



You want results?  
We have them.

## 360 Focus® Online Report

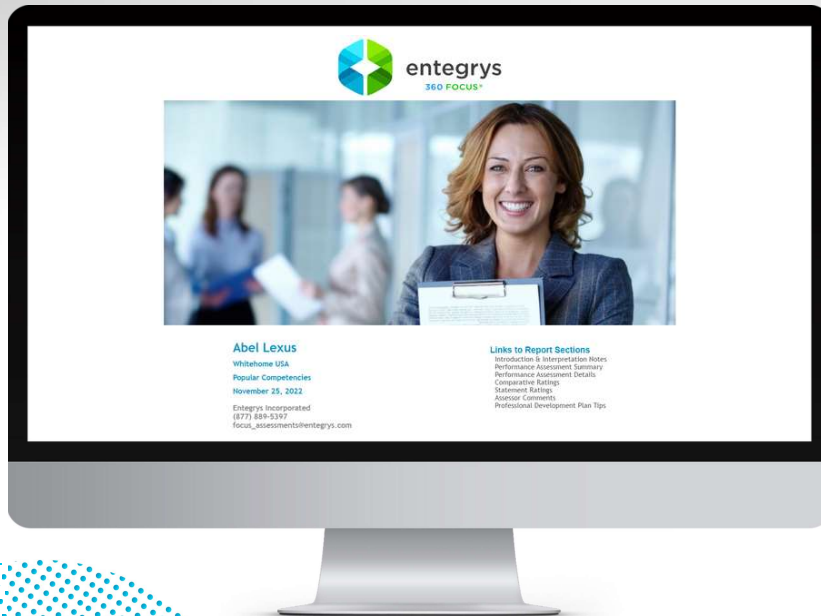


Sample Report Results



# Report Cover

## Access Links to Report Results



Once you are ready to close the assessment, select "Close & Prepare Report" then "View Online Report".

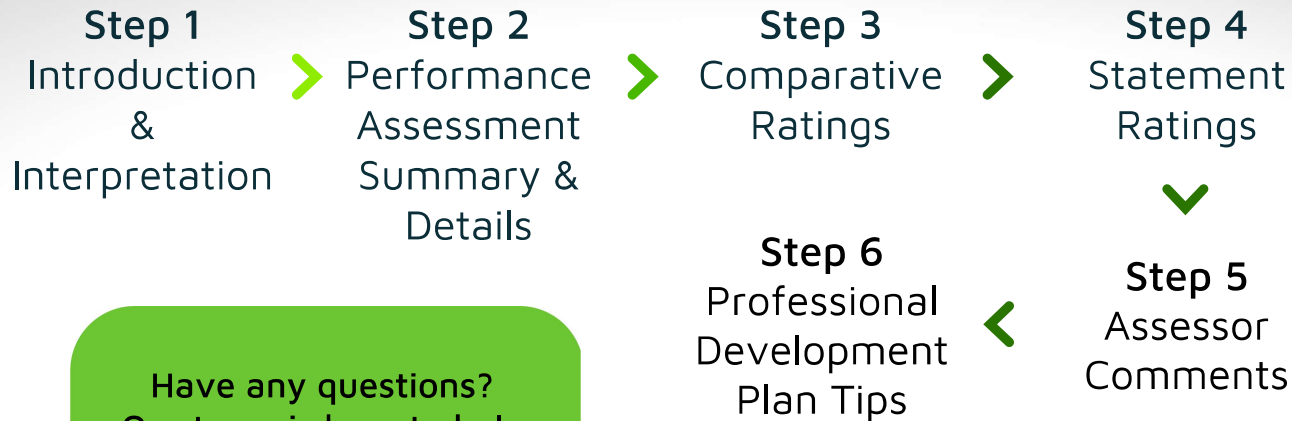
This will generate the Report Cover in a new tab.

Use the following steps to explore your results.



# Navigating the Report

Follow these steps to navigate smoothly through the report.



Have any questions?  
Our team is here to help.

Entegry Incorporated  
[support@entegry.com](mailto:support@entegry.com)



# Step 1

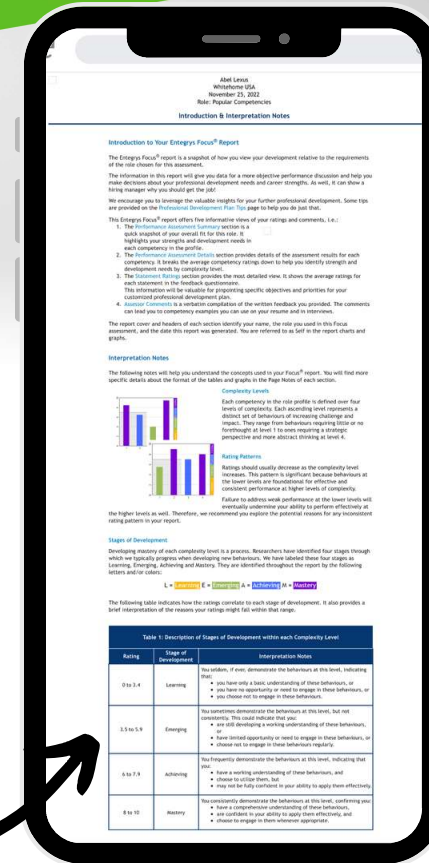
## Introduction & Interpretation

This page explains how to maximize the value of your report results.

It describes the content of each section and explains terminology such as rating patterns, complexity levels, and stages of development.

L = Learning E = Emerging A = Achieving M = Mastery

**Note:** This table is an important tool for creating your development plan.





# Step 2a

## Performance Assessment Summary

The summary page gives a quick snapshot of your **overall fit** for the role.

It provides an overview of **performance scores, competencies** and desired **complexity levels** for this role.

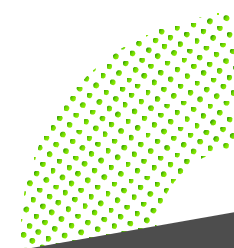
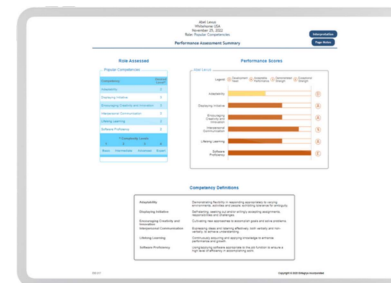
The summary highlights your **strengths** and **development needs** in each competency in the profile.

### Role Assessed

Popular Competencies	
Competency	Desired Level*
Adaptability	2
Displaying Initiative	3
Encouraging Creativity and Innovation	3
Interpersonal Communication	3
Lifelong Learning	2
Software Proficiency	2

* Complexity Levels				
1	2	3	4	
Basic	Intermediate	Advanced	Expert	





# Step 2b

## Performance Assessment Details

The performance score and rating stats are shown on the left for each competency in the role profile.

It includes the average rating of all assessors, and the gap (difference +/-) between that and the desired rating.

The bar graph on the right is a **visual analysis** of the feedback results for each competency—including the **stage of development** at each complexity level.



### Performance Score & Rating Stats

#### A Acceptable Performance

Level	Average Rating (9 Assessors)	Gap
1	N/A	
2	6.0	-1.0
3	8.4	1.4
4	6.3	



# Step 3

## Comparative Ratings

This section compares the ratings of the various groups of assessors —manager, peers, direct reports, clients—to your own ratings by **competency** and **complexity level** to help you identify areas of **agreement and difference**.

The line chart is a quick visual of the groups' ratings at each level.

The table shows the chart data, as well as a statistical **measure** of the **agreement** between responses.

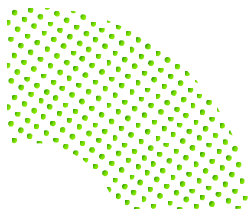


### Performance Score & Rating Stats

**D** Development Need

Level	Self (1)	Manager (1)	Peer (4)	Direct Report (3)	Client (1)	Agreement Measure
1	8.5	7.0	7.4	6.8	**	0.93
2	8.0	5.5	5.6	5.8	**	0.90
3	7.0	5.0	5.2	4.7	**	0.75
4	N/A	N/A	N/A	N/A	**	-

**Agreement Measure:** Identifies the consistency of ratings between assessors. The larger the number of assessors, the closer the measure should be to 1.





# Step 4

## Statement Ratings

This section provides the most **detailed breakdown**. It shows the average ratings of each assessor group for **each statement** in the **feedback questionnaire**.

This information is valuable for pinpointing specific **objectives and priorities** for your customized professional development plan.



### Adaptability

#### Level 1

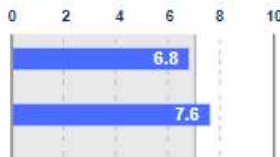
Adjusts quickly to new responsibilities and tasks

Responds readily to changing priorities and circumstances (e.g. work locations, duration, environment)

### Learning Emerging Achieving Mastery

L E A M

Average Rating (9 Assessors)



Direct Agreement  
Self (1) Manager (1) Peer (4) Report (3) Client (1) Measure

Statement	Self (1)	Manager (1)	Peer (4)	Report (3)	Client (1)	Measure
Adjusts quickly to new responsibilities and tasks	8.0	8.0	7.0	6.7	**	0.92
Responds readily to changing priorities and circumstances (e.g. work locations, duration, environment)	9.0	8.0	7.8	7.0	**	0.93





# Step 5

## Assessors Comments

Assessors' comments are included to provide greater insight into their ratings.

They are presented anonymously to encourage objective feedback and increased awareness for the assessee (self in the report).

### Adaptability

Demonstrating flexibility in responding appropriately to varying environments, activities and people; exhibiting tolerance for ambiguity.

**Average Rating of Definition:** **Acceptable**

#### Supporting Comments:

Abel could be more flexible in listening to his cabinet. He is too often fixed in his own ideas even though he asks for others' opinions.

Abel is a bright man, but far from tolerant of ideas different from his own.

Abel is generally flexible in his responses to everyday issues in running the country.

Abel is quite set on his ideas.

Abel seems to be able to step up to the plate and do well no matter what gets thrown at him!



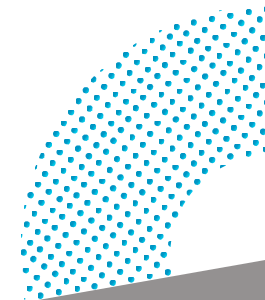
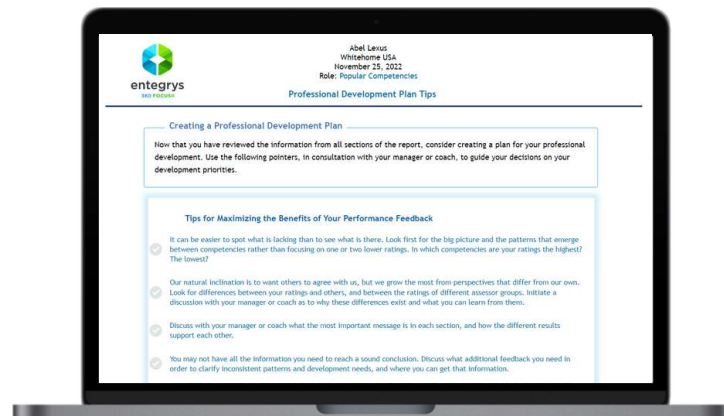
# Step 6

## Professional Development Plan Tips

At Entegrys, we understand **excellence** does not develop over night.

By using the results from this Focus report, you can build a plan tailored to your **professional development goals**—whether honing your strengths or focusing on development needs.

The tips on this page will help you maximize the benefits of this **performance feedback!**





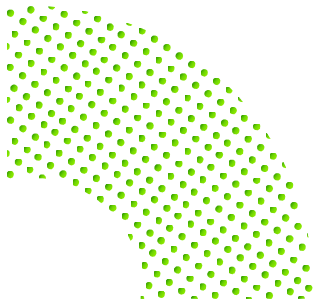
# Results Complete

## Go Time!

### Congratulations!

You are now ready to implement your plan and accelerate your professional development!

Use this Focus tool to gather fresh feedback on your progress before each performance review and guide the next steps in your professional development.





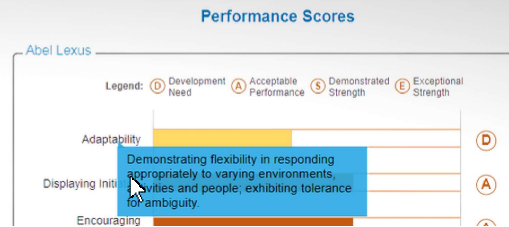
# Extra Features

## Good to Know!

### Extra Features Included in the Report

#### Hover Option

You can hover your mouse over several elements to reveal definitions and descriptions.



#### Page Notes & Interpretation Button

Hover your mouse over the 'Page Notes' button (top right) for further information on content and terminology on that page.

The 'Interpretation' button is a shortcut to the Introduction & Interpretation page in Step 1.

Interpretation

Page Notes

The report cover and headers of each section identify the name of the assessee, the role used in this Focus assessment, and the date this report was generated. The assessee is