Your Journey as a Blue 360 Administrator
Planning Ahead for Actionable Insights

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Agenda

- **Strategic Reports**
  - Johari window - Individual Reports for Participants and Managers
  - Department Reports for Leaders
  - Reporting Concepts and Reporting Options

- **Operational Reporting**
  - Response rate management

- **Blue Dashboard and Trend Analysis**
  - Individual Dashboard View
  - Aggregate Dashboard View

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A Well Thought-out & Automated 360-degree Feedback Analytics Strategy Can Go a Long Way

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Beyond Leadership Development & Performance Assessment
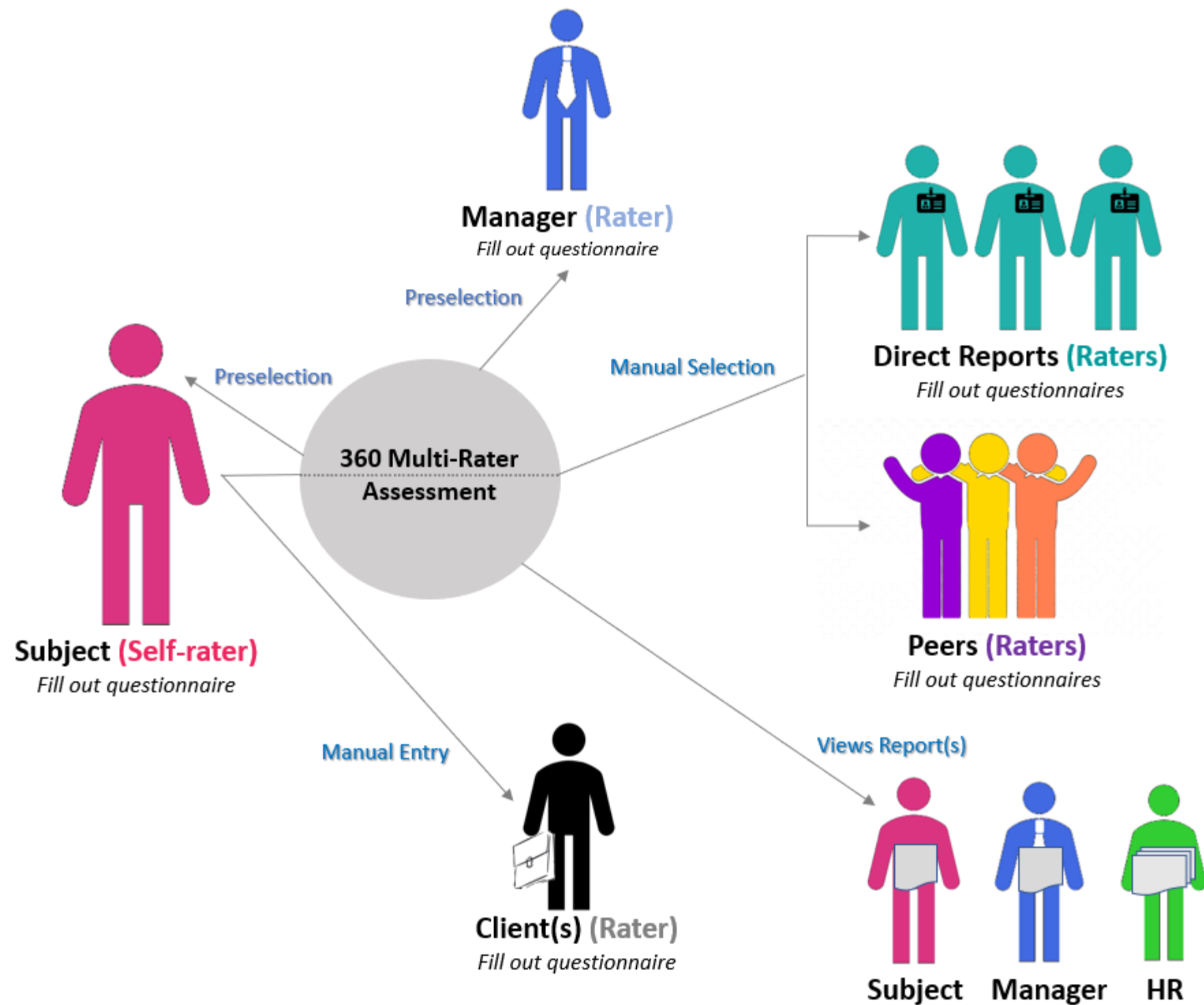
Individual Benefits

Team Benefits

Organizational Benefits

❖ **What is a 360?**

A 360-degree assessment, also known as a multi-rater assessment or 360-degree feedback, is a performance evaluation method that involves gathering feedback from various sources about an individual's skills, competencies, and behaviors in the workplace. The "360-degree" aspect refers to the comprehensive feedback obtained from different perspectives in the organization.

The key stakeholders who provide feedback in a 360 assessment typically include:

1. **Supervisor/Manager**
2. **Peers/Colleagues**
3. **Direct Reports**
4. **Self-Assessment**
5. **Clients/Customer**
6. **Others/Stakeholders**

In Blue, we refer to these members as rater groups.

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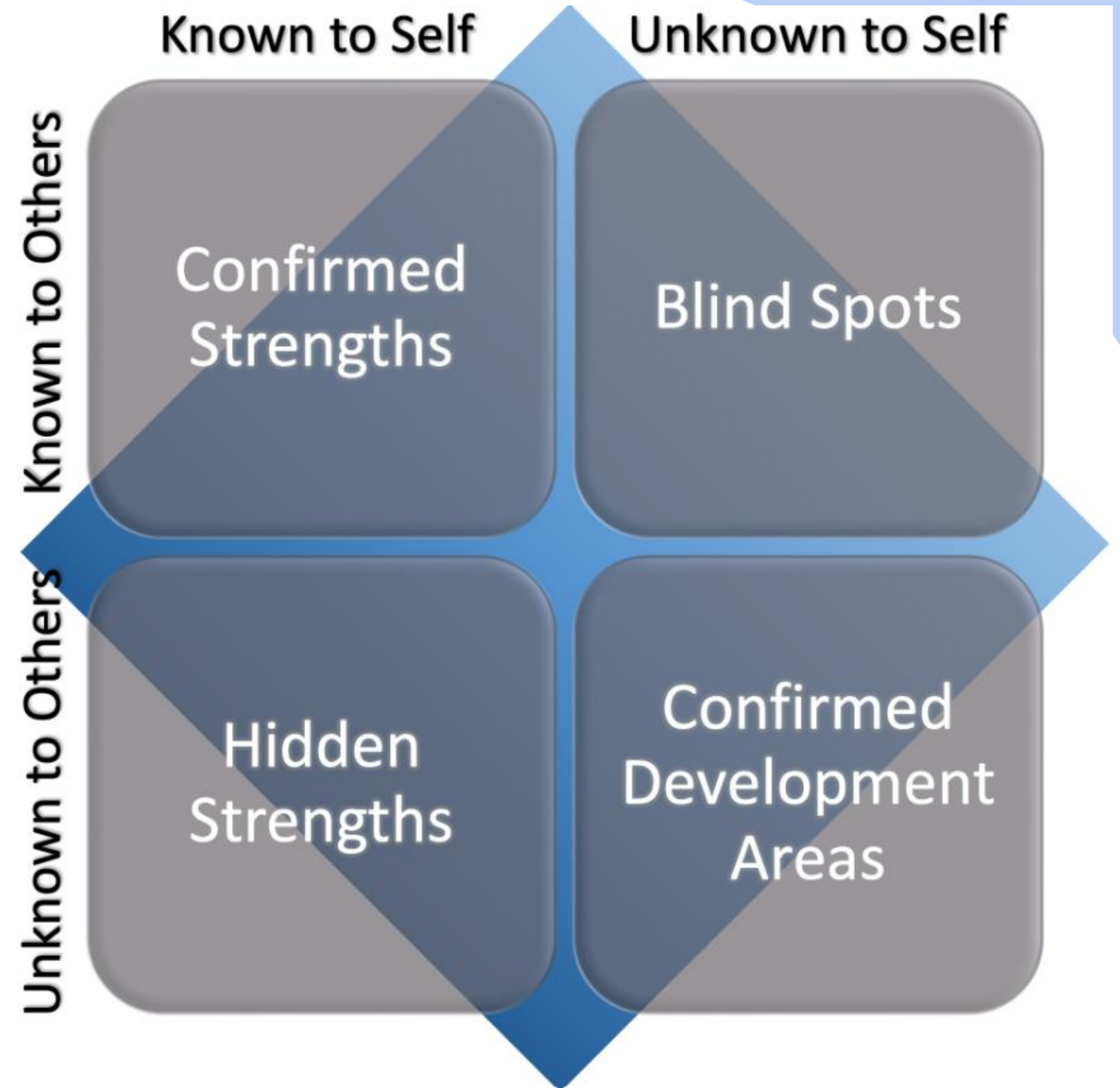# Strategic Reporting Options for Individuals and Managers

❖ Johari Window

Intended for Individuals and Managers

The Johari Window encourages a deeper understanding of the participants strengths, weaknesses, blind spots, and unknown areas. This increased self-awareness is crucial for personal growth and development.

- Enhanced Communication
- Identification of Development Areas
- Alignment of Perceptions
- Feedback Receptivity
- Strategic Development Planning
- Personal and Professional Growth

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Response Sheet Block with Comments

The Response Sheet report block is a great way of combining and reviewing raters raw feedback while maintaining anonymity.

Select Rater Group Element [360 breakdown ▼] ☑ Display rater source

Only breakdown group could be applied for response sheet block.

☐ Block items appear on separate pages

Question Selection

☐	Exclude	Index	Title
☐	☐	1	Empowering
☐	☐	2	Impact and Influence
☐	☐	3	Problem Solving
☐	☐	4	Interpersonal Skills
☐	☐	5	Business Acumen
☐	☐	6	Decision Making
☐	☐	7	Analytical
☐	☐	8	Communication
☐	☐	9	Technical Credibility
☑	☐	10	Leadership
☑	☐	11	What should he/she do to be more effective as manager?

Rater Source: 4. Direct Reports

1. **Leadership**
   - Is able to provide direction and guidance to a group of people and to encourage cooperation between team members in order to attain an objective.
     - **Expertise**: Advanced
   - Inspires others toward a common vision and fosters trust and ethics.
     - **Expertise**: Basic
   - Understands formal and informal power and influence structure within the organization and successfully achieves positive, desired outcomes.
     - **Expertise**: Expert
   - Understands how organizations work and ably maneuvers and executes within the organizational structure and networks.
     - **Expertise**: Expert

2. **What should he/she do to be more effective as manager?**
   - Many good leaders around who are willing to mentor. Roles vary significantly given the scale of the company. Corporate culture has been shifting for the past several years ultimately for the better but is not without growing pains.

❖ Reporting Threshold Options

1. **Report-level threshold** - Prevents the report from being published if the threshold limits are not met. Thresholds can be set for the number of responses, the number of invitations and the percentage of responses received.

2. **Subject-level threshold** - Withholds response data related to a particular subject if the minimum thresholds are not met. Like the report-level threshold, subject-level thresholds can be set for the number of responses, the number of invitations and the percentage of responses received.

3. **Question-level threshold** - The question-level threshold allows you to decide if responses to a question are included, or not, based on the number of responses received.

4. **Report block-level threshold** - When creating report blocks, a minimum response threshold can be specified for Question type report blocks

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Report availability threshold

☑ Minimum number of responses   `3`

☐ Minimum number of invitations

☐ Minimum response percentage   `%`

☐ Hide reports that have not yet met the minimum thresholds

②

Date   **Threshold**

Filter Condition ⊗

Threshold Level   `360° Feedback/Employees ▾`

Threshold Type   `Response ratio ▾`   Greater than or equal to `65` %

③

Trigger Condition Type   `Response threshold ▾`

Trigger Condition

Group   `All groups ▾`

Question   `Q4 Single Selection: Empowering`

Minimum response threshold `3`

④

☑ Minimum response threshold (This threshold is applied to th

`3`

Message to display when threshold is not met

`The minimum requirements of responses have`

❖ Strategic Reporting - Identifying Department Strengths and Improvement Opportunities
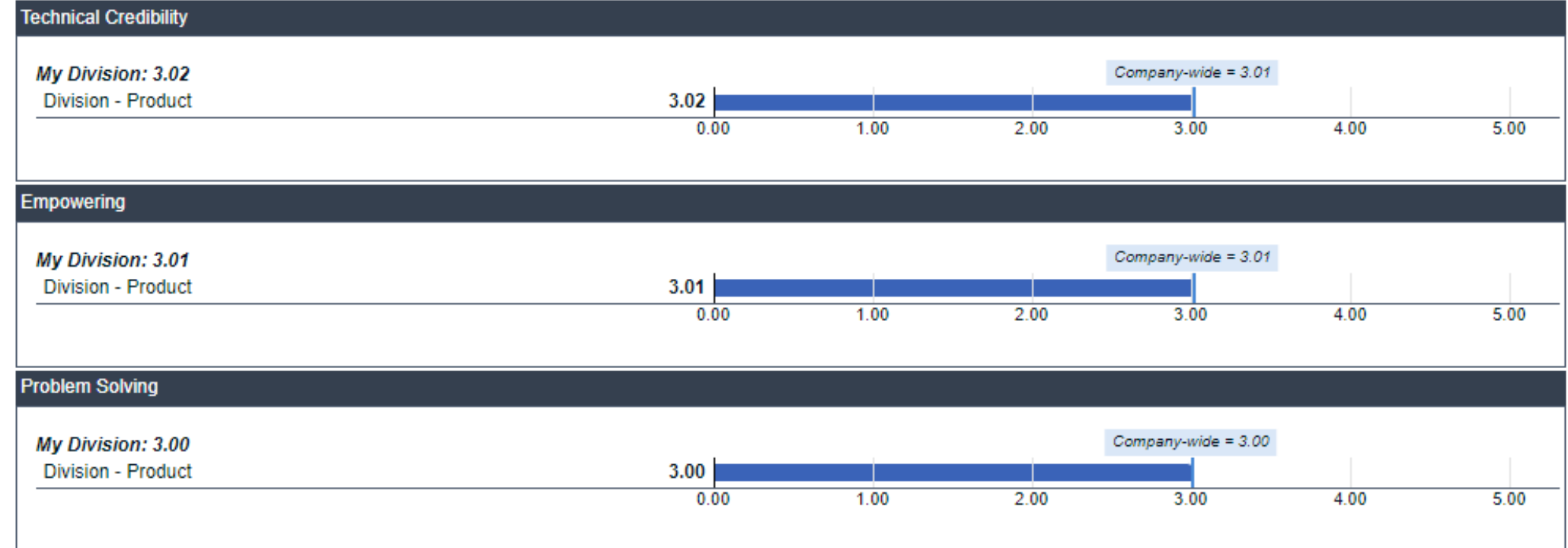

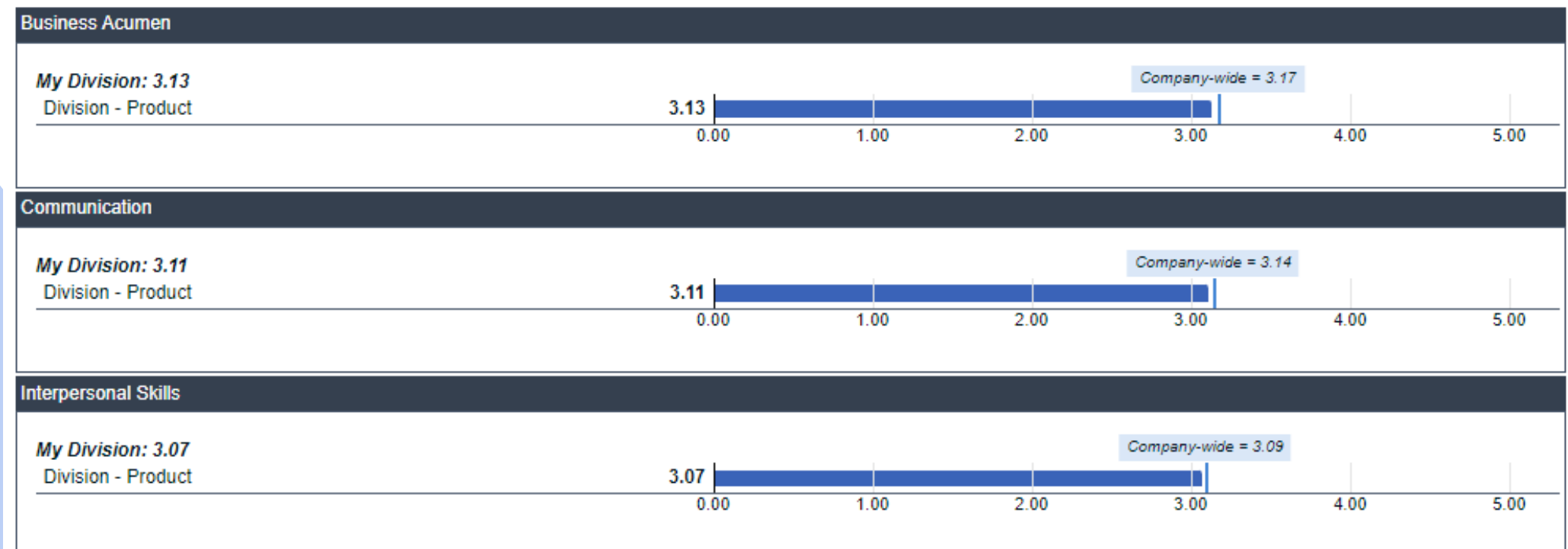explorance

Top/Bottom Analysis

Sharing the top and bottom strengths of a department with its leaders in a 360-degree feedback program facilitates targeted development, aligns with organizational objectives, fosters a culture of recognition, and supports continuous improvement within the department.

- Celebration and Recognition
- Alignment with Organizational Goals
- Talent Development Opportunities
- Alignment of Development Initiatives

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Your top competencies overall

Technical Credibility

My Division: 3.02
Division - Product — 3.02
Company-wide = 3.01

Empowering

My Division: 3.01
Division - Product — 3.01
Company-wide = 3.01

Problem Solving

My Division: 3.00
Division - Product — 3.00
Company-wide = 3.00

Back | Go to top

Your lowest competencies overall

Business Acumen

My Division: 3.13
Division - Product — 3.13
Company-wide = 3.17

Communication

My Division: 3.11
Division - Product — 3.11
Company-wide = 3.14

Interpersonal Skills

My Division: 3.07
Division - Product — 3.07
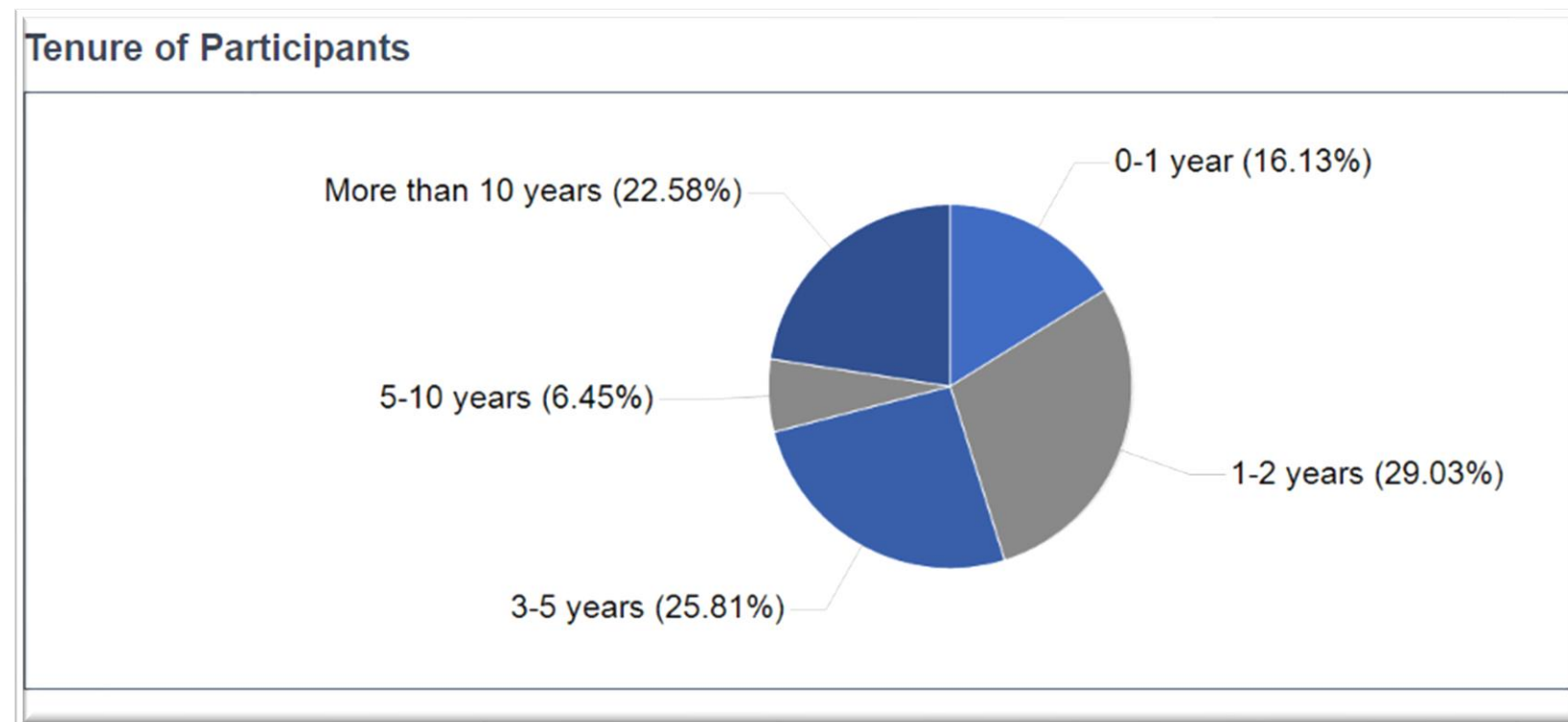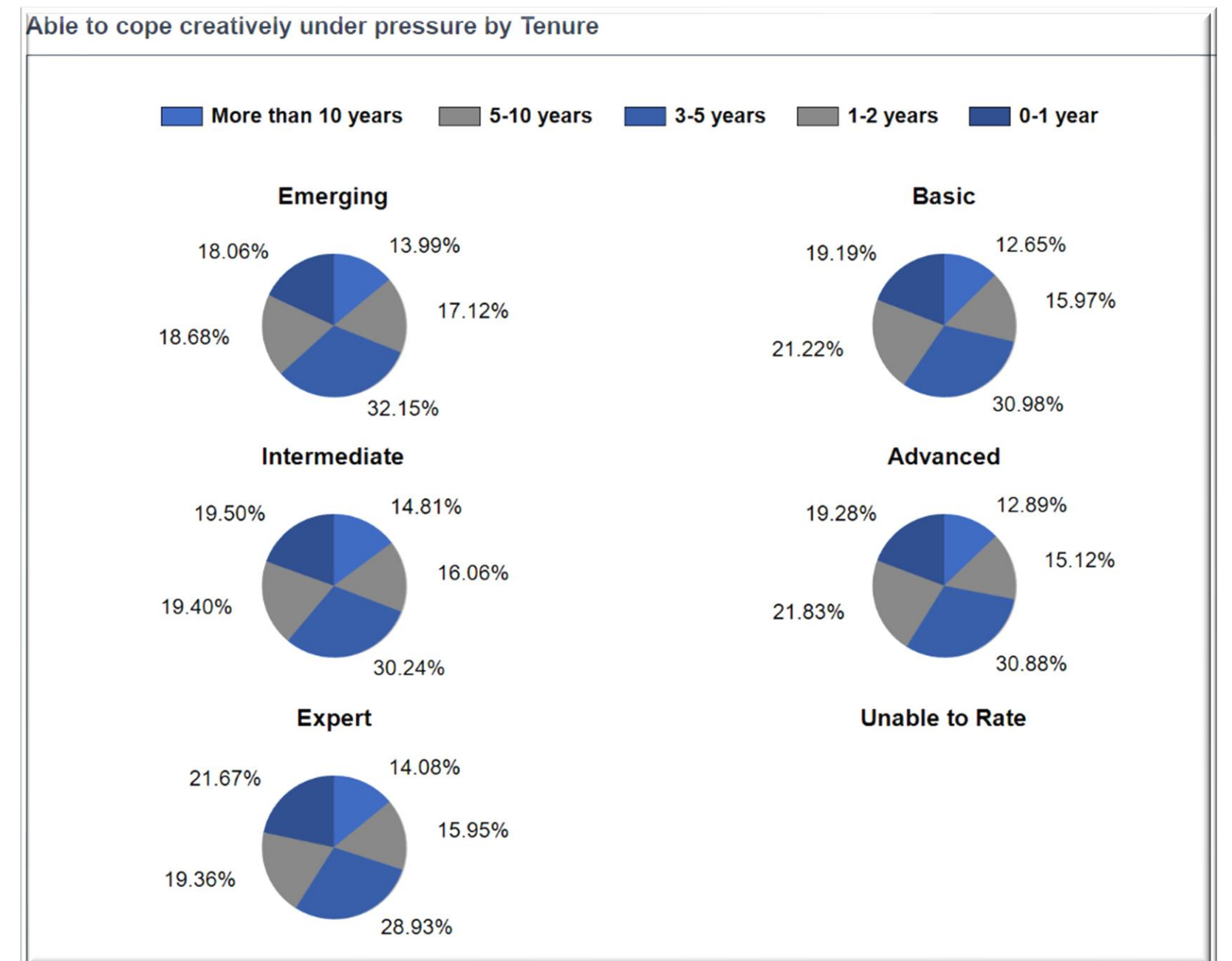Company-wide = 3.09

Adding Demographics to Your Reporting

Demographic data can be used to enrich reporting on 360 assessments by providing additional context and insights into the feedback and performance of individuals.
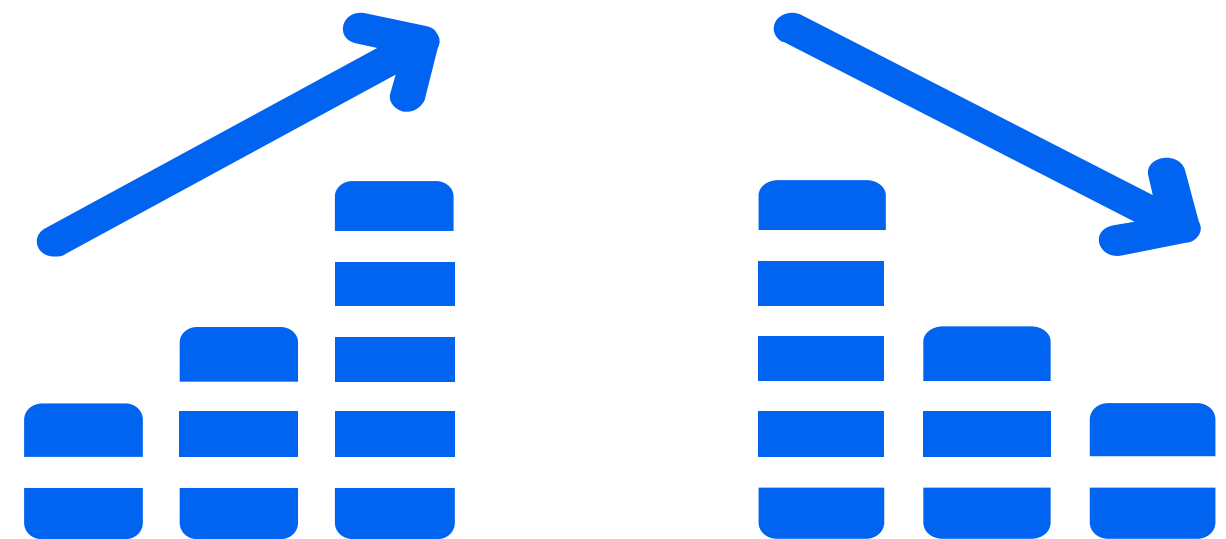
Demographics by Themselves

Demographics Cross-Tabulated

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Operational Reporting and Response Rate Management

❖ Response Rates by Division

Intended for VP or Sr Leadership

- Insight into Participation Levels

- Data Credibility

- Employee Involvement and Engagement

Providing a RR report empowers the division leader with valuable insights to drive improvements, enhance engagement, and foster a culture of openness and continuous development within their division.

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Response Rates for Operations, Product, R&D

Division	Invited	Resp	%	Self	Manager	Peer	Direct Report
Product / R&D / Operations	4801	4700	97.90%	278	277	2144	2001

Response Rates Breakdown by Department

Department	Invited	Resp	%	Self	Manager	Peers	Direct Report
Operations	1640	1620	98.78%	90	90	720	720
Product	1429	1370	95.87%	89	88	632	561
R&D	1732	1710	98.73%	99	99	792	720

Response Rates Breakdown by Manager

Manager Name	Department	Invited	Resp	%	Self	Manager	Peer	Direct Report
Tait Dell Casa	R&D	164	162	98.78%	9	9	72	72
Tallia Towsey	Operations	164	162	98.78%	9	9	72	72
Tamar Klebes	Operations	164	162	98.78%	9	9	72	72
Tamarra Strut	Operations	164	162	98.78%	9	9	72	72
Tanny Scrooby	Product	164	162	98.78%	9	9	72	72
Tansy Lates	Operations	164	162	98.78%	9	9	72	72
Teddy Jenkin	R&D	164	162	98.78%	9	9	72	72
Terri-jo Staten	Operations	164	162	98.78%	9	9	72	72
Tiffany Mattersey	R&D	164	162	98.78%	9	9	72	72
Timothea Horning	R&D	164	162	98.78%	9	9	72	72
Tommi Jayne	Product	20	18	90.00%	9	9	0	0
Tonye Coddrington	Product	164	162	98.78%	9	9	72	72
Tricia MacParland	Product	164	162	98.78%	9	9	72	72
Ulises Bramham	R&D	164	162	98.78%	9	9	72	72
Ulrick Kisting	Product	164	159	96.95%	9	9	71	70
Vachel Ravelus	R&D	164	162	98.78%	9	9	72	72
Vannie Amsberger	R&D	164	162	98.78%	9	9	72	72
Vanya Leeder	Operations	164	162	98.78%	9	9	72	72
Vasily Dulling	Product	169	135	79.88%	8	7	60	60
Web Grisedale	R&D	164	162	98.78%	9	9	72	72
Wendi Dinjes	R&D	164	162	98.78%	9	9	72	72
Westleigh Bryning	Operations	164	162	98.78%	9	9	72	72
Whitney Penny	Product	164	160	97.56%	9	9	71	71
Wilburt Davidoff	Operations	164	162	98.78%	9	9	72	72
Wilfrid Leisman	Product	164	160	97.56%	9	9	70	72
Wilton Goodhew	R&D	164	162	98.78%	9	9	72	72
Xenia Delcastel	Operations	164	162	98.78%	9	9	72	72
Yehudi Cage	Operations	164	162	98.78%	9	9	72	72
Yoshi Waggett	Product	92	90	97.83%	27	27	216	0
Yvor Weinham	Product	164	162	98.78%	9	9	72	72
Zelig Wrathmell	R&D	92	90	97.83%	9	9	72	72

Blue Dashboard

The Blue Dashboard is an add-on analytics module within the Blue platform. It is specially conceived to support data driven decision making at every level of the organization. Blue Dashboard contains two sub-modules, the individual dashboard and the aggregate dashboard.
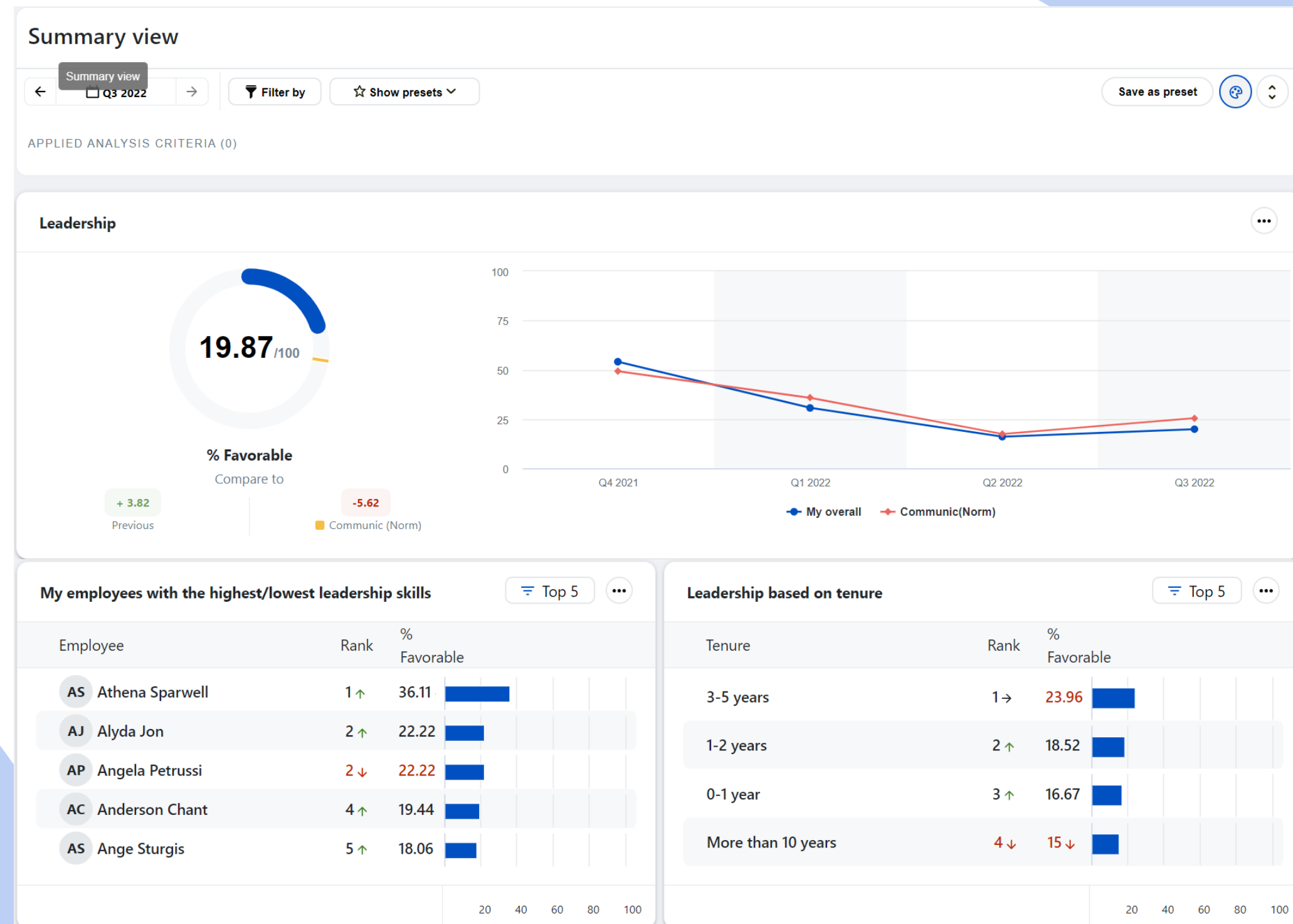
Individual Dashboard

The individual dashboard is the self-viewed dashboard for an individual within the organization. The responses displayed in this dashboard belong to this individual directly and this dashboard can only be viewed by this individual.

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Aggregate Dashboard

The aggregate dashboard analyzes results at the organizational level or per unit level. With core statistics, summary view, trend analysis, breakdowns, and smart confidentiality filtering, stakeholders at every level of the organization can safely explore and make data driven decisions based on the collected data.

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Summary view

Summary view
← ☐ Q3 2022 →   🔻 Filter by   ⭐ Show presets ⌄   Save as preset ⬡ ⇅

APPLIED ANALYSIS CRITERIA (0)

Leadership   ⋯

19.87 /100

% Favorable
Compare to

| + 3.82 | -5.62 |
| Previous | 🟧 Communic (Norm) |

Chart: Q4 2021, Q1 2022, Q2 2022, Q3 2022 (scale 0–100)
🔵 My overall   🔴 Communic(Norm)

My employees with the highest/lowest leadership skills   ⧩ Top 5 ⋯

Employee	Rank	% Favorable	
AS Athena Sparwell	1 ↑	36.11	▮
AJ Alyda Jon	2 ↑	22.22	▮
AP Angela Petrussi	2 ↓	22.22	▮
AC Anderson Chant	4 ↑	19.44	▮
AS Ange Sturgis	5 ↑	18.06	▮

20 40 60 80 100

Leadership based on tenure   ⧩ Top 5 ⋯

Tenure	Rank	% Favorable	
3-5 years	1 →	23.96	▮
1-2 years	2 ↑	18.52	▮
0-1 year	3 ↑	16.67	▮
More than 10 years	4 ↓	15 ↓	▮

20 40 60 80 100

Q&A

Upcoming 360 Webinars

- **Your Journey as a Blue 360 Administrator (Episode 2 of 3): Encouraging Engagement**

- November 7, 9pm Eastern time zone, mainly for customers in the APAC regions

- November 8, 8am Eastern time zone, mainly for customers in the Europe/Africa/Middle East regions

- November 8, 2pm Eastern time zone, mainly for customers in Americas regions

Click here to register

Your Journey as a Blue 360 Administrator (Episode 3 of 3): Automation and Management

- December 12, 9pm Eastern time zone, mainly for customers in the APAC regions

- December 13, 8am Eastern time zone, mainly for customers in the Europe/Africa/Middle East regions

- December 13, 2pm Eastern time zone, mainly for customers in Americas regions

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