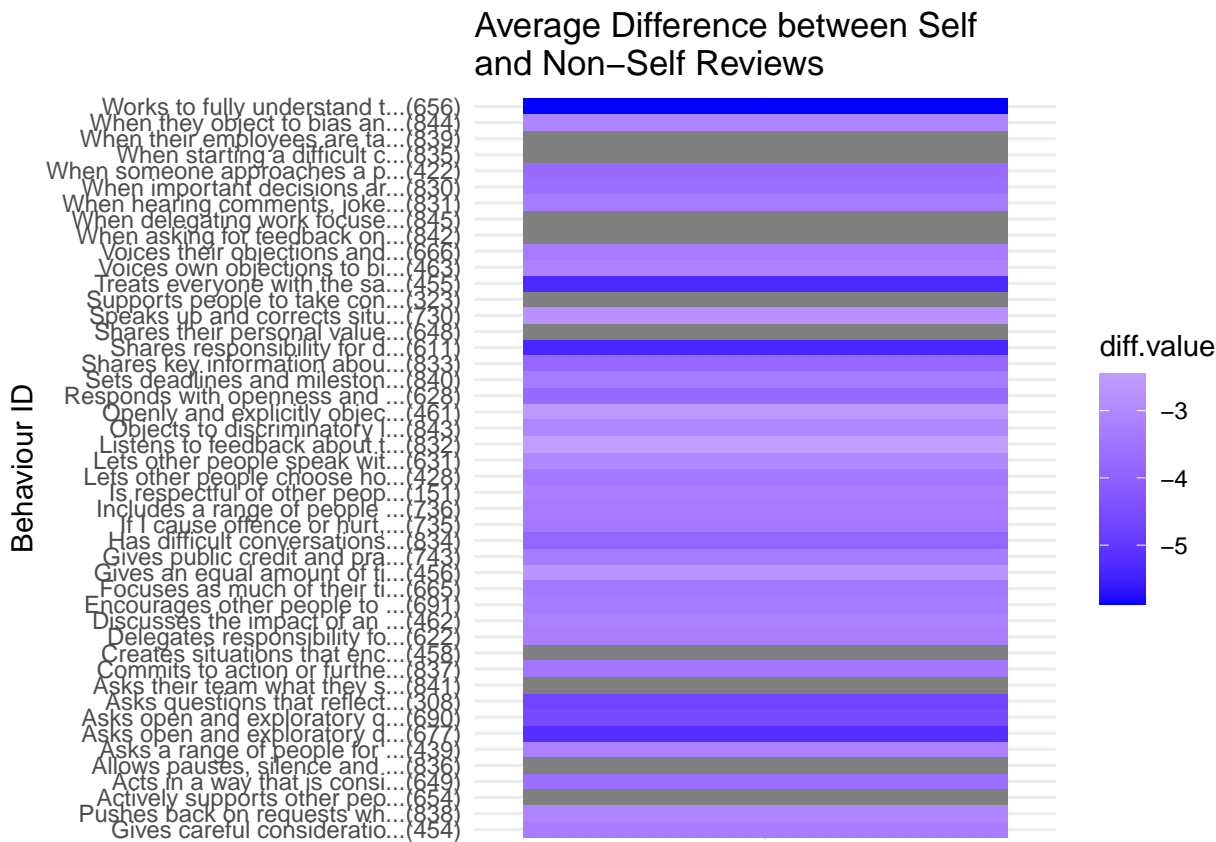
Average Values assigned to each behaviour



Interestingly in self reviews the behaviour 'Listens to feedback about their impact on others' is scored much lower on average than the others.

Managers tend to score 'Voices their objections and opinions, but knows when to focus their energy elsewhere' and 'Lets other people speak without interrupting them' higher on average.

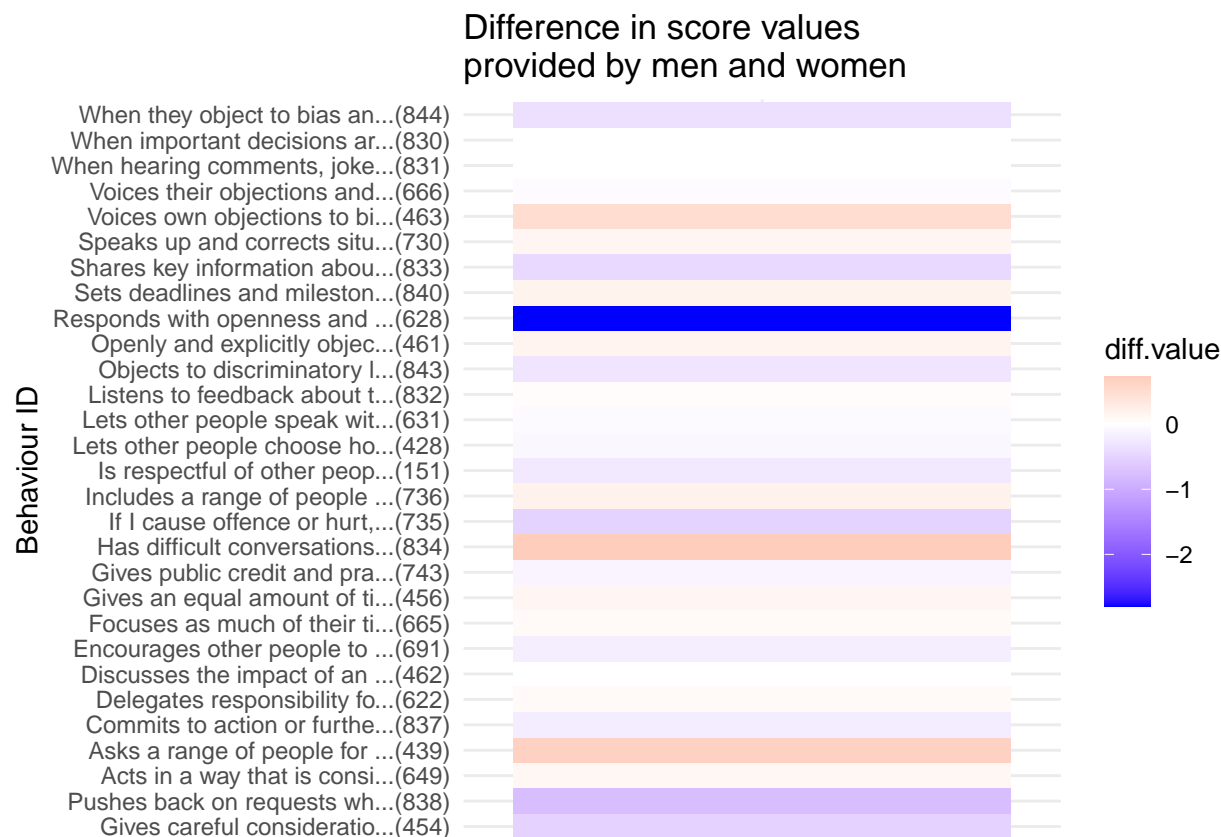
Self Reflection vs Experience by Others



Self reviews almost always score higher than those from others, breaking this down into behaviours shows some interesting patterns. For example ‘Works to fully understand topics and issues when challenged, rather than becoming defensive or trying to prove they are right’ is scored far lower on average by others. In comparison self reviews and those by others appear in more agreement about ‘Gives an equal amount of time and attention to each direct report’.

Gender Disparities in Reviewer Scores

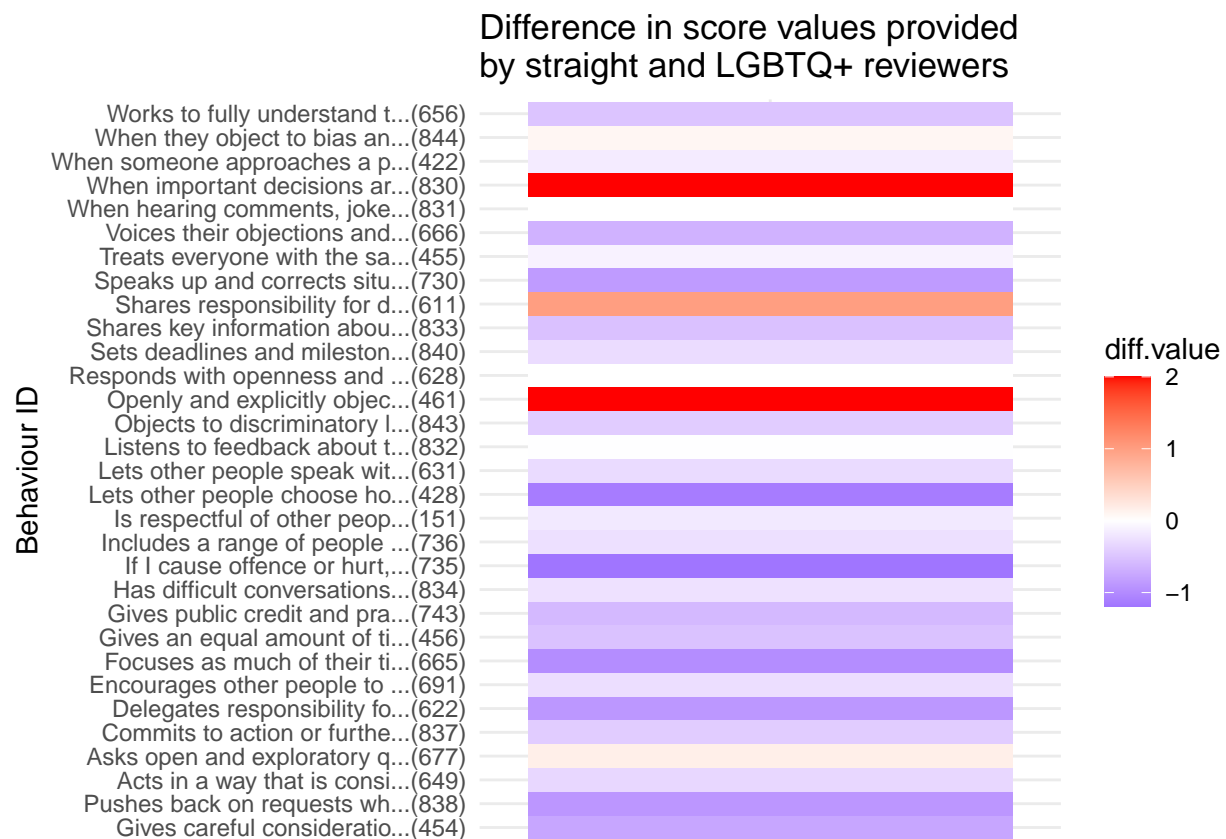
Looking at the average values scored by those of different gender identities alone is likely to be biased by the population of users that they reviewed. However, we can compare the score that the same user was given for the same behaviour by, for example, male and female reviewers (after removing self reviews).



Overall female reviewers provide a score value of -0.1 less than male reviewers do. We can see that a main component of this is scores for the behaviour ‘Responds with openness and positivity to feedback, without becoming defensive or reactive’. In contrast women tend to score higher for ‘Has difficult conversations, even if they make them uncomfortable, directly and without unnecessary delay’ and ‘Asks a range of people for feedback, seeking out people with different perspectives and approaches to me’. Combined these behaviours indicate that woman tend to feel more that people are not receptive to the feedback they proved and also that they often don’t feel heard or acknowledged.

Sexuality Disparities in Reviewer Scores

In a similar way we can consider how reviewers of different sexualities score behaviours differently. To keep sample sizes sensible I have split those that identify as straight and those that do not (LGBTQ+). However, I acknowledge that this doesn’t account for the unique experiences related to any particular sexual identity.



Overall LGBTQ+ reviewers provide a score value of -0.5 less than straight reviewers do. The main values that are scored more negatively are 'Lets other people choose how they achieve an outcome or solution, even if their approach is different to what I would have done - NN' and 'If I cause offence or hurt, I work to change my behaviour in the future (Ally)'. Suggesting, again that they perhaps feel that their solutions are not fully considered and that other employees are creating a negative experience with repeatable hurtful behaviour.

They tend to score higher for 'When important decisions are being made by groups of people who are all alike, they highlight that more diverse viewpoints are needed' and 'Openly and explicitly objects to discriminatory language, jokes and comments, making it clear that it is unacceptable'. Perhaps suggesting that they place more value on these behaviors and how they affect the work environment.