



Internship Report

360° Feedback Report
Kevin Griffin
4/26/2021

About Your Report

This multi-rater feedback process is designed to assist you in your professional development. When used effectively, the survey can:

- Encourage candid and honest communication between you and your supervisor/mentor
- Help you identify your professional strengths and developmental opportunities
- Give you the opportunity to improve your skills by being more aware of others' perceptions and observations of your performance
- Guide your conversations with your supervisor/mentor to ensure you remain informed of their observations and suggestions

Your Respondents

The following respondents were invited to participate in your developmental 360° feedback.

Number of evaluations received:	2
Number of Self evaluations received:	1
Number of Supervisor evaluations received:	1

Rating Scale

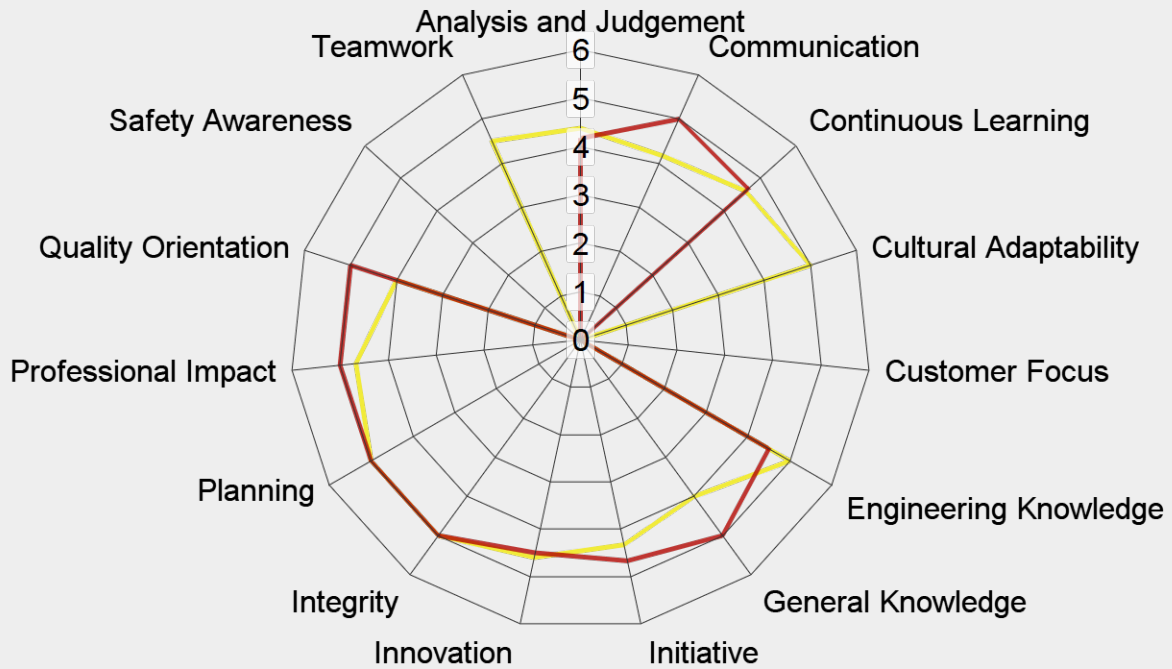
This survey used the following rating scale when raters provided their feedback.

Never	1
Rarely	2
Sometimes	3
Most of the Time	4
Always	5
Not Applicable	N/A

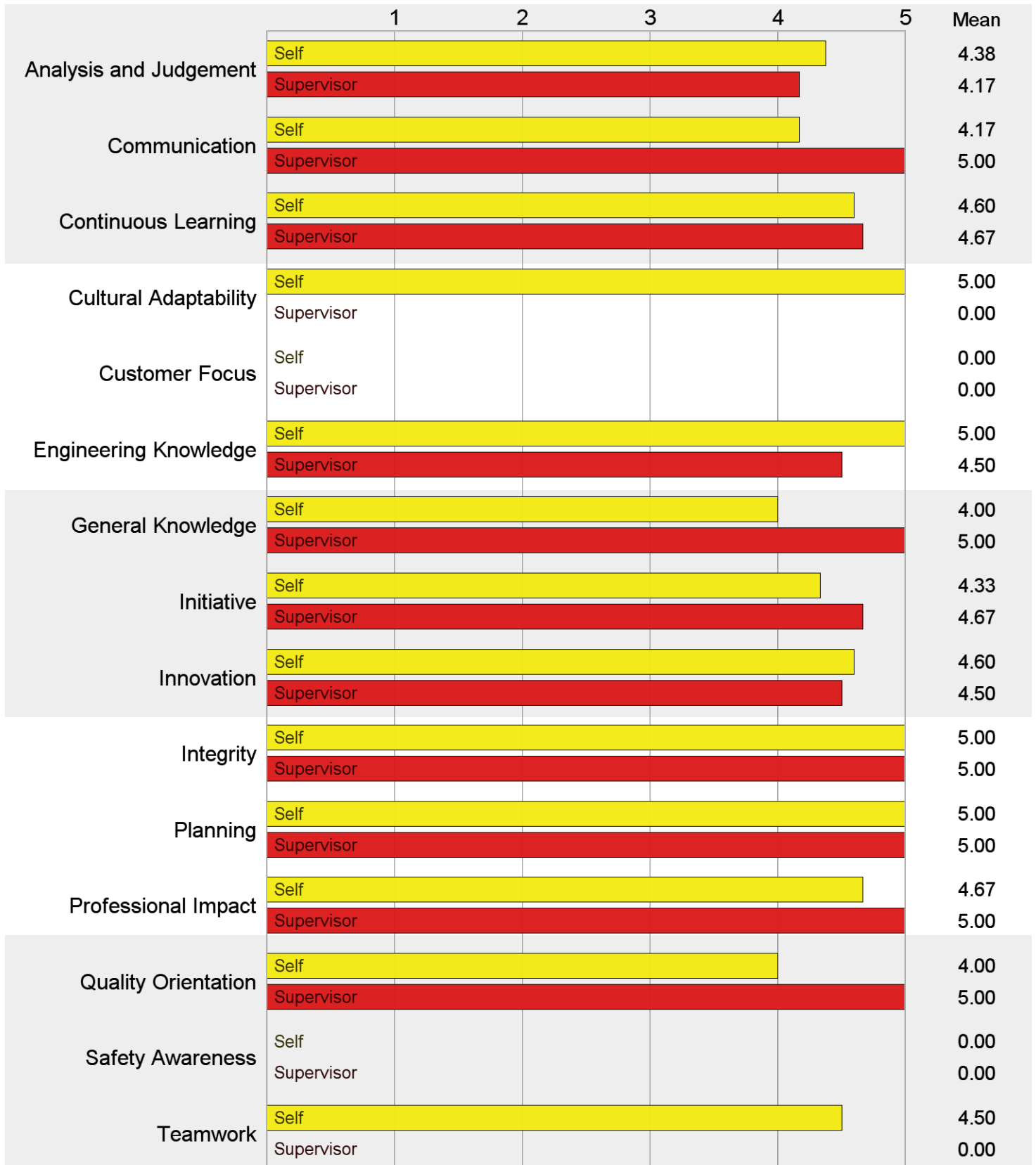


Radar Chart

■ Self ■ Supervisor



Scoring Overview



Positive & Negative Gaps

Positive Gaps					
Rank	Scoring Category	Item	Supervisor	Self	Gap
1	Quality Orientation	Follows procedures - Accurately and carefully follows established procedures for completing work tasks.	5.00	4.00	1.00
2	Professional Impact	Speaks confidently - Speaks with a self-assured tone of voice.	5.00	4.00	1.00
3	Analysis and Judgement	Generates alternatives - Creates relevant options for addressing problems/opportunities and achieving desired outcomes.	5.00	4.00	1.00
4	Communication	Comprehends communication from others - Attends to messages from others; correctly interprets messages and responds appropriately.	5.00	4.00	1.00
5	Continuous Learning	Takes risks in learning - Puts self in unfamiliar or uncomfortable situation in order to learn; asks questions at the risk of appearing foolish; takes on challenging or unfamiliar assignments.	5.00	4.00	1.00



Negative Gaps					
Rank	Scoring Category	Item	Supervisor	Self	Gap
1	Analysis and Judgement	Interprets information - Integrates information from a variety of sources; detects trends, associations, and cause-effect relationships.	4.00	5.00	-1.00
2	Continuous Learning	Targets learning needs -Seeks and uses feedback and other sources of information to identify appropriate areas for learning.	4.00	5.00	-1.00
3	Engineering Knowledge	Knowledge of mathematics - Demonstrates a knowledge of the mathematical principles required to practice engineering in one's specialty area.	4.00	5.00	-1.00
4	Engineering Knowledge	Knowledge of science - Demonstrates a knowledge of the scientific principles required to practice engineering in one's specialty area.	4.00	5.00	-1.00
5	Analysis and Judgement	Gathers information - Identifies the need for and collects information to better understand issues, problems, and opportunities	4.00	5.00	-1.00

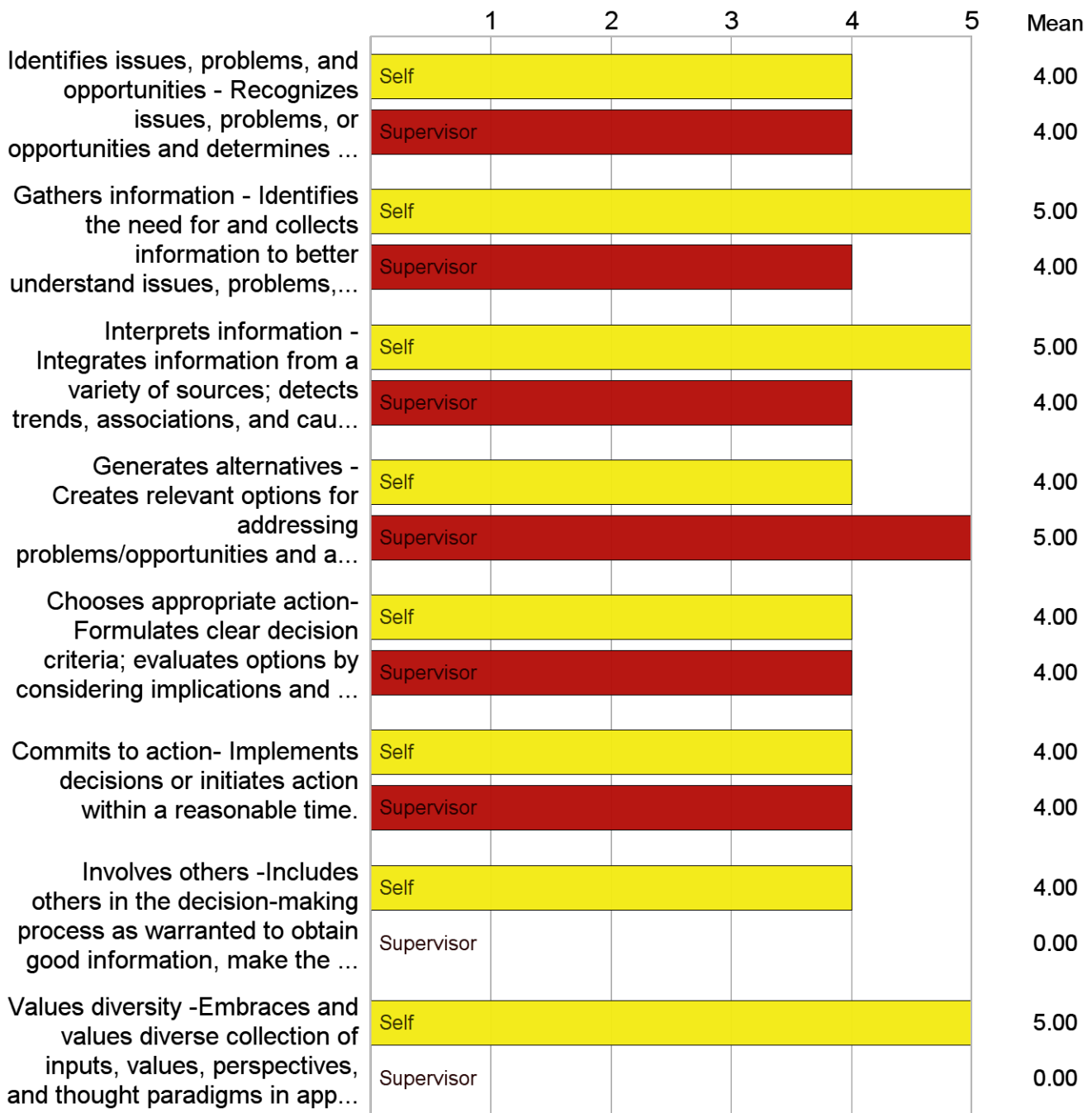
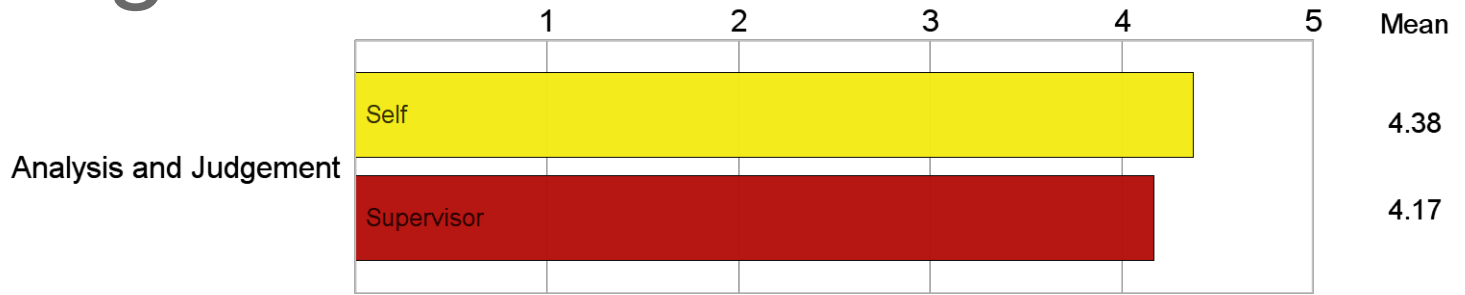
High & Low Scores

Highest Scores		
Rank	Category	Result
1	Cultural Adaptability	5.00
2	Engineering Knowledge	5.00
3	Integrity	5.00
4	Planning	5.00
5	Professional Impact	4.67

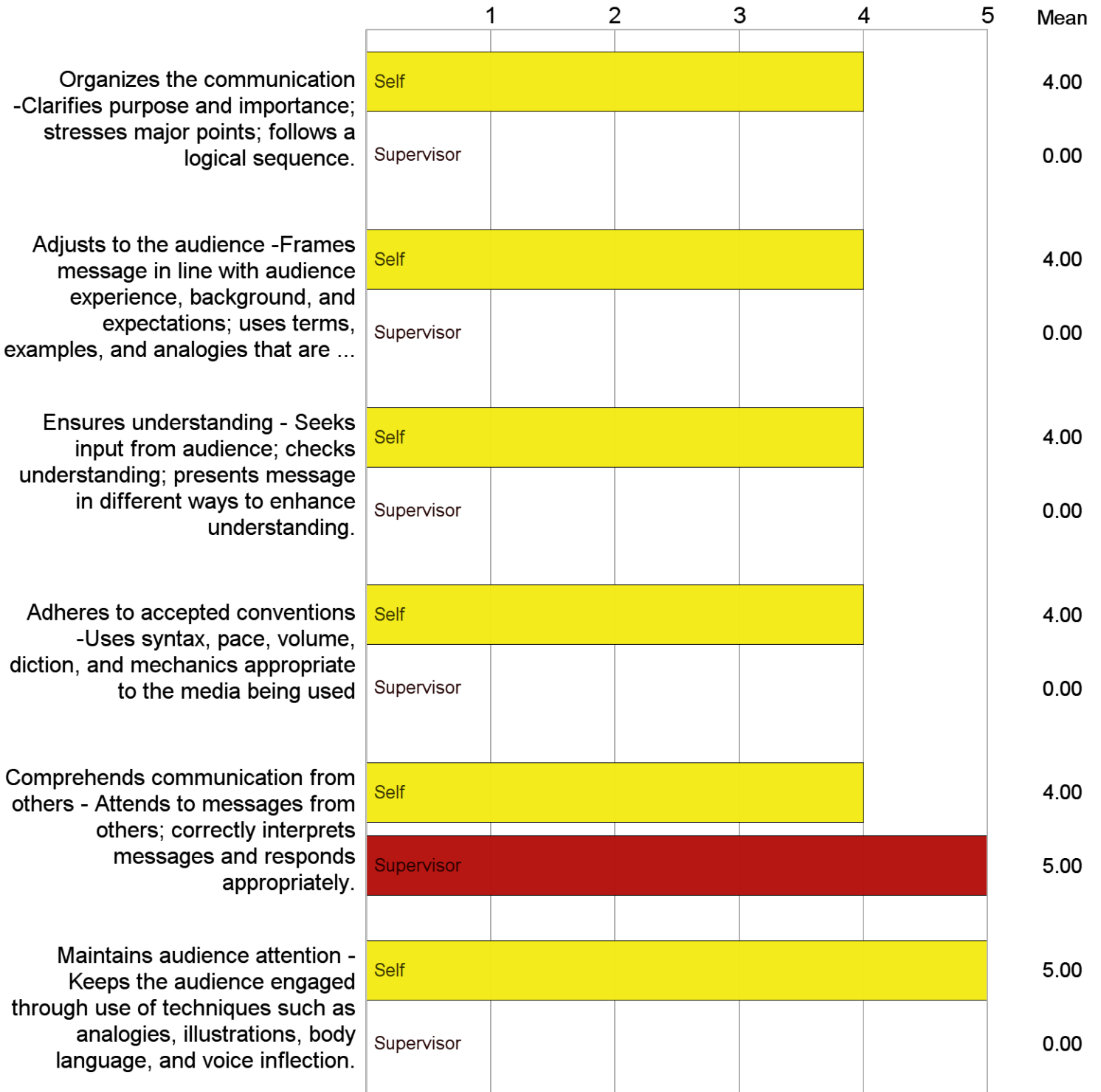


Lowest Scores		
Rank	Category	Result
1	Safety Awareness	0.00
2	Customer Focus	0.00
3	Quality Orientation	4.00
4	General Knowledge	4.00
5	Communication	4.17

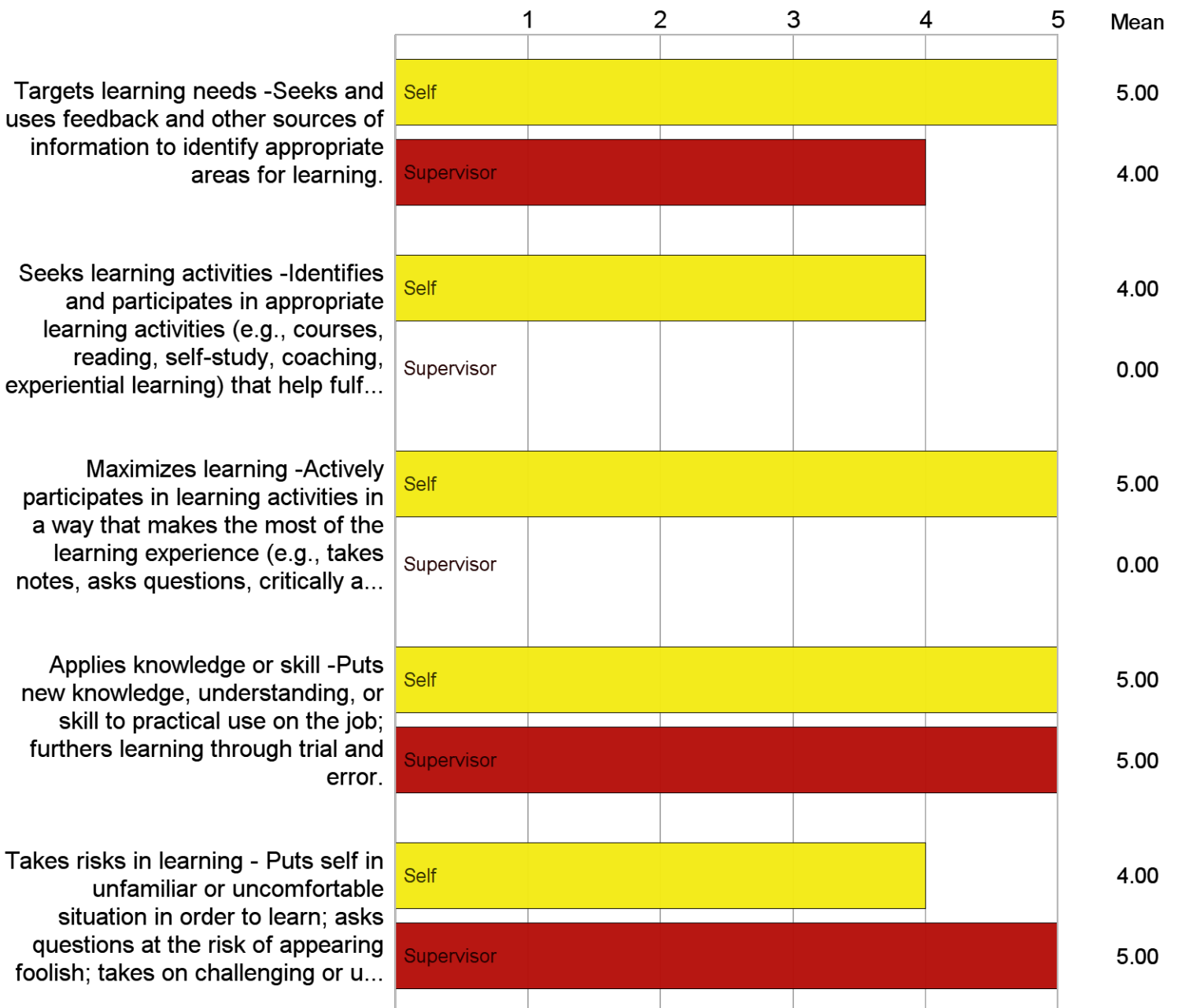
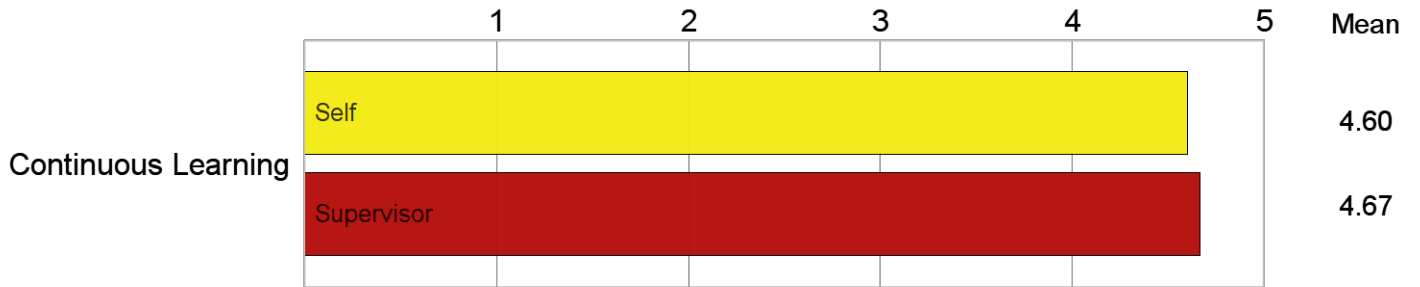
Analysis and Judgement



Communication



Continuous Learning



Cultural Adaptability

	1	2	3	4	5	Mean
Cultural Adaptability	Self					5.00
	Supervisor					0.00

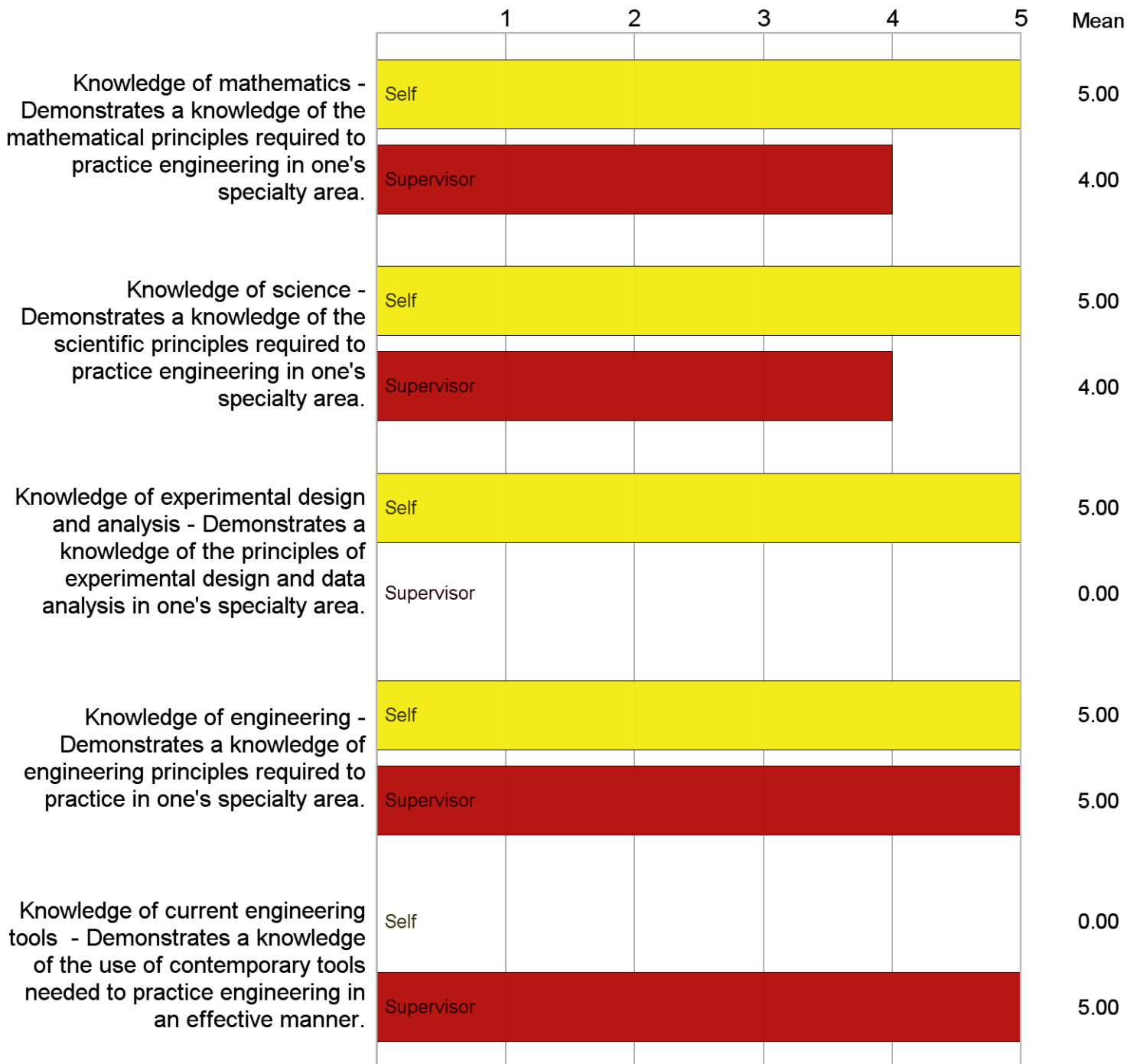
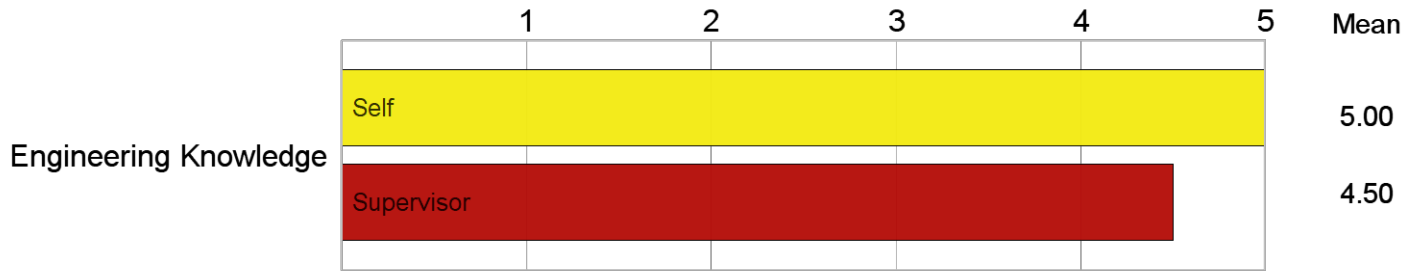
	1	2	3	4	5	Mean
Demonstrate inclusive behavior -Establishes effective relationships with people of other cultures and backgrounds; shows genuine acceptance of people from backgrounds different from one's own.	Self					5.00
	Supervisor					0.00
Exhibits sensitivity - Exhibits sensitivity to and respect for the perspectives and interests of people of a different culture; attends to and tries to understand different perspectives and approaches	Self					5.00
	Supervisor					0.00
Adapts behavior to other culture -Adjusts own approach to interactions, communications, and decision making to be appropriate and effective within another culture without sacrificing own values.	Self					5.00
	Supervisor					0.00
Adapts products and processes to cultural concerns - Identifies, understands and incorporates cultural factors into the design of products and processes.	Self					5.00
	Supervisor					0.00

Customer Focus

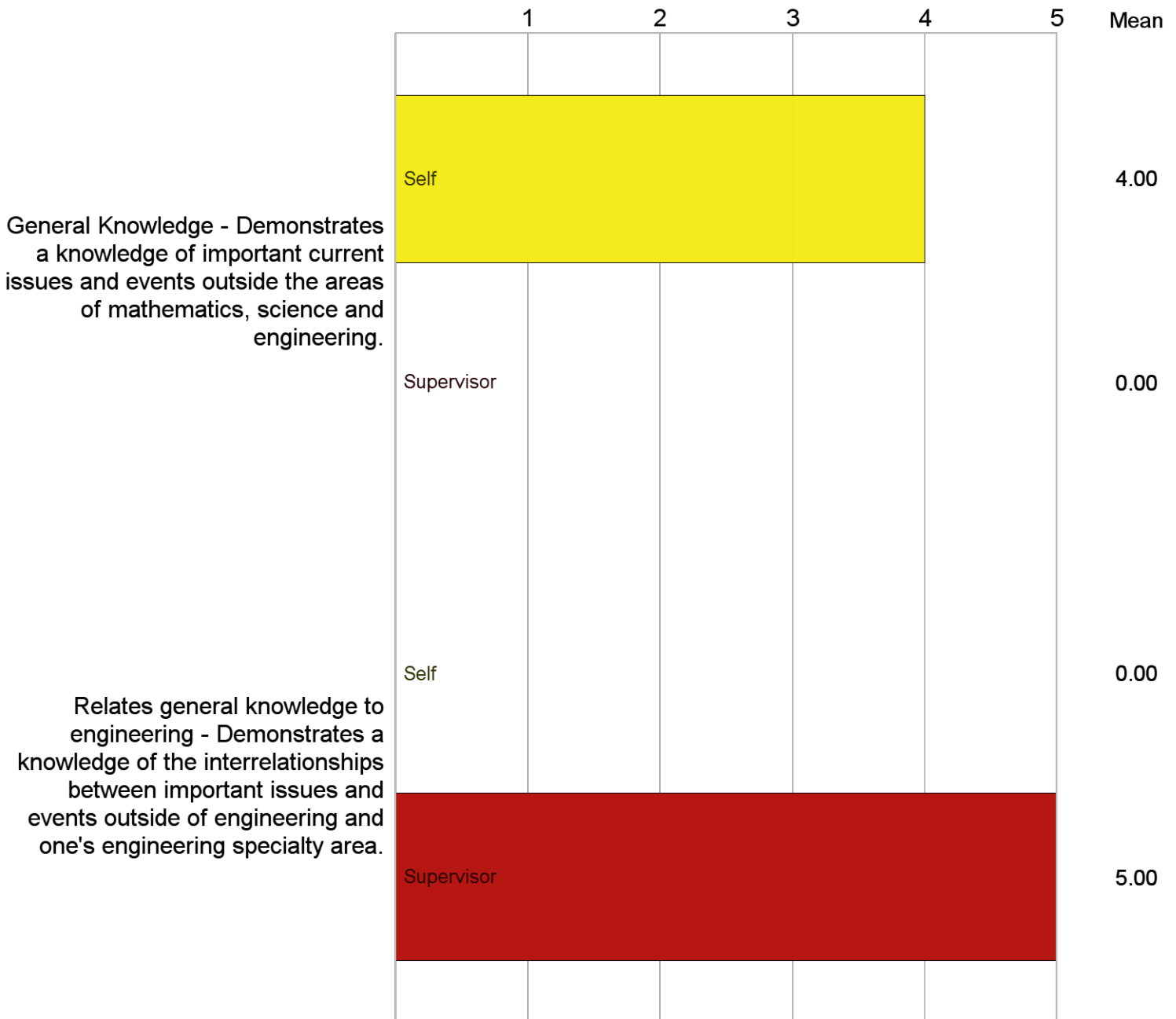
		1	2	3	4	5	Mean
Customer Focus	Self						0.00
	Supervisor						0.00

				Mean
Takes action to meet customer needs and concerns - Considers how actions or plans will affect customers; responds quickly to meet customer needs and resolve problems; avoids overcommitments	Self			0.00
	Supervisor			0.00
Sets up customer feedback systems - Implements effective ways to monitor and evaluate customer concerns, issues, and satisfaction and to anticipate customer needs.	Self			0.00
	Supervisor			0.00
Seeks to understand customers - Actively seeks information to understand customers' circumstances, problems, expectations, and needs	Self			0.00
	Supervisor			0.00
Educates customers - Shares information with customers to build their understanding of issues and capabilities.	Self			0.00
	Supervisor			0.00
Builds collaborative relationships - Builds rapport and cooperative relationships with customers.	Self			0.00
	Supervisor			0.00

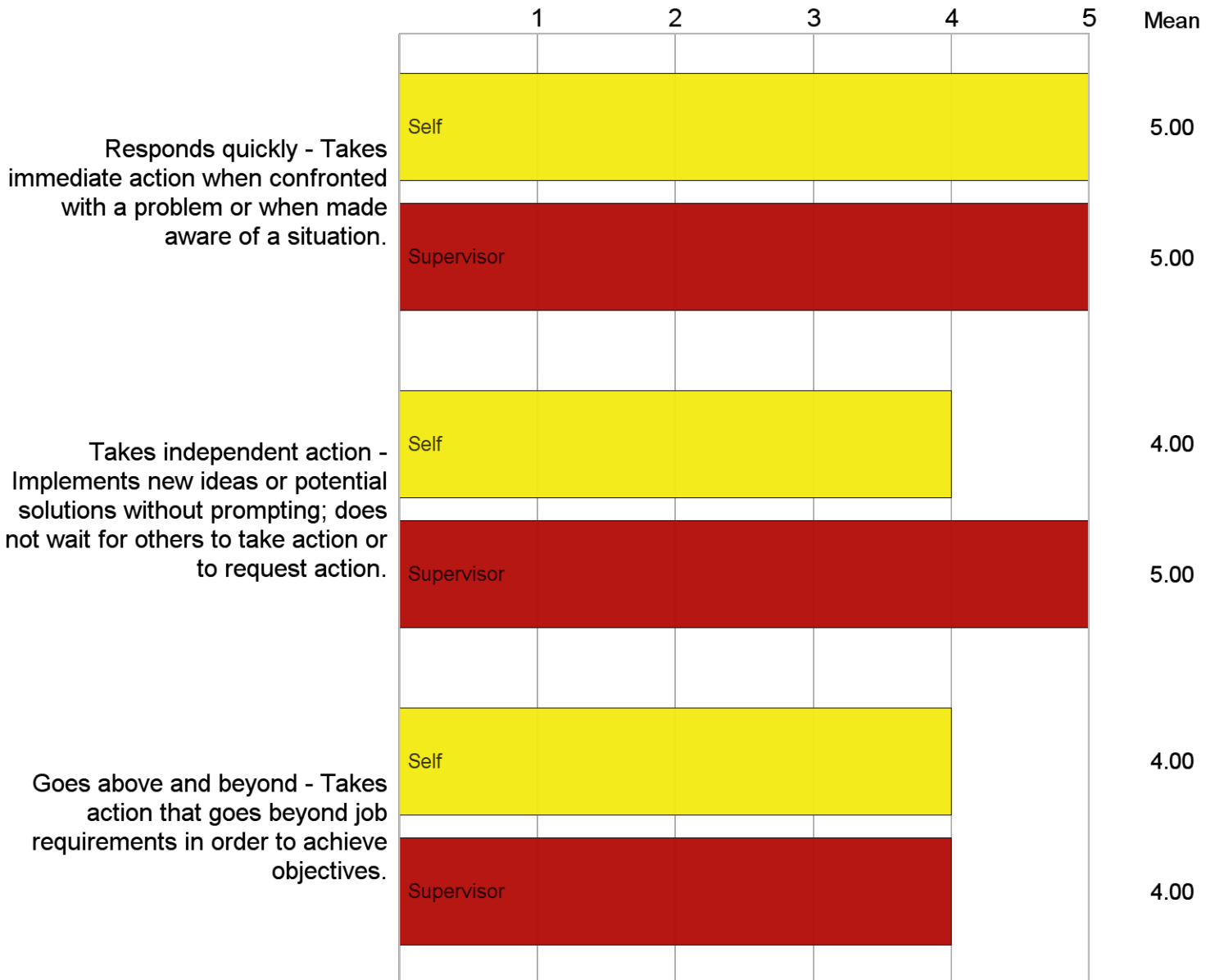
Engineering Knowledge



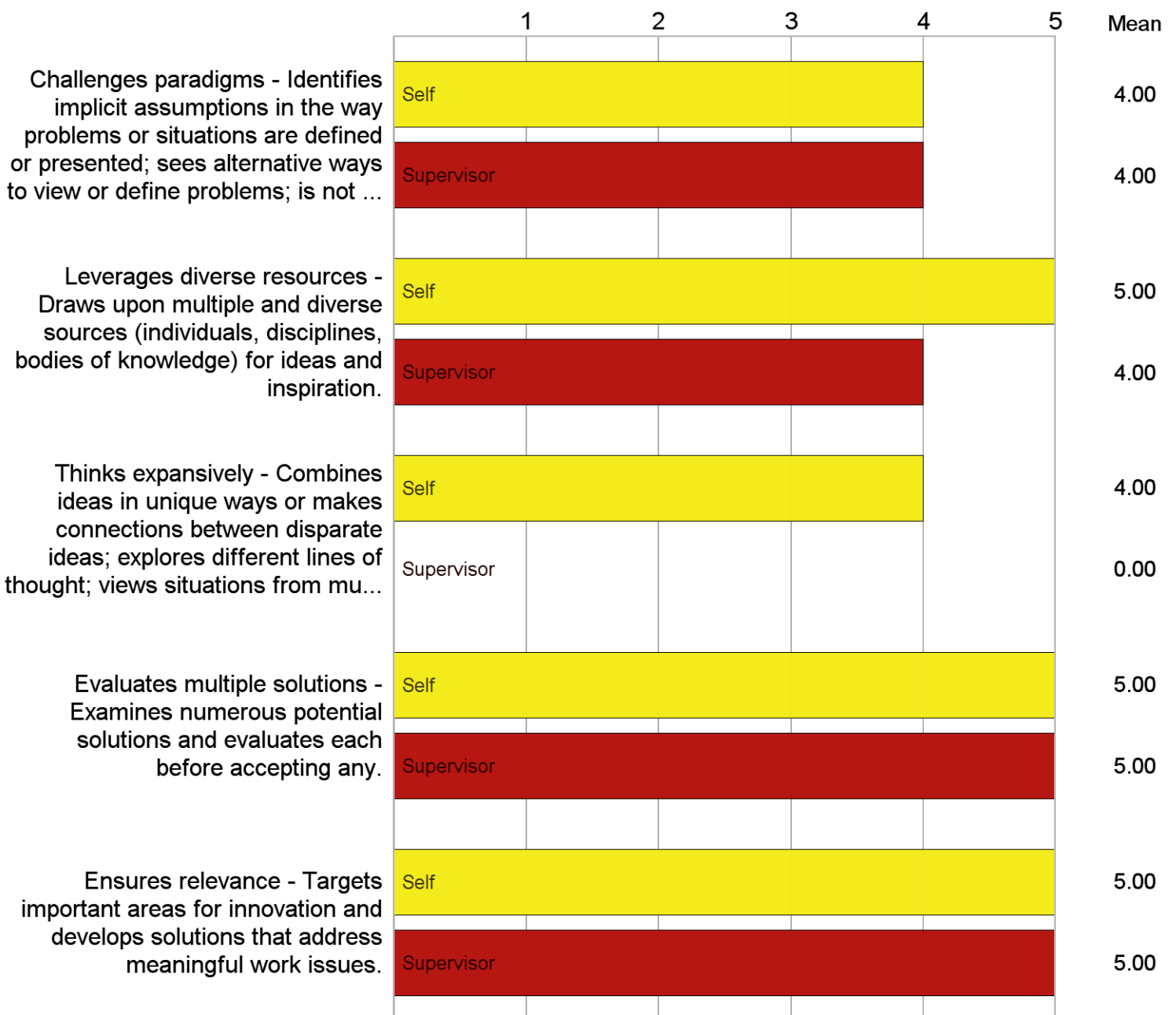
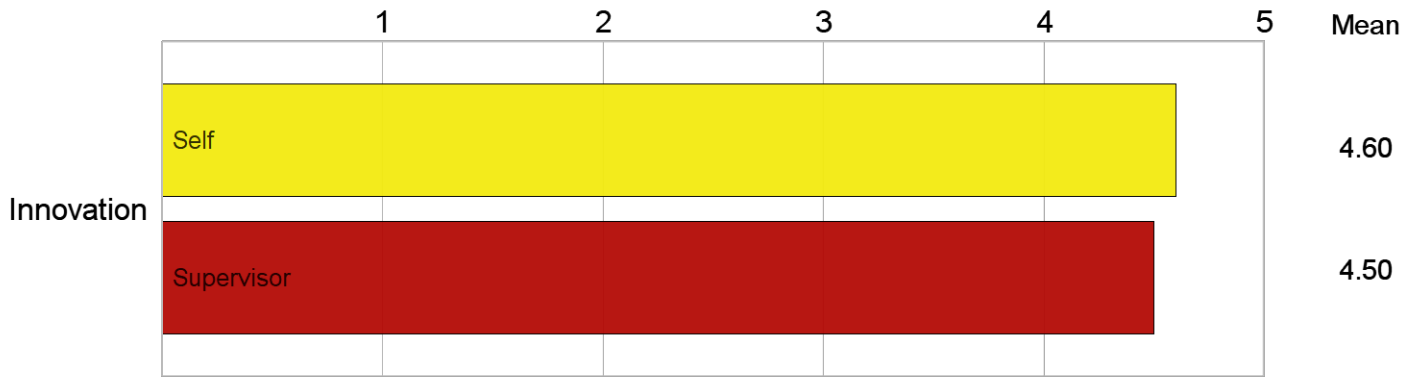
General Knowledge



Initiative



Innovation



Integrity

	1	2	3	4	5	Mean
Integrity	Self					5.00
	Supervisor					5.00

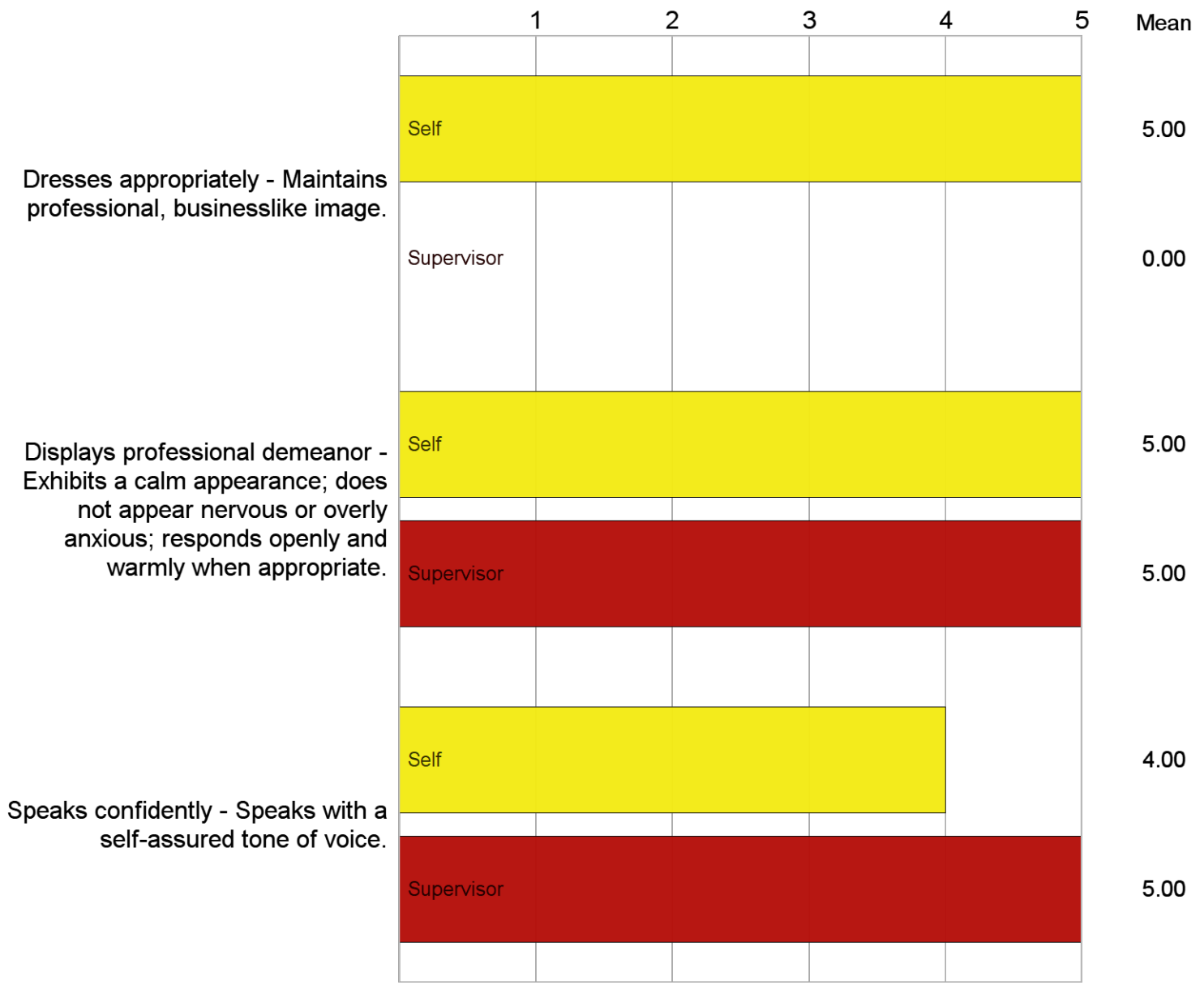
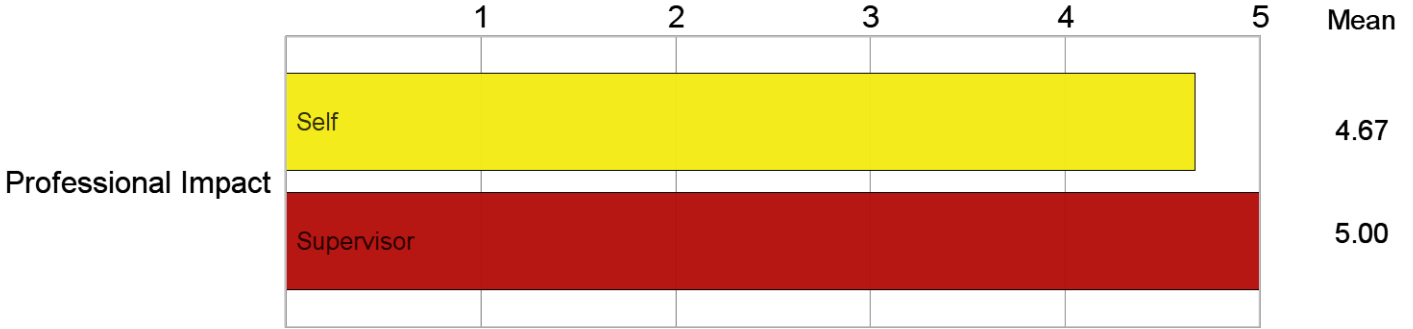
	1	2	3	4	5	Mean
Demonstrates honesty - Deals with people in an honest and forthright manner; represents information and data accurately and completely.	Self					5.00
	Supervisor					5.00
Keeps commitments - Performs actions as promised; does not share confidential information.	Self					5.00
	Supervisor					5.00
Behaves consistently - Ensures that words and actions are consistent; behaves consistently across situations.	Self					5.00
	Supervisor					5.00

Planning

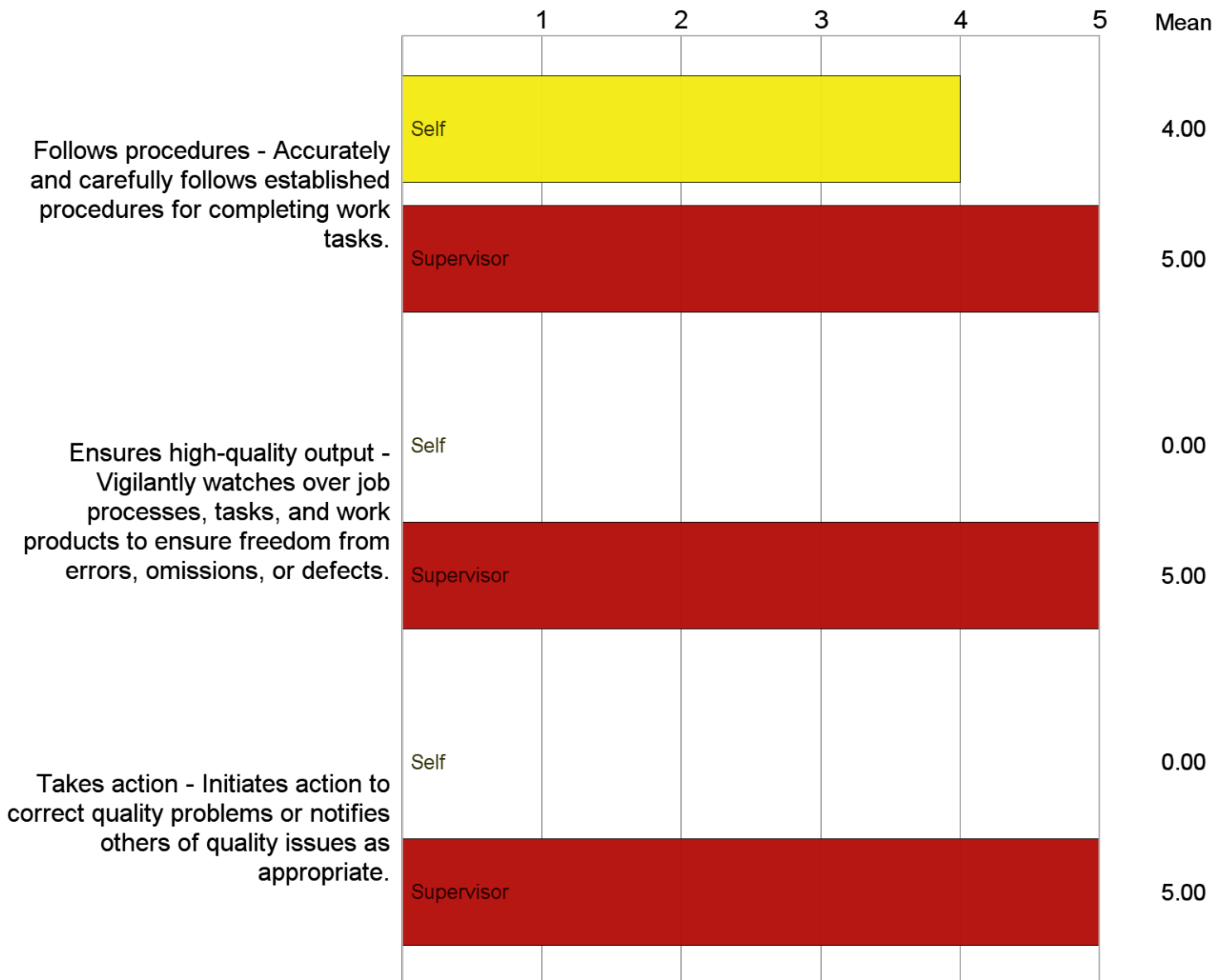
	1	2	3	4	5	Mean
Self						5.00
Supervisor						5.00

	1	2	3	4	5	Mean
<p>Prioritizes - Identifies more critical and less critical activities and tasks; adjusts priorities when appropriate.</p>	Self					5.00
	Supervisor					5.00
<p>Makes preparations - Ensures that required equipment and/or materials are in appropriate locations so that own and others' work can be done effectively.</p>	Self					5.00
	Supervisor					5.00
<p>Schedules - Effectively allocates own time to complete work; coordinates own and others' schedules to avoid conflicts.</p>	Self					5.00
	Supervisor					5.00
<p>Leverages resources - Takes advantage of available resources (individuals, processes, departments, and tools) to complete work efficiently.</p>	Self					5.00
	Supervisor					5.00
<p>Stays focused - Uses time effectively and prevents irrelevant issues or distractions from interfering with work completion.</p>	Self					5.00
	Supervisor					5.00

Professional Impact



Quality Orientation

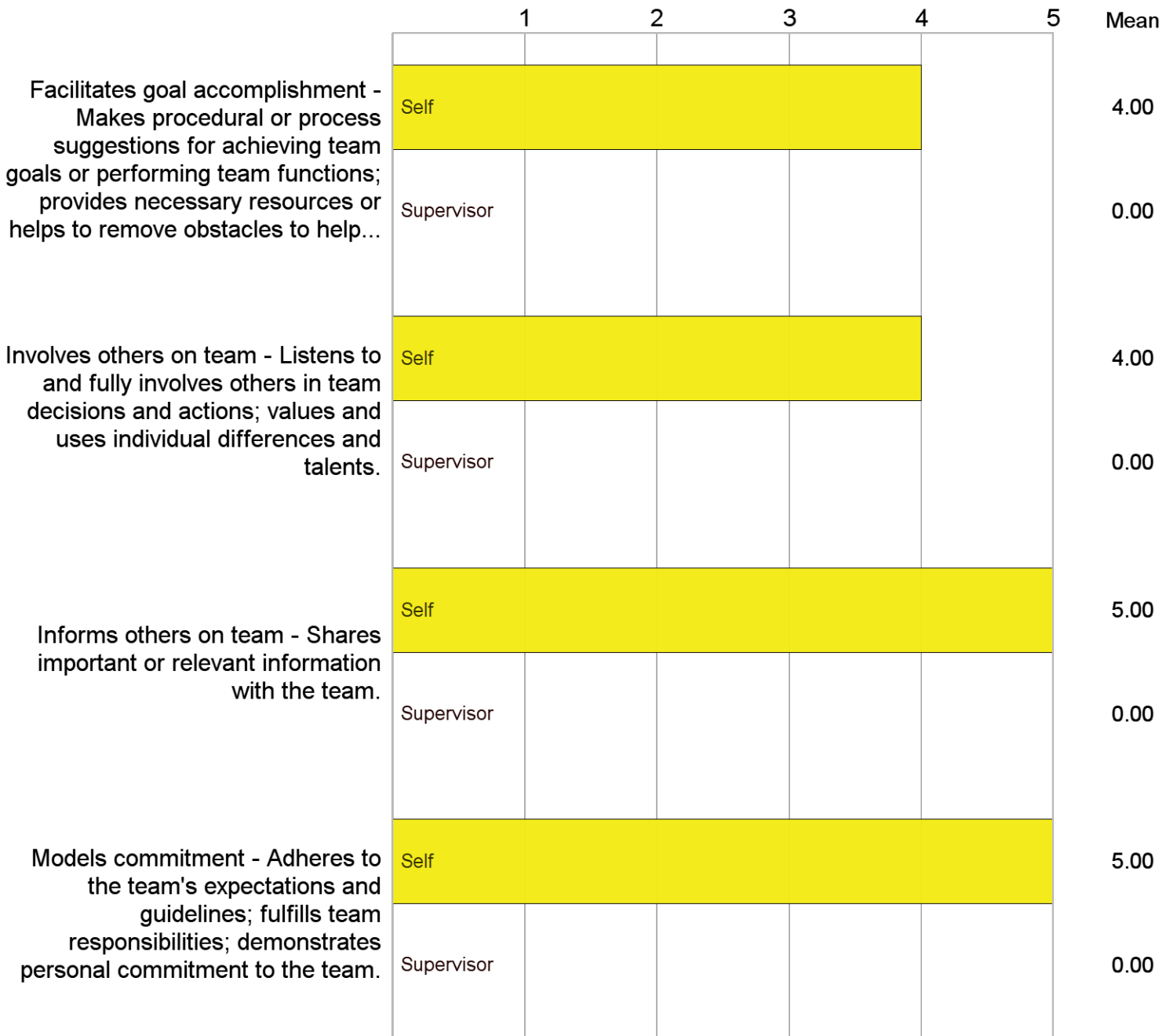
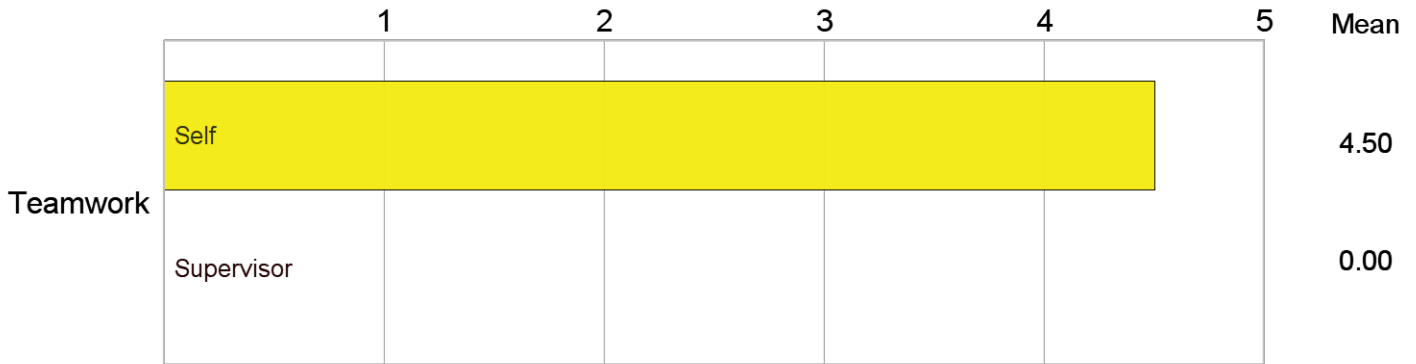


Safety Awareness

		1	2	3	4	5	Mean
Safety Awareness	Self						0.00
	Supervisor						0.00

		1	2	3	4	5	Mean
Identifies safety issues and problems - Detects hazardous working conditions and safety problems; checks equipment and/or work area regularly.	Self						0.00
	Supervisor						0.00
Takes corrective action - Reports or corrects unsafe working conditions; makes recommendations and/or improves safety and security procedures; enforces safety regulations and procedures.	Self						0.00
	Supervisor						0.00
Monitors the corrective action - Monitors safety or security issues after taking corrective action and ensures continued compliance.	Self						0.00
	Supervisor						0.00

Teamwork



What should Kevin continue doing?