



**Ascendus Technologies**  
*Enterprise Feedback Made Simple*

**Name**

**Mr./ Ms. XYZ**

**Designation**

**Multi Stakeholder Feedback Report**  
***Confidential***

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## Section 1

### Introduction to the Multi Stakeholder Feedback Process at Company

#### a. About the Multi Stakeholder Feedback Survey

The Multi Stakeholder Feedback Survey is one of the critical leadership development initiatives at Company. The objective of the exercise is to provide you with inputs on various aspects of your operating style/ behavior as perceived by various respondent groups with whom you share a working relationship.

#### b. Understanding the Rating Scale and Scoring Methodology

##### Understanding the Rating Scale

A 5 point rating scale was used for eliciting feedback, with an option of 'No Opinion'.

- 1 = Does not display the behavior
- 2 = Displays the behavior rarely
- 3 = Displays the behavior moderately
- 4 = Displays the behavior frequently
- 5 = Displays the behavior at all times
- 0 = No Opinion

- ▶ Scores Between 1 and 2 indicate – Area of Development  
(including 2)
- ▶ Scores between 2 and 3 indicate – Potential Area of Strength  
(including 3)
- ▶ Scores between 3, 4 and 5 indicate - Area of Strength  
(including 5)

# Section 1

## Introduction to the Multi Stakeholder Feedback Process at Company

### b. Understanding the Rating Scale and Scoring Methodology

#### Scoring Methodology

The computation of the competency scores has been done using the following rationale:

- ▶ Each competency descriptor had questions that were used to determine an individual's score on the competency
- ▶ An average of scores on a question was taken to determine the rating on a competency descriptor
- ▶ Average of ratings across the questions relevant to a competency was used to determine the overall rating on the competency
- ▶ Questions that respondents were unable to comment on, were left out of the analysis
- ▶ Self rating was not included to calculate the final score for each question
- \* Please note that in cases where the number of respondents in any group (except Boss and Superior) were less than 2, their responses have not been shown in this report to maintain confidentiality.

Area of Strength (AOS)	Potential Area of Strength (PAOS)	Area of Development AOD)
Competencies in which the participant is already displaying ability beyond what is required in his current role and leveraging on this will help the organization and the participant	Competencies where developmental interventions would benefit the participant in meeting his desired role expectations and enhance his overall ability set	Competencies where developmental intervention would greatly benefit the participant in minimizing the significant gap from the desired level for the competency

## Section 2

### Overview of your Feedback Report

#### a. Summary of the Survey Results

##### Overall Score (out of 5)

**4.5**

The Overall Score is an average of all items in the questionnaire and comprises of all competencies

#### Your Respondent Profile

Total No of Responses: 19	
Boss	2
Superior	7
Peer	9
Subordinate	1
Others	

#### Overview of Your Competency Profile

Competency	Boss	Superior	Peer	Subordinate	Others
Displaying Entrepreneurial Spirit	AOS	AOD	AOD	PAOS	AOD
Achieving Business Success	AOS	AOD	AOD	AOD	AOD
Empowering and Developing	AOS	AOS	PAOS	AOS	AOS
Building Collaborative Relationships	AOS	AOD	AOD	AOD	AOD
Delights the Customer	AOS	AOD	AOS	AOS	AOS

AOD - Area of Development (1 and 2, including 2)

PAOS - Potential Area of Strength ( between 2 and 3, including 3)

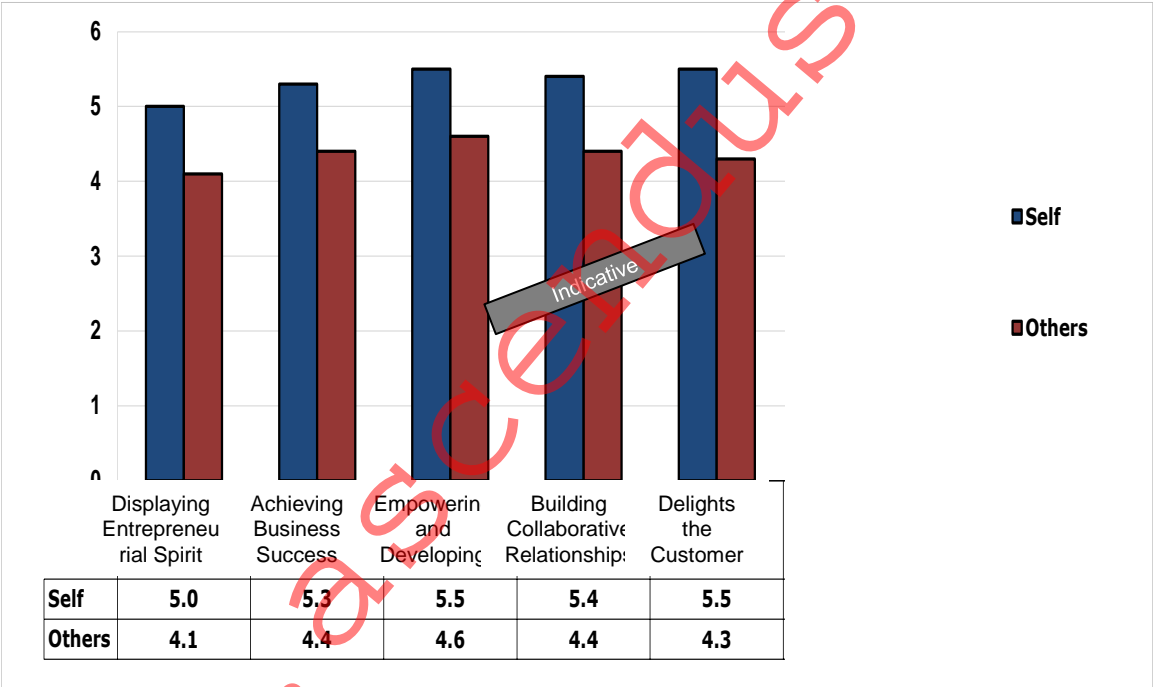
AOS - Area of Strength (between 3, 4 and 5, including 5)

Section 2

Overview of your Feedback Report

b. Competency Wise Summary

The following graph gives you the comparison of self rating provided by you and the ratings provided by others on different competencies.



Top 5 Statements	
▶	Ensures timely closure of performance management cycle by working closely with business leaders & resolving issues
▶	Demonstrates the ability to negotiate salary effectively with new hires and ensures compliance to Compensation Grades and Salary Ranges
▶	Exhibits sensitivity to the perspectives and concerns of people from different cultures
▶	Actively pursues and cultivates relationships with employees and business leaders across geographies
▶	Operates with integrity by demonstrating honesty and keeping commitments on a consistent basis

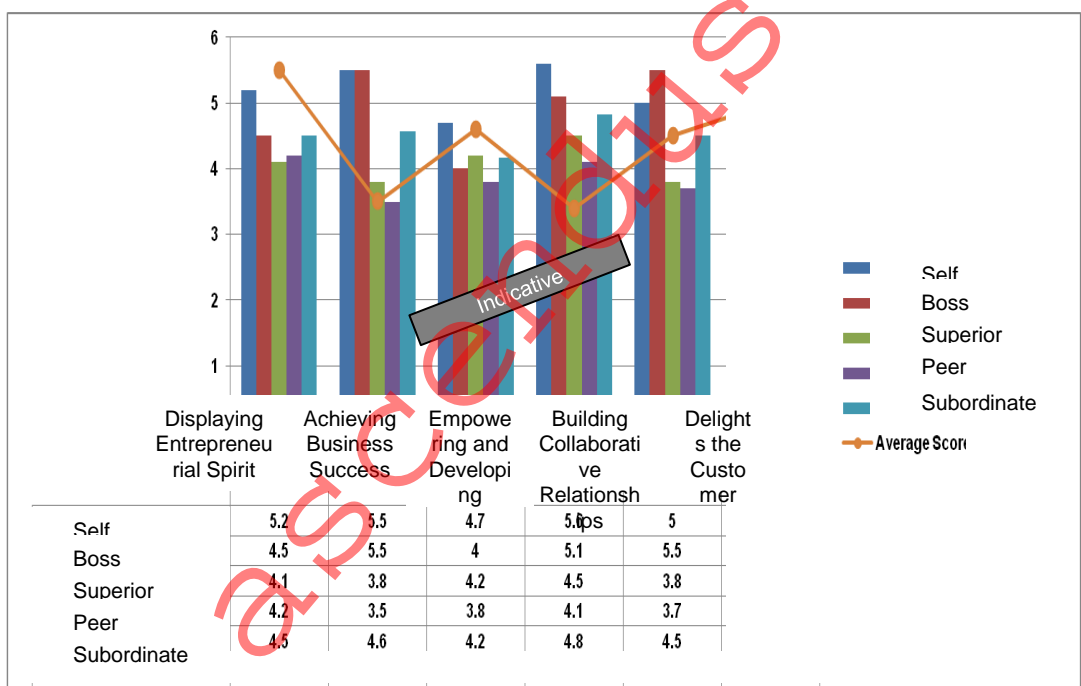


## Section 2

### Overview of your Feedback Report

#### b. Competency Wise Summary

The following graph gives you the competency score by respondent group and is indicative of the extent of convergence or divergence in ratings across respondent groups on a particular competency.



#### Bottom 5 Statements

- ▶ Ensures timely closure of performance management cycle by working closely with business leaders & resolving issues
- ▶ Demonstrates the ability to negotiate salary effectively with new hires and ensures compliance to Compensation Grades and Salary Ranges
- ▶ Exhibits sensitivity to the perspectives and concerns of people from different cultures
- ▶ Actively pursues and cultivates relationships with employees and business leaders across geographies
- ▶ Operates with integrity by demonstrating honesty and keeping commitments on a consistent basis

## Section 2

### Overview of your Feedback Report

#### c. Summary of Qualitative Comments

Things you need to start doing ....

Things you need to change....

Things you need to continue doing....



## Section 3

### Individual Development Planning

#### a. Introduction to Individual Development Planning

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Section 3

Individual Development Planning

b. Individual Development Planning Template

<b>Competencies Targeted</b>	
(Based on your Multi Stakehodler Feedback Report, identify the top 3-4competencies for which developmental interventions will be undertaken)	

**Section 4**

**Annexure**

**a. Multi Stakeholder Feedback Process Details**

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## Section 4

### Annexure

#### b. Definition of Competencies

Competency	Competency Definition
<b>Displaying Entrepreneurial Spirit</b>	Has a passion to win! Seizes business opportunities and converts them into valuable results. Has an innovative and fresh outlook, and thrives on continuous change. Dreams BIG.
<b>Achieving Business Success</b>	Contributes towards building a dynamic and sustainable business , based upon a sound understanding of business and financial realities. Is committed to long term goals . Adheres to company strategies and policies, and encourages others to do so.
<b>Empowering and Developing</b>	Maintains a continuous focus on development of self and others. Nurtures and cultivates diverse talent in the business. Aligns performance to organizational goals.
<b>Building Collaborative Relationships</b>	Proactively develops internal and external relationships and strives for a “win-win” solution. Collaborates, willing shares information and manages conflict. Demonstrates sensitivity and respect when dealing with others.
<b>Delights the Customer</b>	Enthusiastically adheres to a customer first culture and seeks to deliver customer service excellence. Engages with customers and seeks to make their life easy. Ensures promise made is a promise kept.