

360° Evaluation



For Jordan Miller

July 5, 2026

 agolix®

Introduction

This report presents feedback gathered from the people who work most closely with you – peers, managers, and direct reports – to give you a well-rounded picture of how your skills, behaviors, and leadership show up across different relationships and situations.

The goal isn't to evaluate or judge. It's to support your growth. As you review the results, we encourage you to approach the feedback with curiosity and openness – noticing patterns, celebrating what's working, and identifying one or two areas where small, intentional changes could make a meaningful difference.

The Four Competencies

This assessment measures feedback across four core competency areas:

- **Communication** – How clearly and effectively you share information, listen, and engage with others
- **Accountability** – How consistently you take ownership, follow through, and meet your commitments
- **Collaboration & Teamwork** – How well you contribute to shared goals and support the people around you
- **Adaptability** – How openly and effectively you respond to change, challenge, and new situations

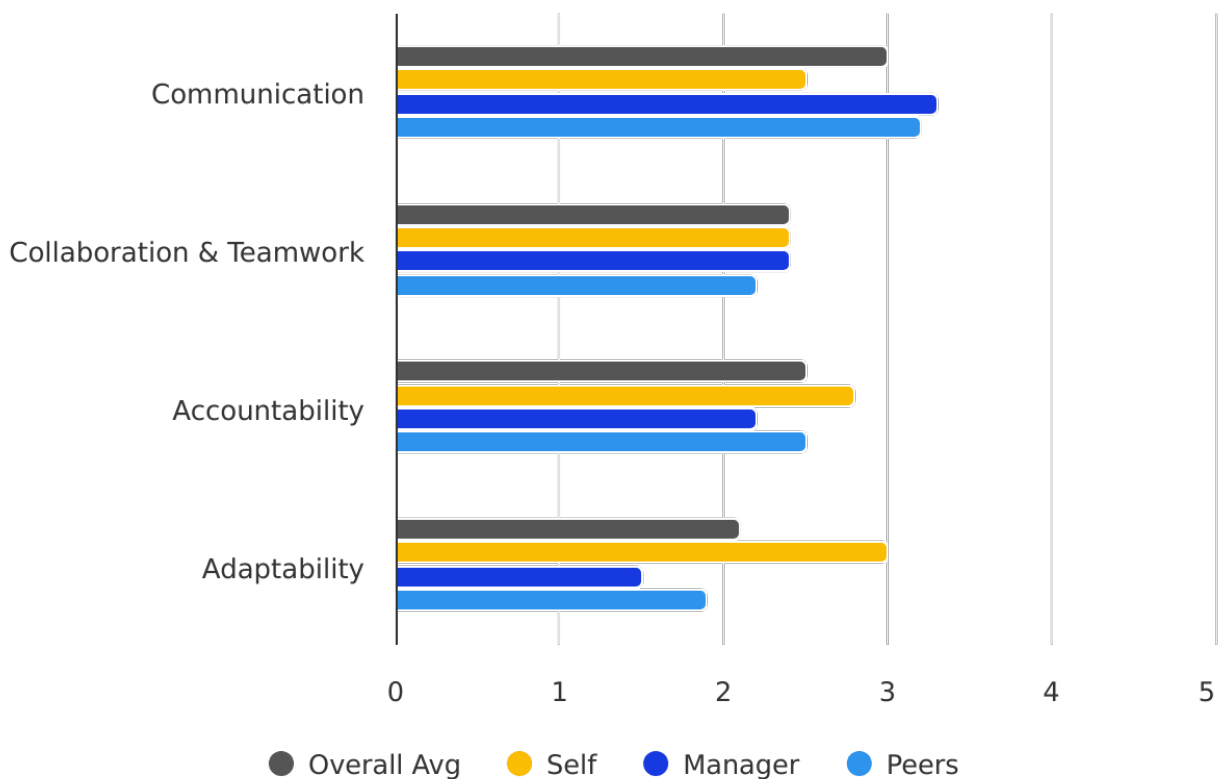
A Note on Feedback

Receiving feedback – especially from multiple people at once – can feel uncomfortable. It's normal to have a strong reaction to certain scores or comments, whether that's surprise, defensiveness, or self-criticism. We encourage you to sit with the results before drawing conclusions. No single score tells the whole story, and the perspectives shared here reflect a moment in time, not a final verdict on who you are or what you're capable of. Approach this report the way a good coach would: with honesty, curiosity, and genuine belief in your ability to grow.

Understanding Your 360° Scores

Your scores reflect how consistently specific behaviors were observed by your evaluators across each competency area. Where you see differences between evaluator groups – or between how you rated yourself and how others rated you – those gaps are often the most valuable part of the report. They point to areas where perceptions may not be fully aligned, and where a shift in behavior or communication could have a meaningful impact. Use this section as a starting point for reflection, not a final judgment.

Your Scores



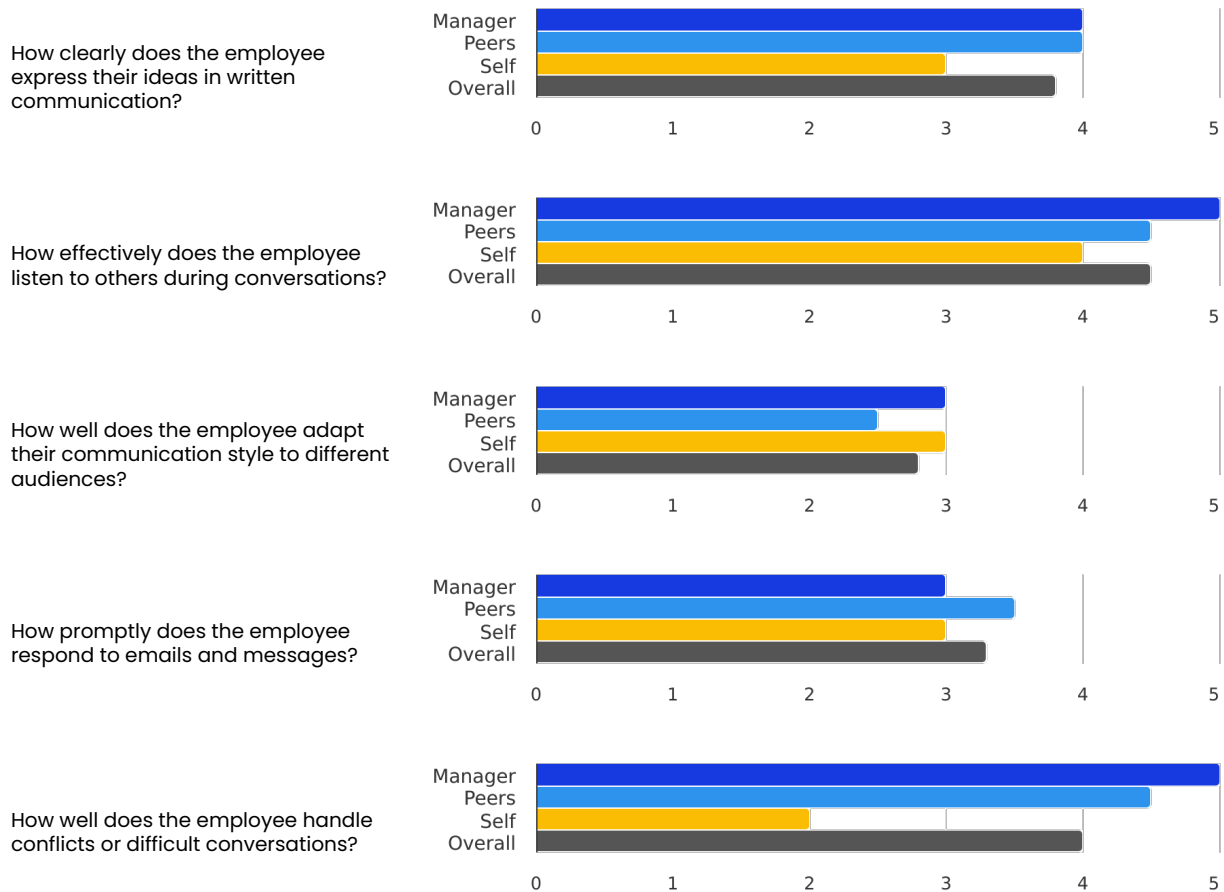
Communication

3

How you communicate shapes how others experience your ideas, your leadership, and your reliability. Strong communication isn't about being the most vocal person in the room – it's about being clear, responsive, and genuinely present in your interactions.

You have a solid foundation to build on. Focusing on consistency – in how you share updates, offer feedback, and navigate difficult conversations – will help you become more influential and effective in your role.

Question Scores by Role



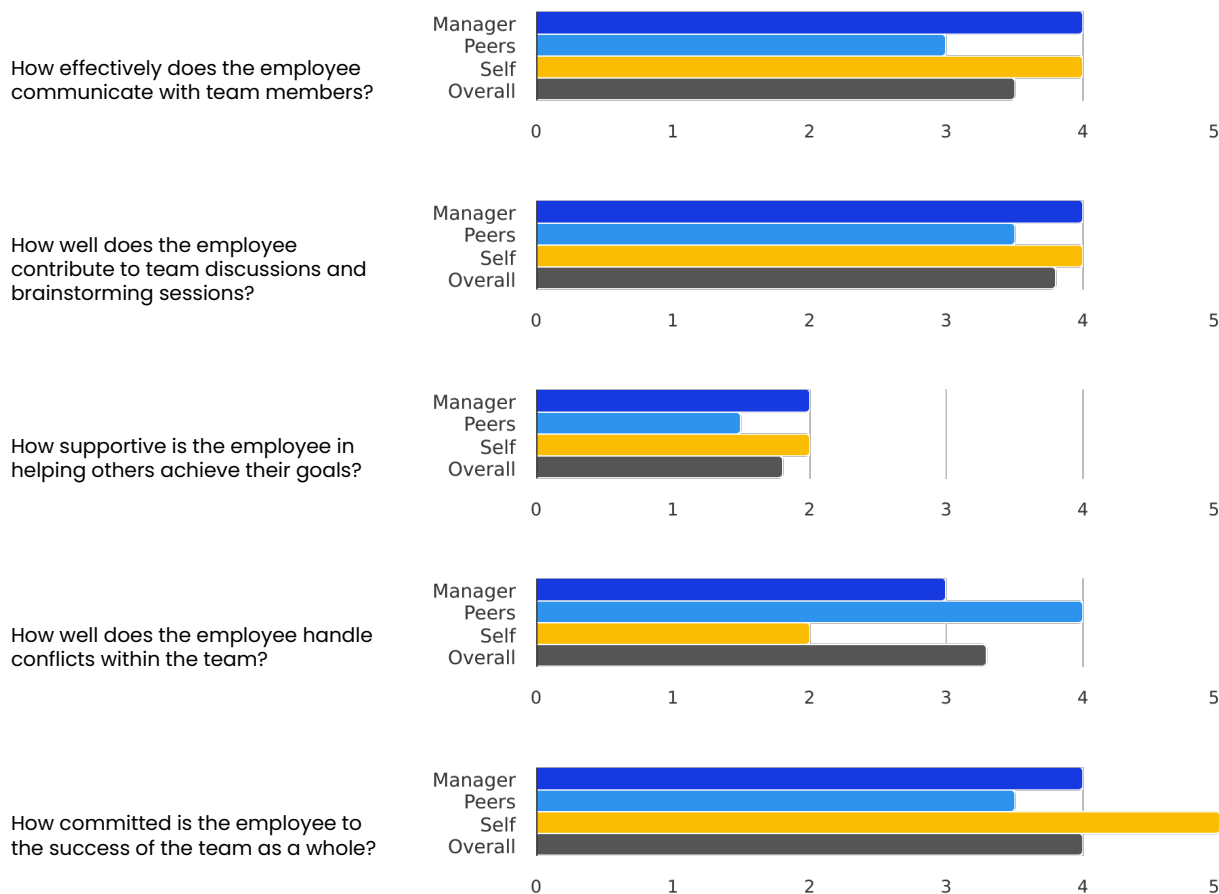
Collaboration & Teamwork

2.36

Effective teams are built on trust, shared purpose, and the willingness to show up for one another. This section reflects how consistently your evaluators experienced you as a collaborative, engaged, and supportive team member.

Collaboration grows with intention. Look for small ways to contribute – sharing information proactively, supporting a colleague, or engaging more fully in group discussions. These shifts build trust and make you a more valued team member over time.

Question Scores by Role



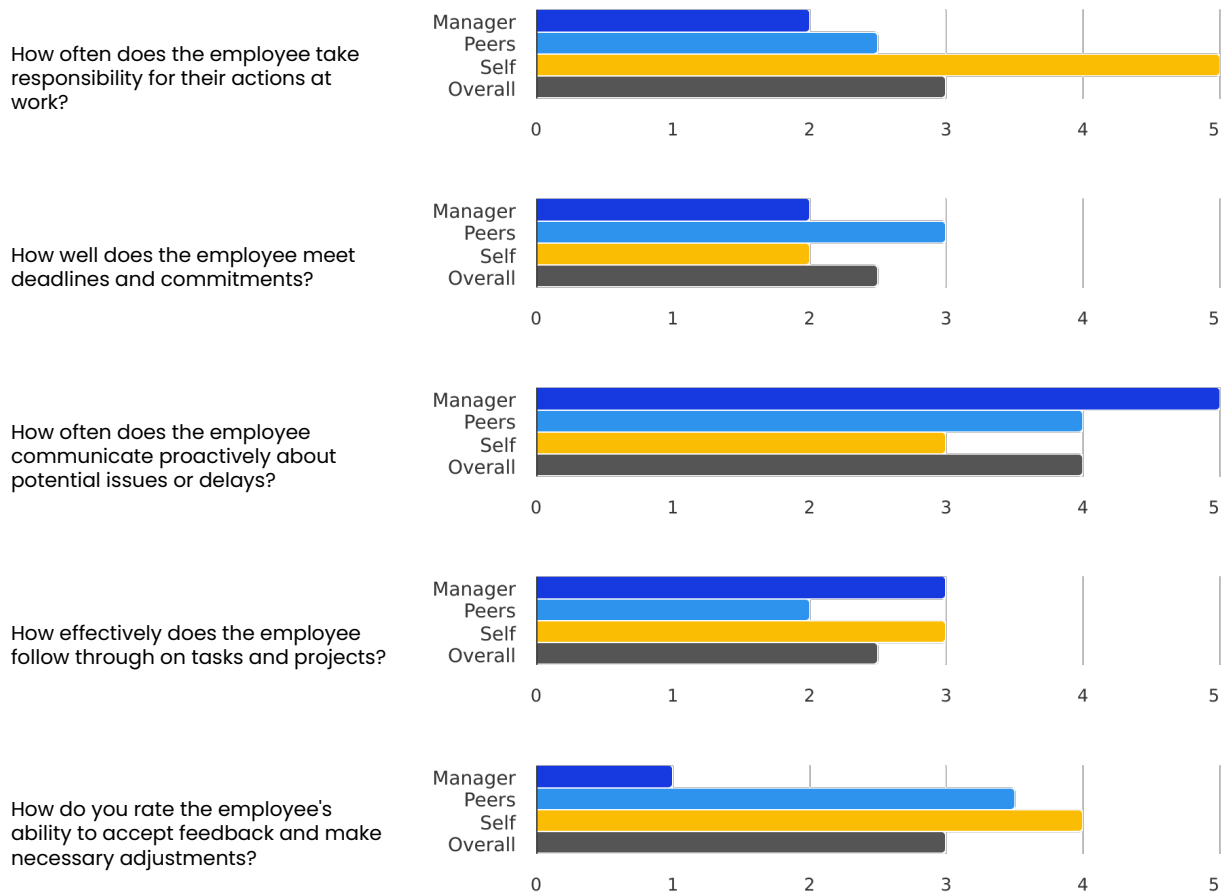
Accountability

2.5

Accountability is about more than meeting deadlines – it’s about being someone others can count on, even when things don’t go as planned. This section reflects how consistently your evaluators observed ownership, follow-through, and reliability in your work.

You demonstrate accountability in your work, with room to sharpen your consistency. Focusing on proactive communication and cleaner follow-through will help you become someone your team relies on without hesitation.

Question Scores by Role



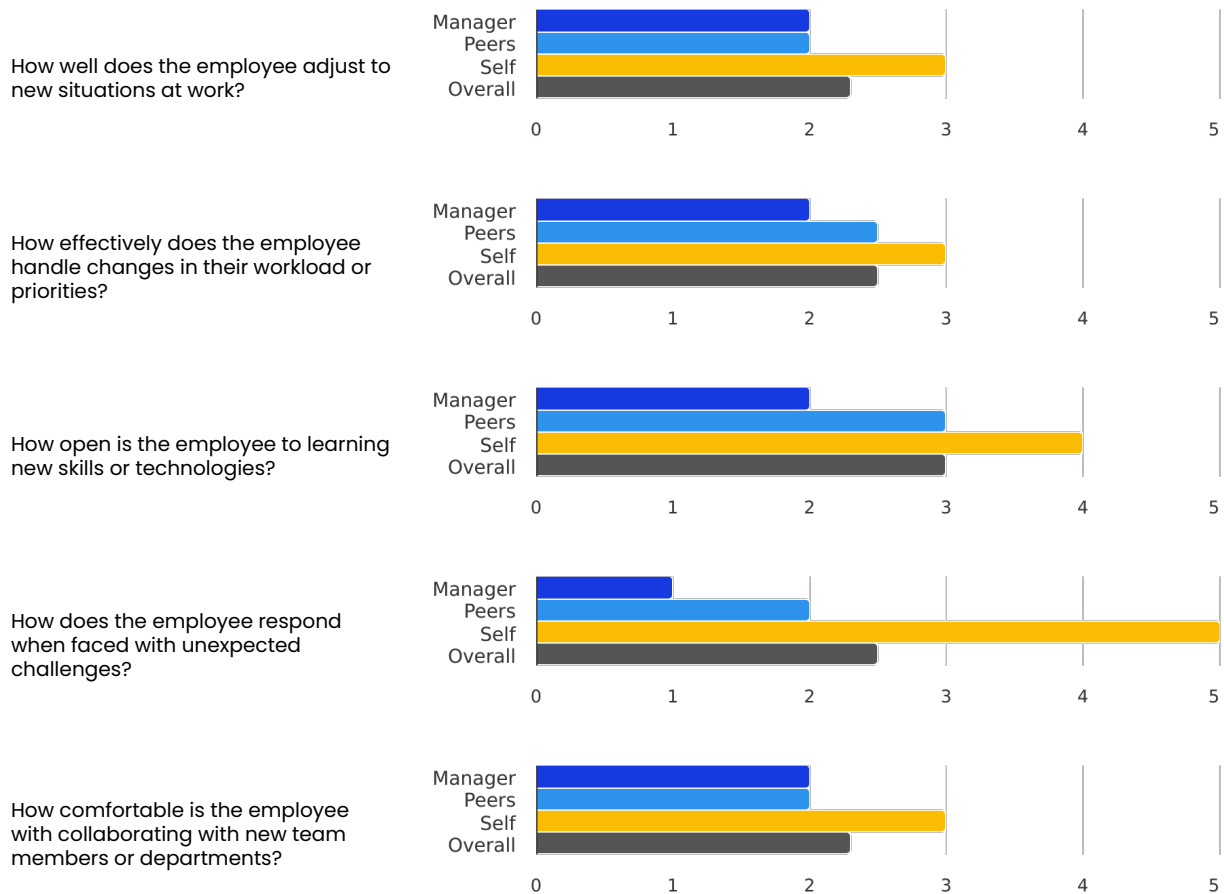
Adaptability

2.14

The ability to stay open and find a path forward when things change is one of the most valuable skills in any work environment. This section reflects how consistently your evaluators observed flexibility and resilience in how you respond to new situations and challenges.

Adaptability is a muscle that strengthens with practice. Start by noticing your initial reaction to change and experiment with staying curious a moment longer before defaulting to resistance. Small mindset shifts can meaningfully improve how you navigate uncertainty.

Question Scores by Role



Strengths and Opportunities

The comments below were provided by your evaluators in their own words. They reflect what others see as your most meaningful strengths – and where they believe your greatest growth opportunities lie. Read these with curiosity rather than judgment; qualitative feedback often reveals patterns that numbers alone can't capture.

Please describe this person's strongest skills or attributes from your perspective

I'm a strong written communicator and work hard to make sure people feel heard. I bring consistency and commitment to team projects.

Jordan is a thoughtful communicator with strong writing skills and genuine team commitment. Jordan shows real resilience in high-pressure situations.

Jordan is reliable in a crunch and writes well. Jordan is easy to work with in group settings and brings good ideas to the table.

Jordan is one of the most thoughtful and dependable people on the team. A great listener and strong communicator who brings real energy to collaborative work.

Please describe any areas where this person could improve

I'd like to get better at adapting quickly to repeated priority shifts, and at flagging concerns before they become problems.

Jordan would benefit from improving day-to-day follow-through on commitments and being more consistently adaptable when priorities shift frequently.

Jordan could be more proactive about supporting teammates individually, and more consistent about flagging delays early rather than waiting until they're a problem.

Jordan could build more confidence in adaptability – Jordan is better at it than Jordan thinks. Also, more consistent follow-through on smaller day-to-day commitments would go a long way.

Hidden Strengths

These are areas where your evaluators see more than you give yourself credit for. Pay attention – these may be untapped sources of confidence worth leaning into.

Question	Type	Self	Evaluators	Gap
How well does the employee handle conflicts or difficult conversations?	Communication	2.00	4.67	2.67
How well does the employee handle conflicts within the team?	Collaboration & Teamwork	2.00	3.67	1.67
How often does the employee communicate proactively about potential issues or delays?	Accountability	3.00	4.33	1.33
How clearly does the employee express their ideas in written communication?	Communication	3.00	4.00	1.00
How effectively does the employee listen to others during conversations?	Communication	4.00	4.67	0.67

Reflect: Which of these surprised you most? Consider how you might own these strengths more intentionally in your day-to-day work.

Blind Spots

These are areas where your self-perception is more favorable than how others experience you. Awareness of these gaps is the first step toward closing them.

Question	Type	Self	Evaluators	Gap
How does the employee respond when faced with unexpected challenges?	Adaptability	5.00	1.67	3.33
How often does the employee take responsibility for their actions at work?	Accountability	5.00	2.33	2.67
How committed is the employee to the success of the team as a whole?	Collaboration & Teamwork	5.00	3.67	1.33
How do you rate the employee's ability to accept feedback and make necessary adjustments?	Accountability	4.00	2.67	1.33
How open is the employee to learning new skills or technologies?	Adaptability	4.00	2.67	1.33

Reflect: Which of these feels most important to address? Choose one area and consider a small, specific behavior change you could make this week.

5 Highest Scoring Questions

These are the behaviors your evaluators rated most consistently and favorably across all competencies. They represent what others already rely on and appreciate in you – your most visible strengths in action.

Question	Type	Self	Manager	Peers	Avg.
How effectively does the employee listen to others during conversations?	Communication	4.00	5.00	4.50	4.50
How well does the employee handle conflicts or difficult conversations?	Communication	2.00	5.00	4.50	4.00
How committed is the employee to the success of the team as a whole?	Collaboration & Teamwork	5.00	4.00	3.50	4.00
How often does the employee communicate proactively about potential issues or delays?	Accountability	3.00	5.00	4.00	4.00
How clearly does the employee express their ideas in written communication?	Communication	3.00	4.00	4.00	3.75

Reflect: Which of these strengths do you lean on most? How might you use them even more intentionally – or share them with others on your team?

5 Lowest Scoring Questions

These are the areas that received the lowest average scores across all evaluators – your greatest opportunities for focused development. You don't need to address all of them at once; choosing even one to work on intentionally can have a meaningful impact.

Question	Type	Self	Manager	Peers	Avg.
How supportive is the employee in helping others achieve their goals?	Collaboration & Teamwork	2.00	2.00	1.50	1.75
How well does the employee adjust to new situations at work?	Adaptability	3.00	2.00	2.00	2.25
How comfortable is the employee with collaborating with new team members or departments?	Adaptability	3.00	2.00	2.00	2.25
How well does the employee meet deadlines and commitments?	Accountability	2.00	2.00	3.00	2.50
How effectively does the employee follow through on tasks and projects?	Accountability	3.00	3.00	2.00	2.50

Reflect: Pick one item from this list. What's one small, specific behavior you could practice this week to start closing that gap?

Conclusion

The feedback in this report reflects how your colleagues experience your strengths, your leadership, and your opportunities for growth. That's a rare and valuable thing to have — and the fact that you sought it out says something meaningful about who you are as a professional.

As you move forward, resist the urge to tackle everything at once. Choose one or two themes that resonate most and focus there. Talk through your results with a coach, mentor, or trusted colleague. Set a specific intention. And then give yourself the grace to grow at a sustainable pace — because lasting change happens through consistent effort, not overnight transformation.

