

# 360° Peer Evaluation Report

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Innovation Consultant, looking for partners to deploy #Leanovation

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## 1. Overview: 65 responses received

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### About the 360° Peer Evaluation Report

This Report is a 360° profile of your personality, skills and impact at your workplace as seen by your colleagues and others in your network. It is a snapshot of your professional indicators. 360° reports are used by thousands of companies and millions of professionals around the world to get an objective, outside view of personal performance and progress. Others often tell you things more objectively than you can see for yourself. Use this report to see how you are seen professionally by others and to advance your career. *This report is private and only visible to you.*

We recommend at least 30 completed responses in order to get a statistically-valid picture of your professional standing.



*Report generated on 04:31 AM, 01/15/2013*

## 2. Your Dominant Work Personality Type

### Investigative x29

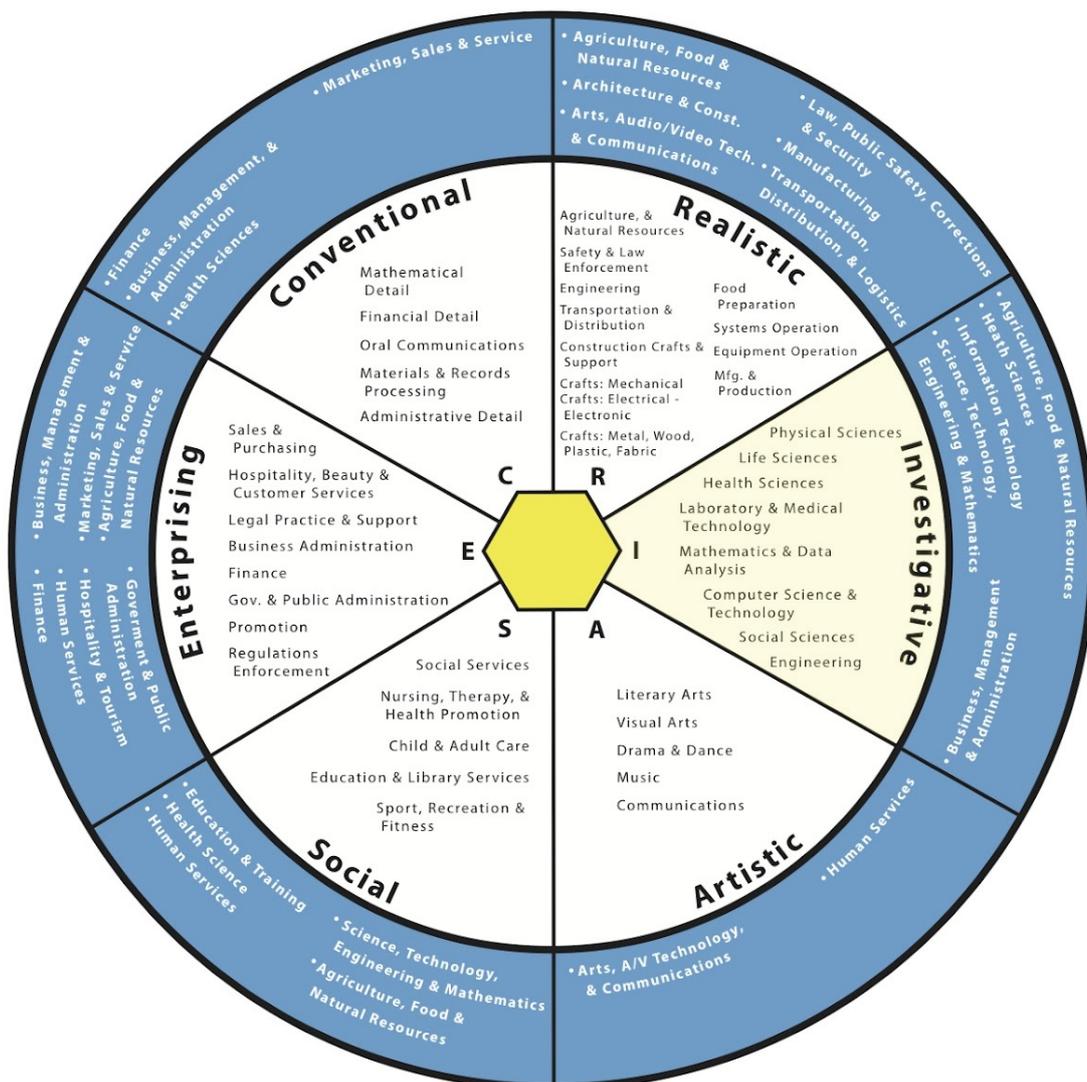
Prefers strategy, thinking, organizing, analytical, curious.

#### Secondary Personality Types

Social: Co-operative, team player, best in group environments, helping hand.	x11
Enterprising: Competitive, persuasive, energetic, works well outside-the-box.	x10
Artistic: Imaginative, artistic, disorderly, emotional, original.	x9
Realistic: Likes to get things done, practical, stable, results-oriented.	x4
Conventional: Precise, rule-oriented, orderly, works well in highly structured environments.	x2

#### Natural-Fit Roles

As 'Investigative', you are better-suited based on your personality type at the following roles:



## What is this?

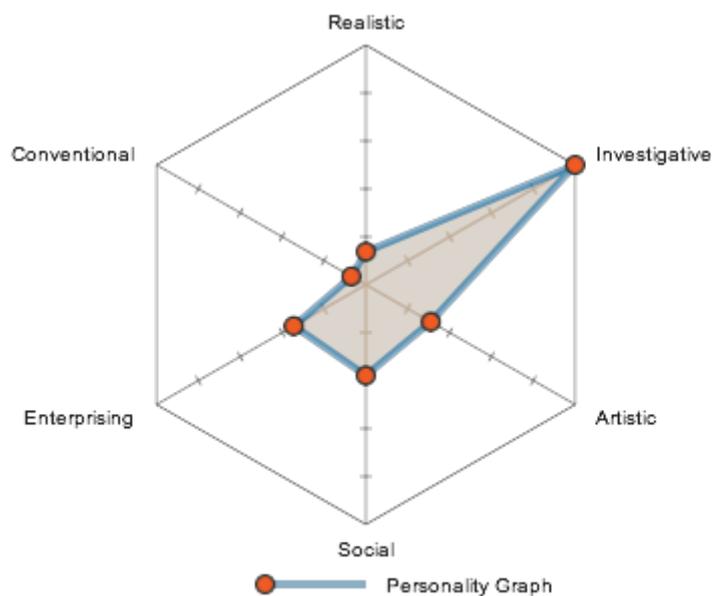
Holland Occupational Themes (RIASEC), developed by the late psychologist John L. Holland, refers to a theory of careers and vocational choice based upon personality types. Each letter or code stands for a particular "type": Realistic (Doers), Investigative (Thinkers), Artistic (Creators), Social (Helpers), Enterprising (Persuaders), and Conventional (Organizers). Holland's research shows that personalities seek out and flourish in career environments they fit in. Holland also wrote of his theory that "the choice of a vocation is an expression of personality". This helps you determine what personality others see you as, and what sort of professions or roles you may be naturally good at based on your type.

## Scale:

There are 6 personality types under Holland Occupational Themes (RIASEC). There is no "good" or "bad", or right or wrong answer. Every type is naturally better at certain roles than others. This does not mean you cannot succeed at other roles. It shows areas where you have a natural advantage.

- **Realistic:** Likes to get things done, practical, stable, results-oriented.
- **Investigative:** Prefers strategy, thinking, organizing, analytical, curious.
- **Artistic:** Imaginative, artistic, disorderly, emotional, original.
- **Social:** Co-operative, team player, best in group environments, helping hand.
- **Enterprising:** Competitive, persuasive, energetic, works well outside-the-box.
- **Conventional:** Precise, rule-oriented, orderly, works well in highly structured environments.

### 3. Personality Matches

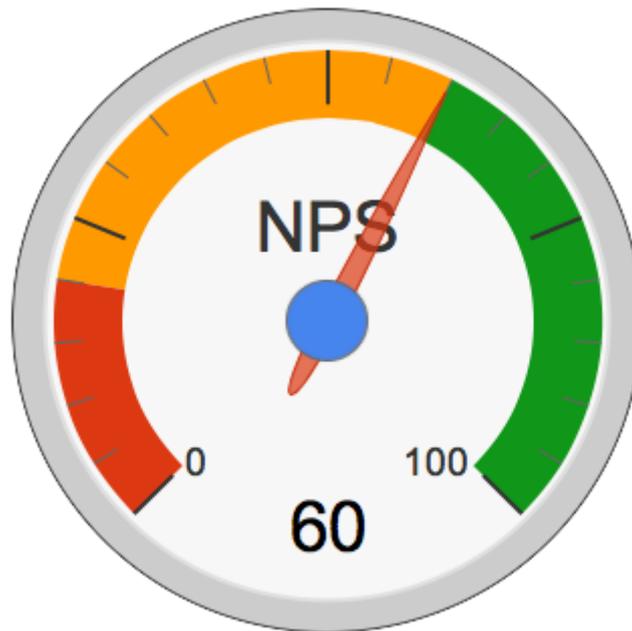


Personality Type	Compatible Work Environments	Least Compatible Work Environments
Realistic	Investigative Conventional	Social
Investigative	Realistic Artistic	Enterprising
Artistic	Investigative Social	Conventional
Social	Artistic Enterprising	Realistic
Enterprising	Social Conventional	Investigative
Conventional	Enterprising Realistic	Artistic

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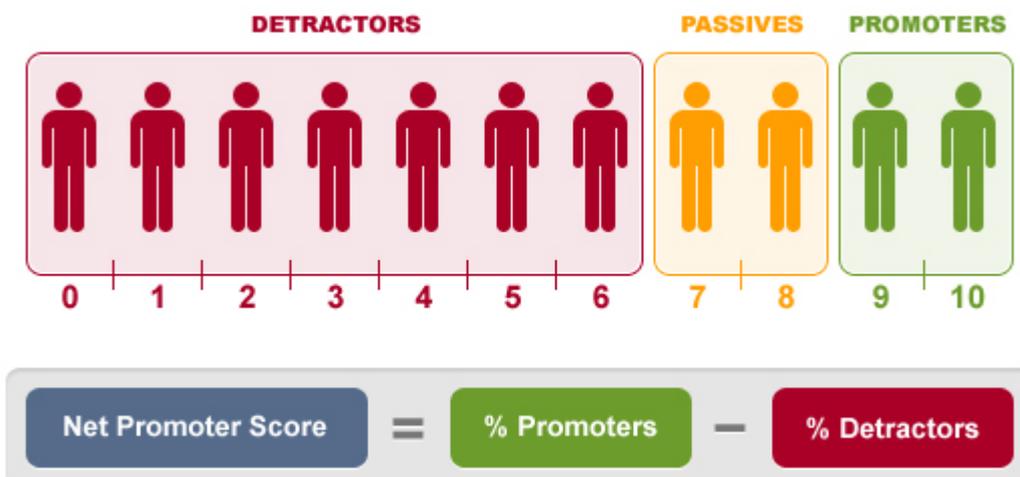
## 4. Your Net Promoter Score %

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### What is this?

Net Promoter Score is a research tool that can be used to gauge how likely people are to recommend you to their colleagues and friends. It was introduced by Reichheld in the 2003 Harvard Business Review. 1% = lowest, 100% = highest. It is used as an indicator for word-of-mouth marketing, repeat business and organic growth at a corporate level. At a personal level, it is used as an indicator for career advancement prospects. The higher your number, the more likely others are to help you advance your career by speaking of you positively, recommending you to their friends and otherwise being conducive to your growth.



### Scale:

Red (0 to 50%): BAD.

Others are not likely to help advance your career. You are viewed mostly negatively by your network. You should attempt to connect better with others, foster deeper relationships and be positive. Treat them as you would like to be treated yourself. Being more visible or prominent at the workplace will also help.

#### Yellow (51% to 80%): OK

You are viewed as average by your network. Some people may help advance your career, while others will not. This is where 60% of the population falls. You should focus on identifying those individuals within your network that think very highly of you and forging deeper ties with them. Work more closely with those that think highly of you. Continue to be more useful to others, and more prominent at work. Ensure your efforts are noticed.

#### Green (81% to 100%): GREAT

You are viewed very positively by most of your network. Most people see you so favorably that they will help advance your career with glowing recommendations, introductions and connections. They speak of you well even when you are not there. Companies that achieve this score get new customers simply through word-of-mouth buzz. You will similarly get job offers, partnership requests or other new opportunities from your network from time to time. Keep doing what you are doing - your work network loves you and values you highly!

#### **Who uses it?**

NPS is used by thousands of companies including Apple, GE, Intuit, Charles Schwab and American Express. Companies use it to gauge customer satisfaction, as well as for employee feedback.

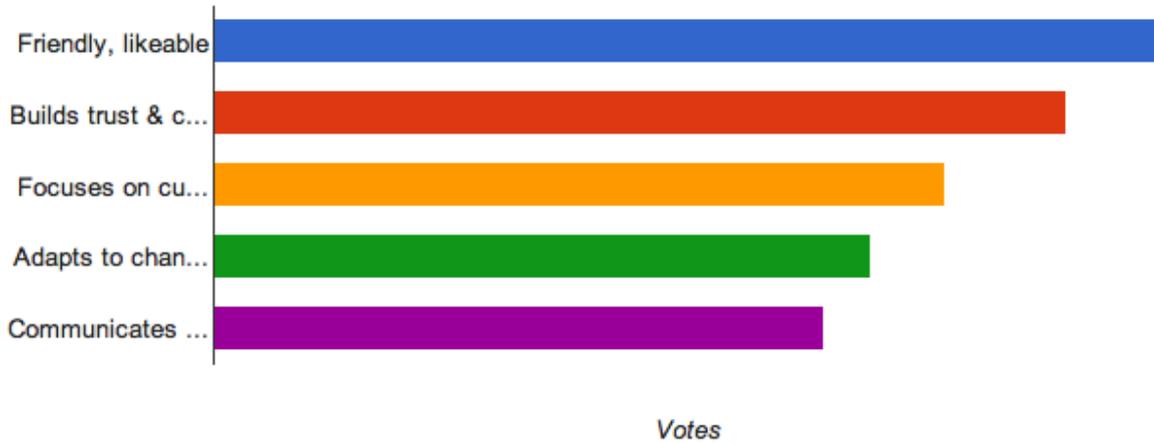
#### **Accuracy**

Net Promoter Score is one of the tools used in this report and contains a significant degree of error based on how many people have responded to your survey, as well as your profession. Some roles and professions are easier to rate than others. (eg. Sales exec vs. Fine Art). Take your NPS score in relation to all the other metrics on this report. NPS is also no more statistically significant or predictive than similar "How likely are you to..." questions, but is preferred due to its simplicity and widespread use.

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## 5. Your Most Well-Known Traits

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### What is this?

These are your most-noticed characteristics by your professional network. These show your strengths. For career advancement and specialization, it is generally a good idea to take up roles and projects that play to your key strengths, also known as “swimming upstream”. This can also give you a more objective assessment of what you’re good at, since self-evaluations are usually highly biased.

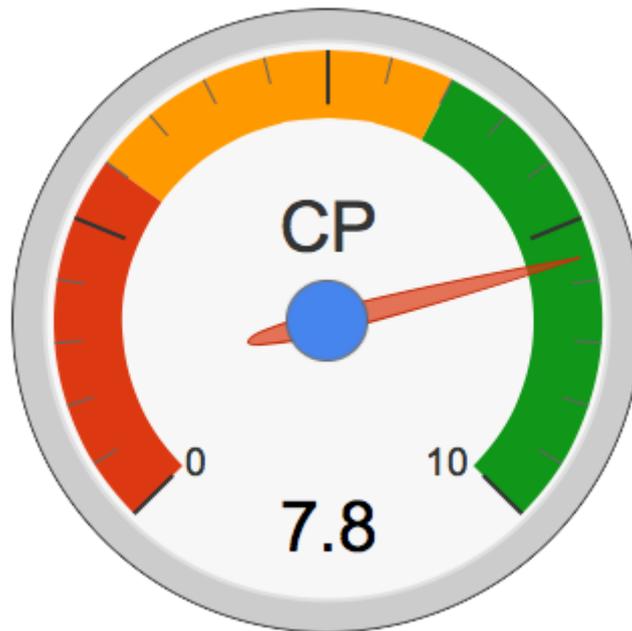
### Scale:

Respondents can pick from a large selection of traits, and can pick more than one. Traits that are reflective of your professional profile will get shown here.

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## 6. How your network feels about your company's prospects

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### What is this?

This is a measure of how your network sees your company's growth and financial prospects in the next 12 months. It is an outsider's opinion of how your company is doing. This is how people in the industry and your network see the place you work at.

### Scale:

*1=lowest 10=highest*

**Red (1 to 5): Bad.** Expect the company to shrink or suffer significantly. Commercial losses. Layoffs. Re-structuring. Expect products to lose market share or fail. Possible bankruptcy, re-financing or shutdown down the road unless things change. The company requires significant outside help to improve or continue functioning. Might be time to start looking for another job.

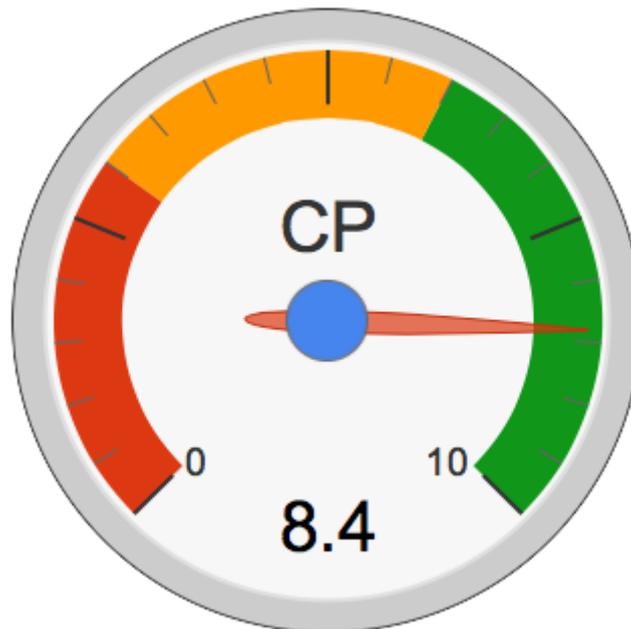
**Yellow (5.1 to 8): OK.** Expect the company to grow modestly with limited successes. 70% of companies are in this zone. Company will continue to do well and win in some areas. Compares mostly favorably with competition. Modest hiring and expansion. Stable outlook. You can stay with this company for several years if you'd like.

**Green (8.1 to 10): Great!** Expect the company to grow fast, gain market share from competitors very quickly. Products are already doing superbly well. Winning key accounts. Great PR or well-recognized brand. Will out-perform the industry or market it is in. Your career will get a huge boost just by being at this company.

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## 7. How your Network feels about Your Career prospects

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### What is this?

This is a measure of how your network sees your personal career prospects in the next 12 months. It is an outsider's opinion of how skilled, valuable and useful you are compared to others in your role or profession. This rating may be influenced somewhat by prospects for your company or industry at large.

### Scale:

*1=lowest 10=highest*

**Red (1 to 5): Bad.** Your skills, usefulness and value are less than similar professionals in your field. Your network thinks that you are lagging behind others, and over time, these differences will grow larger and you will fall behind. Focus on the basics and try to figure out where you are lagging and why. It's never too late to start improving.

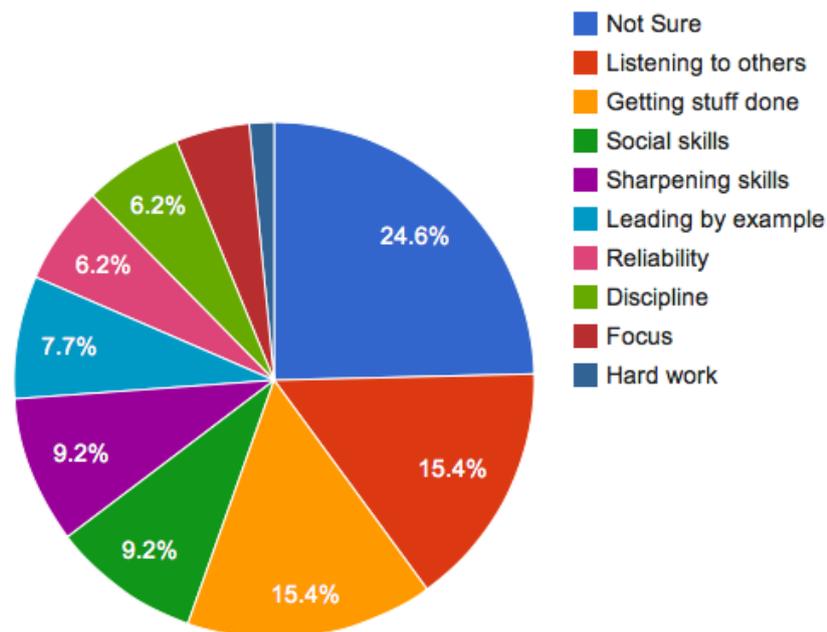
**Yellow (5.1 to 8): OK.** You are average or a little above-average compared to similar professionals in your field. Your network thinks you compare favorably to others and will enjoy modest successes in the next 12 months. Stable career advancement prospects. You are respected by your colleagues and valued for your contributions. Focus on your key strengths to continue improving.

**Green (8.1 to 10): Great!** You are well above-average compared to similar professionals in your field. Your colleagues think you will hit it out of the park and are a rockstar at what you do. You are very well-respected in your industry or profession, perhaps even holding celebrity-like status. Getting to the top is easier than staying at the top however, and you will need to keep working hard to stay where you are.

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## 8. What can you most improve upon?

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### Written Responses

Fabian's greatest strength is to transform abstract concepts into a structured framework. Fabian can improve on translating the concepts into clearly understandable points instead of relying on the audience being on the same mental wavelength as him

Professional Acquaintance

Up to date with technology and its possibilities. Better reaching out for what he wants or needs.

Professional Acquaintance

Greatest strength: vision and know-how! Point of growth: self-confidence (meaning that it is OK to question and challenge yourself, but it mustn't become self-doubt)

Co-Workers

Fabian is an entrepreneur. He has great ideas, clear vision and strong creativity to bring out solutions for users. He perhaps needs to go further on delivering final results and do it very well when he's leading a team

Co-Workers

Visionary Deliver on the vision in full.

Professional Acquaintance

Every productive and creates good product and launching/marketing. Needs to establish his geographical base - Asia or Europe - or USA?

Co-Workers

Fabian is persistent and focused on achieving the objectives set while keeping an open mind towards alternative solutions for reaching the objectives.

Co-Workers

Likeability and initiative are key strengths. More rigor in analysis grounded in real-life situations and the ability to make credible long term commitment to a business project are areas for improvement.

Worked Together but at different companies

Fabian is great at identifying new ideas, approaches and trends. He is very driven and has a clear appetite for innovation. His greatest area for improvement is to control this appetite for the new and to focus on turning ideas into reality.

Worked Together but at different companies

We have just worked so far, we should have some beers as well one day :)

Co-Workers

## **What is this?**

Nobody is perfect, not even Bill Gates or Steve Jobs. These are areas where your colleagues feel you can improve. By focusing on some of these areas, you can significantly improve your life at work and your relationships with your colleagues. This will help you become more well-rounded and balanced, and address any "rough edges" that hamper your ability to work with others.