

# 360° Evaluation



For Test User

October 27, 2025

 agolix®

## Introduction

This 360° assessment is designed to give you a well-rounded view of how others perceive your strengths and areas for development. Feedback has been gathered from a range of people who work closely with you—such as peers, managers, and direct reports—to provide a clearer understanding of how your actions and leadership show up across different relationships and situations.

The goal of this report is not to evaluate or judge, but to support your growth. The insights shared here can help you identify patterns, reinforce what's working well, and bring attention to behaviors that may benefit from adjustment. As you review the results, we encourage you to approach the feedback with curiosity and openness. This is an opportunity to reflect, grow, and take even greater ownership of your professional journey.





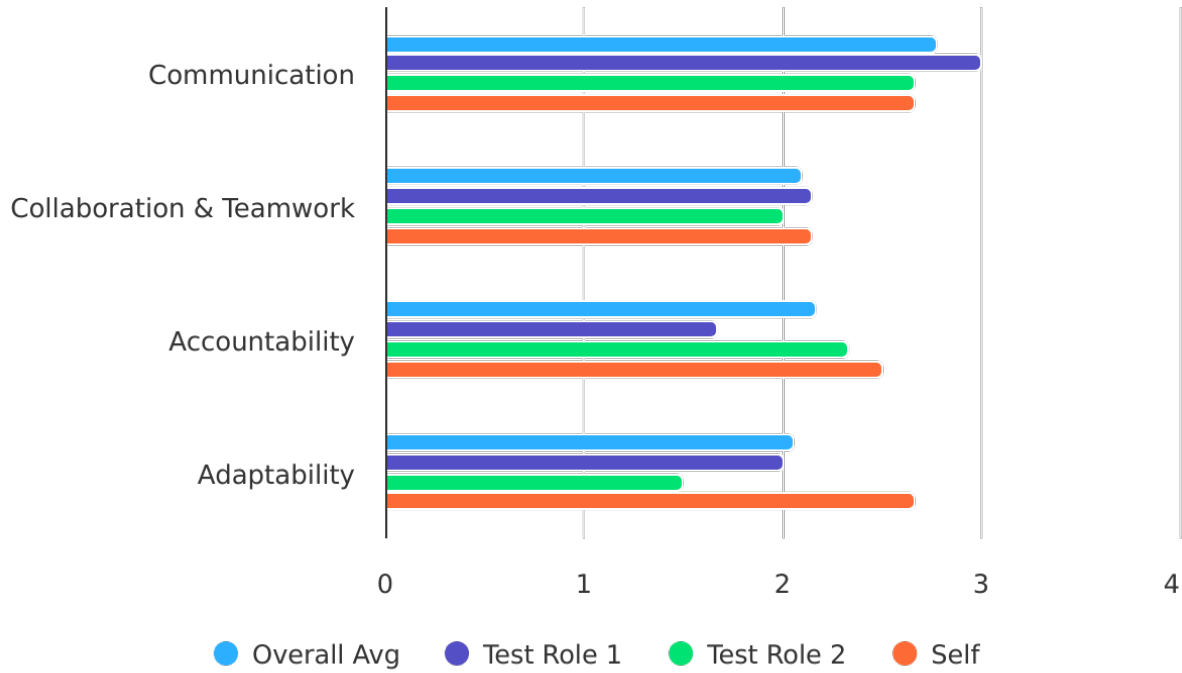
## Understanding Your 360° Scores

The following section presents your scores across key skill areas, based on feedback from the evaluators who participated in your 360° assessment. These scores reflect how consistently certain behaviors and competencies were observed by different groups—such as managers, peers, and direct reports—providing a balanced view of your perceived strengths and opportunities for growth.

Keep in mind that these scores are not about perfection; they're a starting point for reflection and development. Differences in perspective can be especially valuable—highlighting areas where expectations may not be fully aligned or where communication and consistency can be improved. Use these insights to deepen your self-awareness and identify focus areas that can help you lead and collaborate even more effectively.



## Your Scores



## Communication

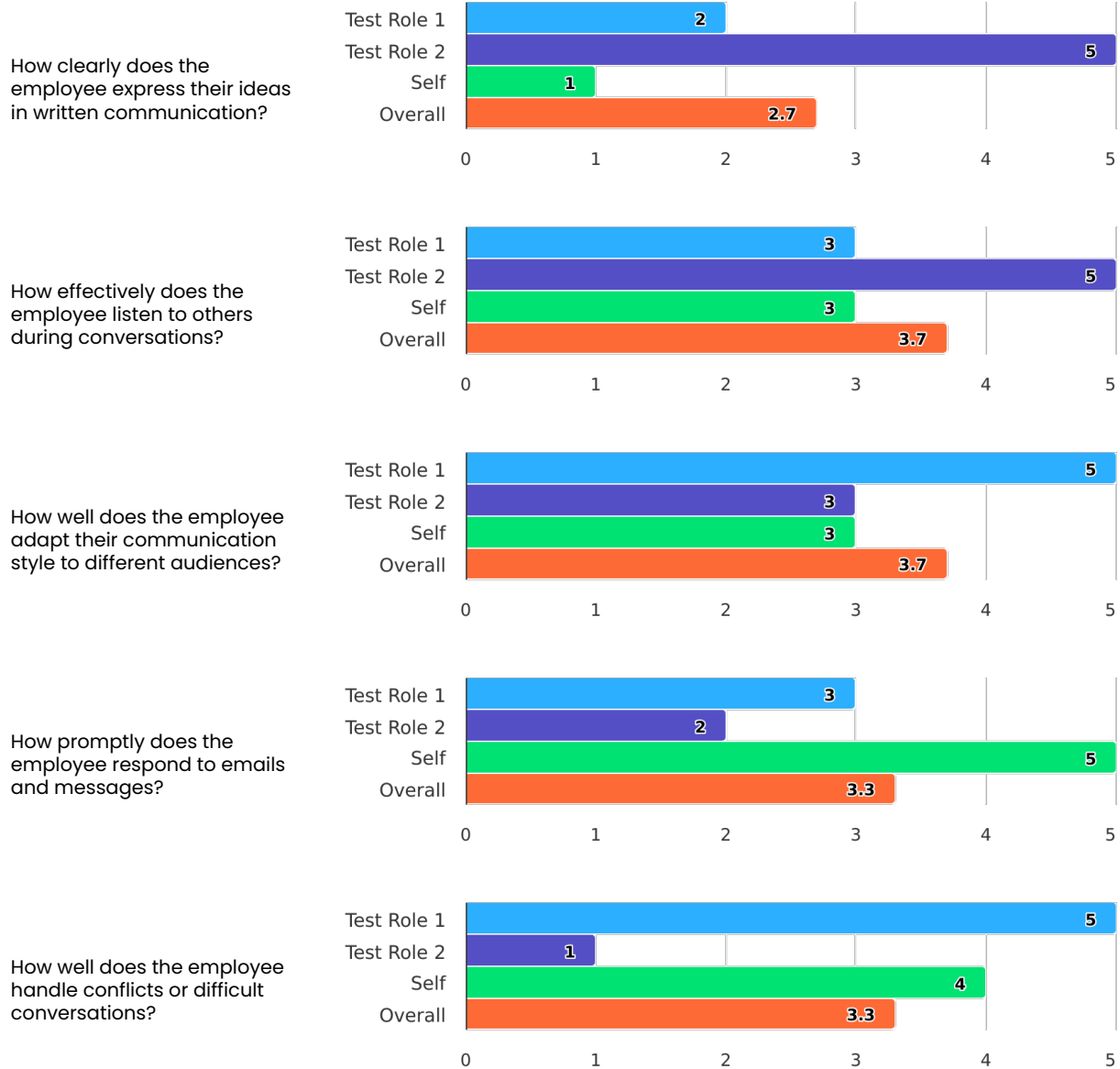
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Effective communication is the backbone of any successful company. It fosters alignment, builds trust, and ensures that everyone—from leadership to individual team members—is working toward the same goals. Clear communication helps reduce misunderstandings, speeds up decision-making, and creates a more collaborative and inclusive work environment. When people feel heard and informed, they're more engaged, productive, and empowered to contribute meaningfully to the company's success.

Your communication skills show a solid foundation, but there's room to grow and elevate your impact even further. Strengthening areas like clarity, active listening, or tailoring your message to different audiences can help you become more influential and effective in your role. Building consistency in how you share updates, offer feedback, or navigate tough conversations will not only boost your confidence but also enhance collaboration across your team. With some focus and practice, you can turn communication into one of your standout strengths.



### Scores by Question



## Comments

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*Describe any personal experiences with this person's communication style*

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## Accountability

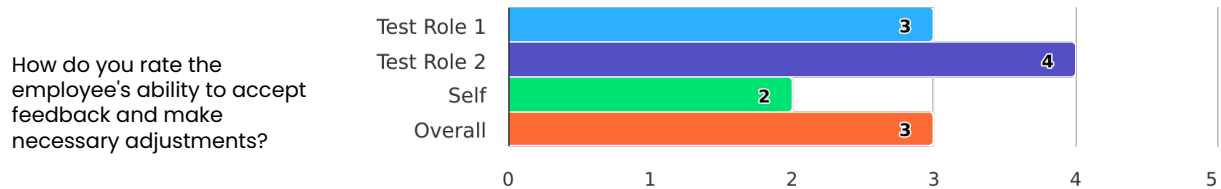
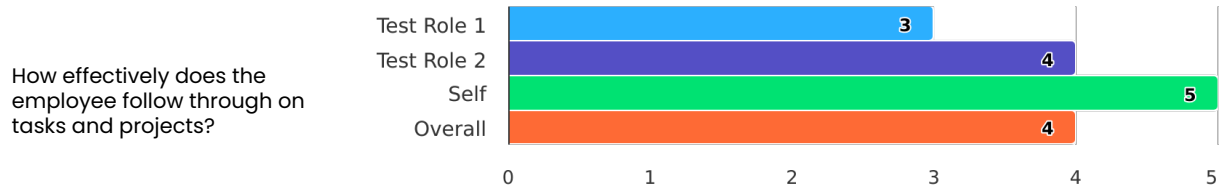
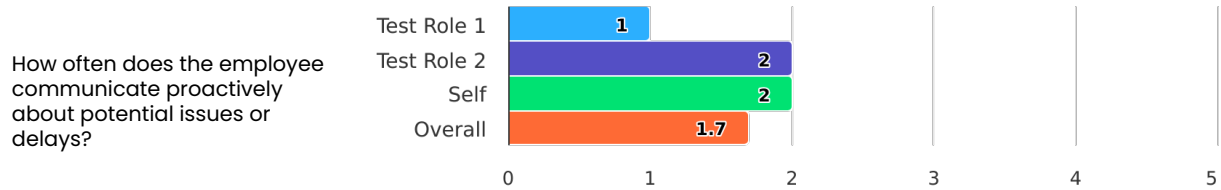
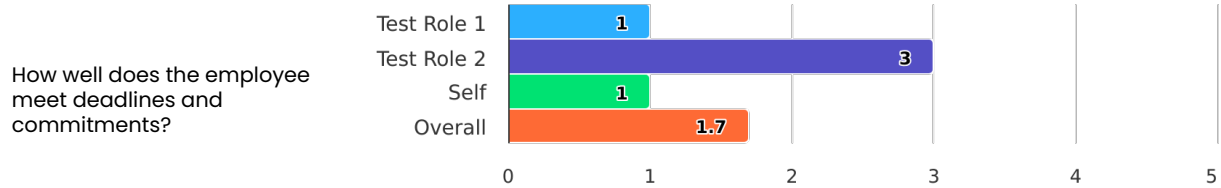
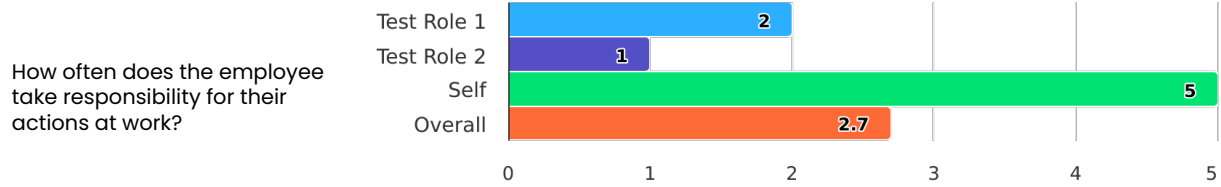
2.17

Accountability is a cornerstone of a healthy, high-performing company. When individuals take ownership of their responsibilities and follow through consistently, it builds trust, reliability, and momentum across the organization. Accountability ensures that goals are met, standards are upheld, and teams can depend on one another. It also creates a culture where feedback is valued, problems are addressed proactively, and continuous improvement is possible. Companies with strong accountability at every level are better equipped to adapt, grow, and succeed over the long term.

If accountability has been a challenge, this is a key area where growth can make a powerful impact. Taking ownership means following through on commitments, meeting deadlines, and acknowledging mistakes without shifting blame. Strengthening this skill builds trust with colleagues and helps create a more reliable and effective team dynamic. Even small changes—like proactively communicating updates, owning tasks from start to finish, and taking initiative—can go a long way in demonstrating personal responsibility and building professional credibility.



### Scores by Question



## Comments

*Give an example of a time when this person stepped up and demonstrated accountability to deadlines or goals*

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## Collaboration & Teamwork

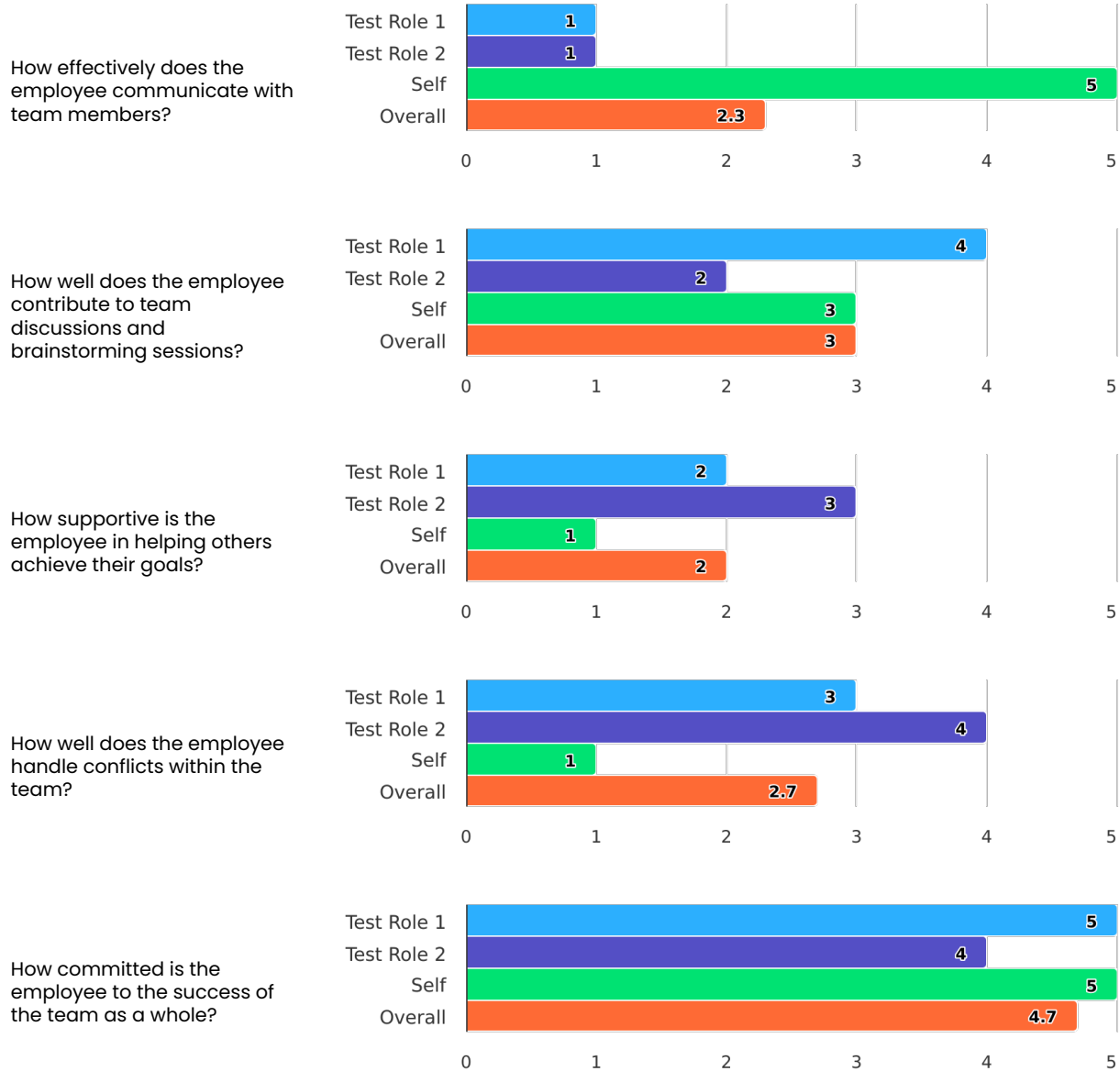
2.10

Collaboration and teamwork are essential to building a thriving, high-performing company. When individuals work well together, they bring diverse perspectives, share knowledge more freely, and create stronger, more innovative solutions. Teamwork fosters a sense of shared ownership and accountability, helping teams navigate challenges more effectively and reach goals faster. Strong collaboration also builds trust, improves morale, and creates a more supportive work environment where people feel valued and empowered to do their best work.

If collaboration and teamwork are challenging areas for you, focusing on small, consistent improvements can make a meaningful difference. Being part of a team means not only contributing your own ideas, but also actively listening, supporting others, and remaining open to different approaches. Strengthening this skill can help you build better relationships, reduce friction, and make your work feel more connected and rewarding. Even simple efforts—like seeking input, offering help, or showing appreciation for others' contributions—can go a long way in fostering stronger teamwork and mutual respect.



### Scores by Question





## Comments

*Describe your experiences collaborating with this person on projects*

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*Do you feel this person makes a positive contribution to the team as a whole? Why or why not?*

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## Adaptability

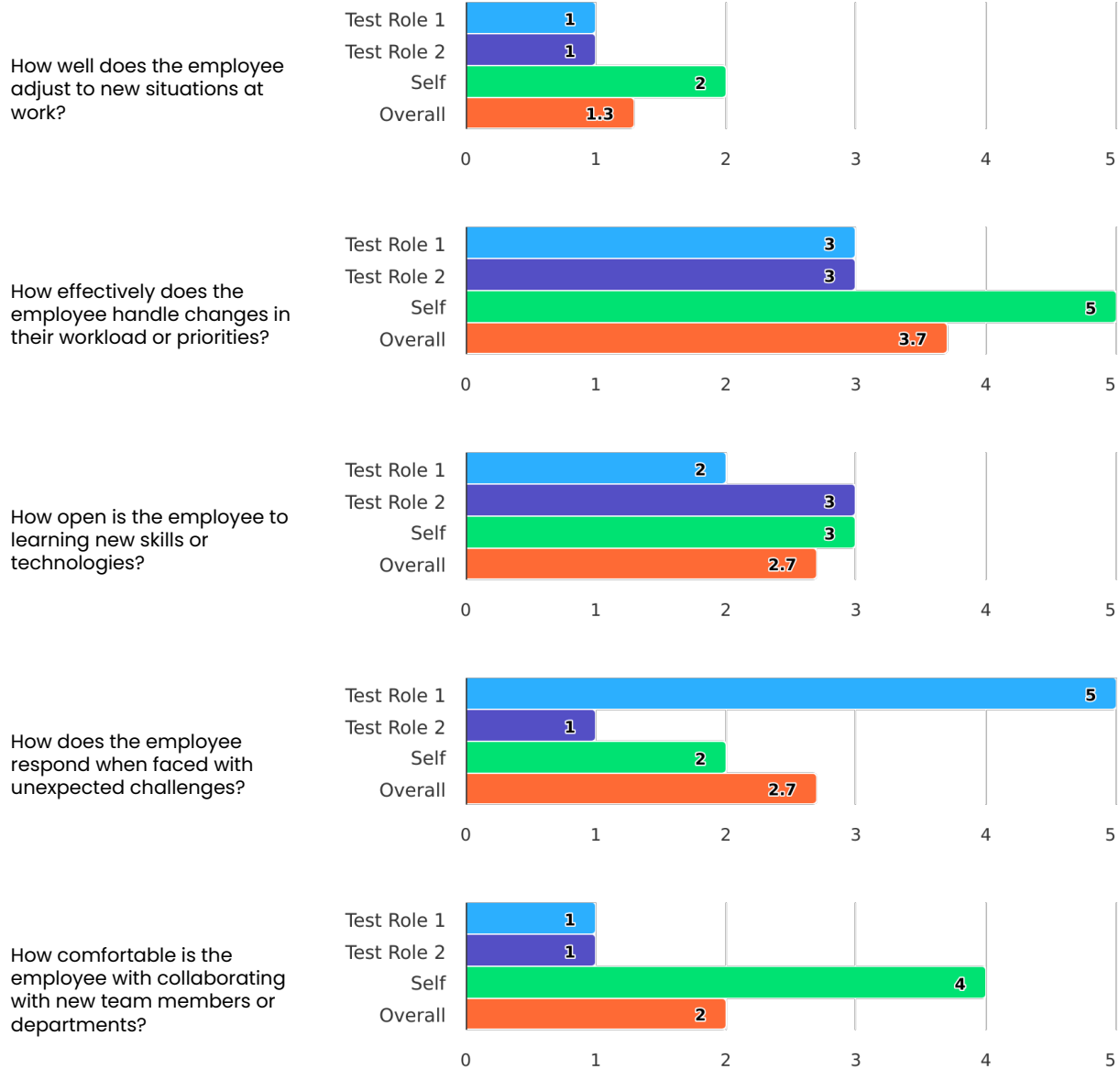
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Adaptability is essential in today's fast-changing work environment. Companies need individuals who can respond effectively to new challenges, shift gears when priorities change, and remain open to feedback and learning. Adaptable team members help organizations stay resilient, innovative, and competitive. When people are flexible and solution-oriented, they contribute to a culture that embraces change rather than resists it—making it easier to navigate uncertainty and seize new opportunities.

If adaptability is an area for growth, developing more flexibility in the face of change can significantly improve your effectiveness. Being adaptable doesn't mean you have to welcome every change with open arms—it means being open-minded, willing to adjust your approach, and ready to learn as situations evolve. Practicing curiosity instead of resistance, and staying focused on solutions rather than obstacles, can help you respond more constructively when things don't go as planned. With time and intention, you can become more resilient and resourceful, even in unfamiliar or shifting environments.



### Scores by Question



## Comments

*Share a situation where this person demonstrated adaptability and flexibility in the face of an unusual situation or challenge*

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## Strengths and Opportunities

Evaluators provided the comments below addressing Test's strengths and areas for growth.

### Comments

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

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*Please describe any areas where this person could improve*

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## Hidden Strengths

Areas where your evaluators rated you higher than you rated yourself

Question	Type	Self	Evaluators	Gap
How clearly does the employee express their ideas in written communication?	Communication	1.00	3.50	2.50
How well does the employee handle conflicts within the team?	Collaboration & Teamwork	1.00	3.50	2.50
How supportive is the employee in helping others achieve their goals?	Collaboration & Teamwork	1.00	2.50	1.50
How do you rate the employee's ability to accept feedback and make necessary adjustments?	Accountability	2.00	3.50	1.50
How effectively does the employee listen to others during conversations?	Communication	3.00	4.00	1.00



## Blind Spots

Areas where you rated yourself higher than your evaluators rated you

Question	Type	Self	Evaluators	Gap
How effectively does the employee communicate with team members?	Collaboration & Teamwork	5.00	1.00	4.00
How often does the employee take responsibility for their actions at work?	Accountability	5.00	1.50	3.50
How comfortable is the employee with collaborating with new team members or departments?	Adaptability	4.00	1.00	3.00
How promptly does the employee respond to emails and messages?	Communication	5.00	2.50	2.50
How effectively does the employee handle changes in their workload or priorities?	Adaptability	5.00	3.00	2.00

## Top 5 highest scoring questions

Question	Type	Test Role 1	Test Role 2	Self	Avg.
How committed is the employee to the success of the team as a whole?	Collaboration & Teamwork	5.00	4.00	5.00	4.67
How effectively does the employee follow through on tasks and projects?	Accountability	3.00	4.00	5.00	4.00
How effectively does the employee listen to others during conversations?	Communication	3.00	5.00	3.00	3.67
How well does the employee adapt their communication style to different audiences?	Communication	5.00	3.00	3.00	3.67
How effectively does the employee handle changes in their workload or priorities?	Adaptability	3.00	3.00	5.00	3.67

## 5 Lowest scoring questions

Question	Type	Test Role 1	Test Role 2	Self	Avg.
How well does the employee adjust to new situations at work?	Adaptability	1.00	1.00	2.00	1.33
How well does the employee meet deadlines and commitments?	Accountability	1.00	3.00	1.00	1.67
How often does the employee communicate proactively about potential issues or delays?	Accountability	1.00	2.00	2.00	1.67
How supportive is the employee in helping others achieve their goals?	Collaboration & Teamwork	2.00	3.00	1.00	2.00
How comfortable is the employee with collaborating with new team members or departments?	Adaptability	1.00	1.00	4.00	2.00

## Conclusion

Thank you for taking the time to reflect on the feedback shared in this 360° assessment. The insights in this report are meant to support your continued growth by offering multiple perspectives on how your skills, behaviors, and leadership qualities are experienced by others. Whether the feedback confirms what you already suspected or introduces new viewpoints, it's an opportunity to gain greater clarity and take intentional steps forward. As you move ahead, consider identifying 1–2 key themes or behaviors to focus on.

You don't need to address everything at once—sustainable development happens through consistent effort and small, meaningful changes over time. If available, consider discussing your results with a coach, mentor, or manager to create an action plan that aligns with your goals and values. Most importantly, approach this process with curiosity and self-compassion. Growth takes time, and your willingness to seek and receive feedback is already a strong indicator of leadership in action.

