

pdr360 review

Students' Union Manager

Sam Sample

25 December 2009

Extracts from a typical PDR360 Review Report

www.pdr360review.co.uk

Produced by Peacock Training Ltd 01249 444661 info@pdr360review.co.uk

pdr360 review
a fresh approach to development...

PDR360 Review SU Manager

The PDR360 report is divided into two sections:

Section 1 - Personal Competency Report

This section records, in graphical form, the perceptions of the review subject's level of competence across the core competencies covered in the questionnaire. The graphs show the different perceptions as viewed by:

- The review subject
- The review subject's manager
- The review subject's direct reports
- Other contacts

Graphical Scales

The sample graphs contrast the average scores given by each set of respondents with the perceptions of the review subject. The numbers across the top correspond with the following responses:

1. Not effective
2. Less effective
3. Effective
4. Very effective
5. Extremely effective

Section 2 – Feedback comments

This section records the feedback comments offered to the review subject by all participants. These are contrasted with the review subject's own comments.

Reviewing the feedback comments

When the review subject reads through the comments they are encouraged to look for recurring patterns of feedback. Where a comment is repeated several times there is a strong likelihood that this reflects a true reflection of a particular behaviour pattern.

Action Plan

Review subjects are encouraged to develop an Action Plan based on:

- Strengths identified that can be capitalised on
- Development needs to be addressed
- Other areas that need to be followed up on

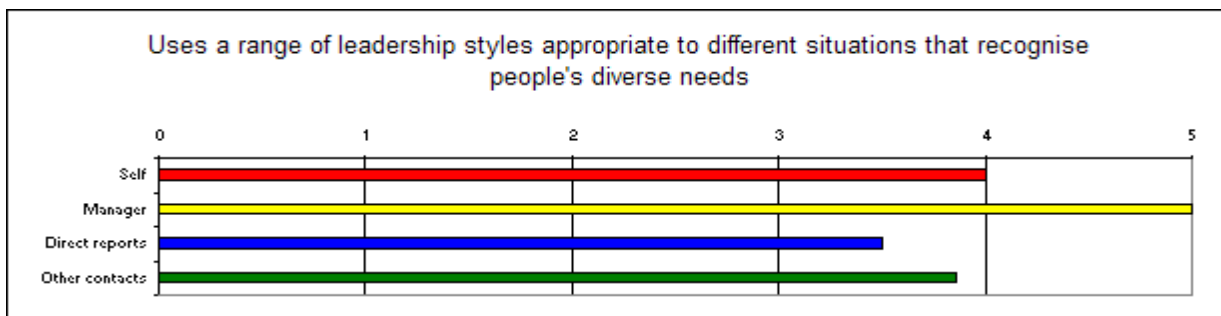
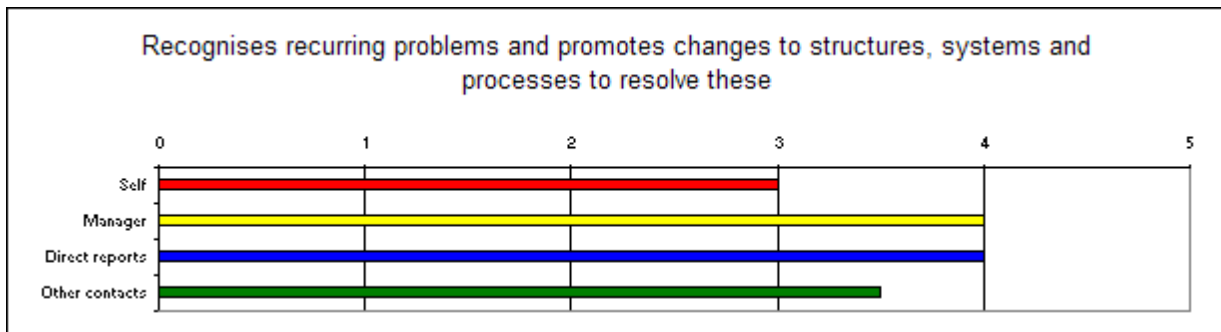
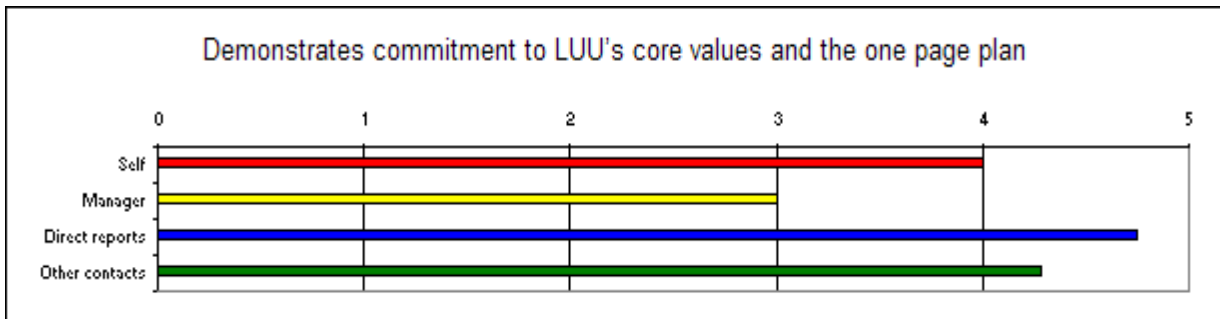
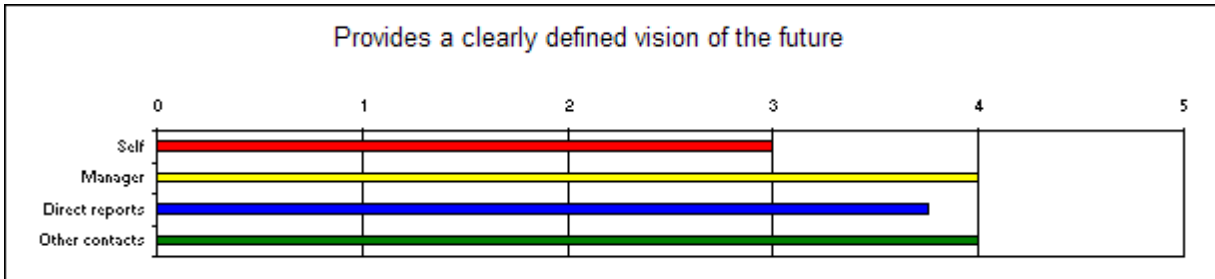
Sample Report - extracts from a typical report

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Key to scoring grid

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	1.0	2.0	3.0	4.0	5.0
Performance against item	not effective	less effective	effective	very effective	extremely effective



Graphs are produced for a total of 33 items

Typical comments

In the full report comments typically take up 6 pages.

What do you consider to be your key strengths?

I have a good understanding of the Union. I am aware of the bigger picture and that any decisions that I make are always considered in terms of the long term future of the Union

What do you consider to be your key development needs?

Time management! I take on too much and never feel I have the time to do things as well as they should be even though I work long hours.

Please add any other comments you wish about your current performance

I rarely get feedback on my performance. I feel like I must be doing some aspects of the job well but no one says so, and it is only when I do something wrong/forget to do it that someone feeds back to me.

What do you consider to be Sam's key strengths?

Sam works hard to balance the needs of a number of different people with considerable success.

Sam is always happy to advise and assist colleagues, whether it relates to Sam's current role or previous experiences. This is highly useful in an organisation with so many different departments.

Sam is very organised and maintains a consistently high standard of work.

Sam is great at anticipating the unexpected! This means that Sam is seldom flustered when something new comes along.

Sam is highly intelligent, has loads of common sense and knows the organisation inside out. Sam can usually solve almost anyone's problem extremely effectively and quickly.

What do you consider are Sam's key development needs?

Same needs to be more direct in dealing with poor performance in the team. Having a facilitative style of leadership is great most of the time but there are occasions when people need to be told quite clearly about what is expected of them.

Sam needs to become better at juggling priorities. Being more systematic, (whether that's checklists or other systems), would probably help further improvement.

Sam appears to work in quite a haphazard way and could be more organised.

Sam always strives to be helpful to others but in doing so sometimes creates too much work to do. Remember to say 'no' to people if overloaded.

Can take too much on and therefore miss out important steps.

Any other constructive comments for Sam

I really enjoy working with Sam. Sam is always very helpful whether it be with advice or workload.

I think that Sam should learn to make a bit more noise about any issues so that they can be addressed as I don't think that managers are always aware of how Sam feels.

I really REALLY like working with Sam and under Sam's management.

Sam has a high level of integrity, contributes very well to working as part of a team, but is equally as capable of just getting on with a task and doing a good job of it.

Sam is dedicated to the Union and always keen to see the best for our members – well done!
ETC.