



**SurveyOnline 360 Feedback**


**Follow-up Report 2**

*for:*

**Seth Richards**

Printed

**4/24/2012**



**SurveyOnline**  
**Follow-up Report**

Individual: **Seth Richards**

Total Responses: **11**

Since this person started participating in the Leadership Development Process several months ago, has he/she discussed with you what he/she learned from the feedback?

Yes **81.8%**

No

Please indicate the extent to which this person involved you in the development process by sharing or discussing his/her development targets with you and inviting your ongoing input.

|               | 1 No Involvement | 2 | 3 Little Involvement | 4 | 5 Moderate Involvement | 6 | 7 Frequent Involvement |  | Average |
|---------------|------------------|---|----------------------|---|------------------------|---|------------------------|--|---------|
| Manager       |                  |   |                      |   |                        | 1 |                        |  | 6.0     |
| Colleague     |                  |   |                      | 1 | 1                      | 2 | 1                      |  | 5.6     |
| Direct Report |                  |   |                      |   | 1                      | 2 | 1                      |  | 6.0     |
| Self          |                  |   |                      |   |                        | 1 |                        |  | 6.0     |

1. treating people with respect.

|               | -3 less effective | -2 | -1 | 0 no change | +1 | +2 | +3 more effective | No Information | Average |
|---------------|-------------------|----|----|-------------|----|----|-------------------|----------------|---------|
| Manager       |                   |    |    |             |    | 1  |                   |                | 2.0     |
| Colleague     |                   |    |    | 1           | 1  |    | 3                 |                | 2.0     |
| Direct Report |                   |    |    |             | 1  | 2  | 1                 |                | 2.0     |
| Self          |                   |    |    |             |    | 1  |                   |                | 2.0     |

2. become a better coach and mentor.

|               | -3 less effective | -2 | -1 | 0 no change | +1 | +2 | +3 more effective | No Information | Average |
|---------------|-------------------|----|----|-------------|----|----|-------------------|----------------|---------|
| Manager       |                   |    |    |             |    |    | 1                 |                | 3.0     |
| Colleague     |                   |    |    |             |    | 1  | 2                 | 2              | 2.7     |
| Direct Report |                   |    |    |             |    | 3  | 1                 |                | 2.3     |
| Self          |                   |    |    |             |    | 1  |                   |                | 2.0     |

# SurveyOnline

## Follow-up Report

Individual: **Seth Richards**

Total Responses: **11**

### How would you rate any changes in this person's overall leadership effectiveness?

|                      | -3 Less Effective | -2 | -1 | 0 No Change | +1 | +2 | +3 More Effective | Average |
|----------------------|-------------------|----|----|-------------|----|----|-------------------|---------|
| <b>Manager</b>       |                   |    |    |             |    | 1  |                   | 2.0     |
| <b>Colleague</b>     |                   |    |    |             | 3  | 2  |                   | 1.4     |
| <b>Direct Report</b> |                   |    |    |             |    | 4  |                   | 2.0     |
| <b>Self</b>          |                   |    |    |             |    | 1  |                   | 2.0     |

### Comments

#### What has this person done in recent months that you have found particularly effective?

|                     |  |
|---------------------|--|
| From: Manager       | Seth has done a great job of mentoring and coaching his staff. He is setting a good example of a leader and changing their behavior to be more appreciative of the other departments.                          |
| From: Colleague     | Seth involves all relevant stakeholders in decisions and is genuinely thankful for their contribution  |
| From: Colleague     | Seth has become much more effective with open communication. He also has moved individual perceptions in a positive direction past old impressions by regularly checking in and asking people how he is doing. |
| From: Colleague     | he continues to improve his leadership skills and the positive impact that has had on his crew, and he is becoming less angry.   |
| From: Colleague     | Being more respectful and non-confrontational while others are talking. Holding his staff accountable for actions and behaviors.   |
| From: Colleague     | Decreased showing negative body language like eye rolling. Seems to be listening more, not cutting people off.   |
| From: Direct Report | Better listening skills and taking more time to coach.   |
| From: Direct Report | Encouraged me to include stakeholder I had not considered in the development of a program.   |
| From: Direct Report | He has seeked input from his stakholders, which I hope will help him be a better leader.   |
| From: Self          | Meeting with my department - makes for respect, better listener and holds people accountatable.  |

#### Is there one thing you would like him to do differently?

|                     |   |
|---------------------|---|
| From: Manager       | There have been a few times where Seth will fall back into his old style. I don't think he is aware of it when it happens. He needs to realize when it's happening so he can control the situation. Having said that, Seth has become a much more effective leader both in the company and the industry   |
| From: Colleague     | Seth has become very cautious and careful in what he says. I would like to see him at a point where he is still cosidered respectful but able to be himself.  |
| From: Colleague     | I don't know whether Seth has really taken these changes to heart, or whether he is just working on appearing more respectful. The one thing I'd like him to do is show more common courtesy and respect to his fellow managers in terms of the role they serve - in the last month he has left them out on issues that they should have been in the loop on. |
| From: Colleague     | not let any disappointments become more important than his successes.   |
| From: Colleague     | focus on the future and not worry about the past  |
| From: Direct Report | No, his progress is great.  |
| From: Direct Report | In the event of a concerning situation I would like to see Seth seek factual information, as opposed to jumping to missinformed conclusions.  |
| From: Self          | no  |