



# GETTING 360° FEEDBACK WITH INSIGHT

**INSIGHT Inventory®**

**Learning How Others See You and Identifying Ways  
to Communicate Better With Them**

**Report prepared for: Mark Snow  
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**Feedback from: Lee Lee Grimaldi  
Work Associate**

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INSIGHT Inventory On-line reports provided by:  
HRD Press, 800.822.2801

*Insight . . . understanding yourself and others*



## Welcome to Your *Getting 360° Feedback with INSIGHT* Report

This report helps you learn how Lee Lee Grimaldi sees you and provides guidelines for improving your communications with her. By requesting additional feedback reports from other people (co-workers, leaders, family, and friends), you can assemble a 360° view of how others perceive you. With this information you'll gain insight into yourself and identify ways to use your strengths to communicate better with others.

Congratulations on your venture into self-discovery and self-improvement!

**This *Getting 360° Feedback with INSIGHT* report will help you:**

- Understand how Lee Lee views your behavior and learn how Lee Lee's perspective may be different from or similar to your own.
- Clarify what behaviors or situations cause tension or misunderstandings between you and Lee Lee.
- Identify what Lee Lee views as your strengths and how you can use these to work better together.



## CONTENTS

### **INTRODUCTION: Making the Best Use of This Report**

Review the guidelines on using this report and conducting productive follow-up conversations with Lee Lee.

### **SECTION ONE: Learning How Lee Lee Grimaldi Perceives You**

Get a snapshot of how Lee Lee views you on the four INSIGHT traits.

### **SECTION TWO: Comparing Feedback Results to Your Self Perceptions**

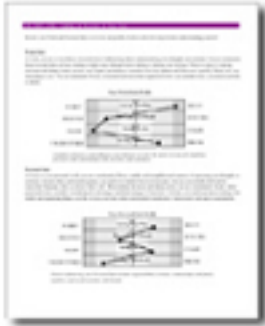
Compare how you rated yourself with how Lee Lee perceives you and explore areas to discuss.

### **SECTION THREE: Planning Ahead and Learning More**

Develop a strategy for sharing the results in this report with Lee Lee and learning more about yourself.

### Learn from how Lee Lee sees you.

The information in this report will help you better understand how Lee Lee perceives you. Stay open to learning how she views your behavior. Don't try to alter Lee Lee's opinions; instead focus on better understanding how you come across and identifying ways to change your behavior to be more effective when communicating with her.



### Refer back to your self-ratings.

The feedback you receive from Lee Lee will be most useful when you compare it to your self-ratings. Your Work Style self-rating is provided in section two beside Lee Lee's rating of you. For more details, refer back to your self-rating profiles (either the Self Snapshot or Gaining INSIGHT into Yourself reports) and share these with Lee Lee. Discuss the similarities and differences between your self rating and Lee Lee's perceptions of you.

### Identify the best ways to flex your style

The biggest challenge in improving communications involves learning to flex your style and identifying what behaviors to flex with whom. Section Two provides feedback from Lee Lee on each INSIGHT trait along with suggestions for discussing this information with Lee Lee. The power of this report lies as much in the one-to-one discussions it sets up as in the information it presents. In these conversations you'll identify what behaviors Lee Lee wants you continue doing and the ones he would like for you to practice less often.



## SECTION ONE: Learning how Lee Lee Grimaldi Perceives You

### How you are perceived by Lee Lee Grimaldi

Lee Lee based her ratings on how she perceives your behavior at work.

#### The *Getting 360° Feedback with INSIGHT* scales

The *Getting 360° Feedback with INSIGHT* assessment identifies Lee Lee's perceptions of you on four traits. These include:

Scale A) Getting Your Way (Opposite preferences are Indirect or Direct)

*How you express your thoughts and opinions.*

Scale B) Responding to Others (Opposite preferences are Reserved or Outgoing)

*How you approach and respond to others.*

Scale C) Pacing Activity (Opposite preferences are Urgent or Steady)

*The speed at which you make decisions and take actions.*

Scale D) Dealing with Details (Opposite preferences are Unstructured or Precise)

*How you structure time and organize tasks.*

### How Lee Lee sees you.

#### Scale A) Getting Your Way

At work, Lee Lee sees you as using a fairly tactful, Indirect style of influencing others and presenting your thoughts and opinions.

#### Scale B) Responding to Others

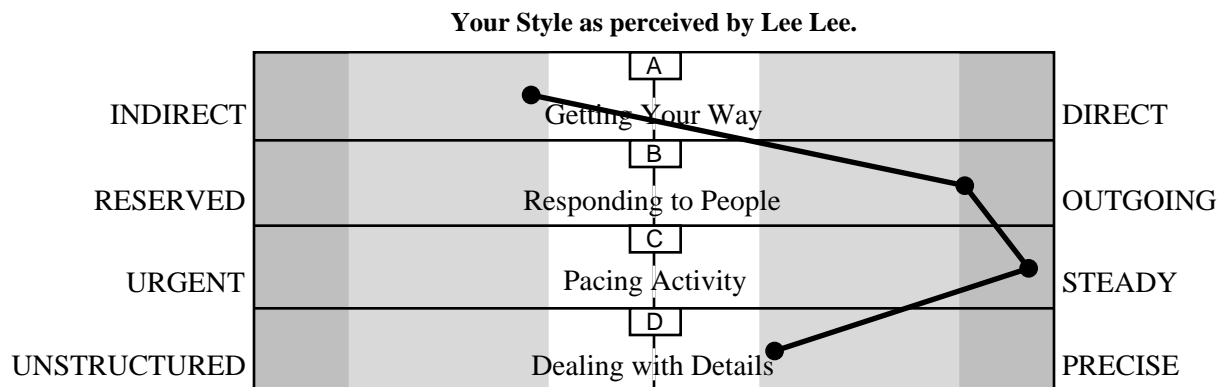
When responding to others, she sees you as very animated Outgoing and expressive, tending to openly talk issues out with others.

#### Scale C) Pacing Activity

When it comes to making decisions and taking action, Lee Lee sees you as very Steady and patient, preferring to consider many options and move forward cautiously.

#### Scale D) Dealing with Details

Lee Lee perceives you as moderately Precise, structured, and fairly organized in how you schedule time and attend to details.

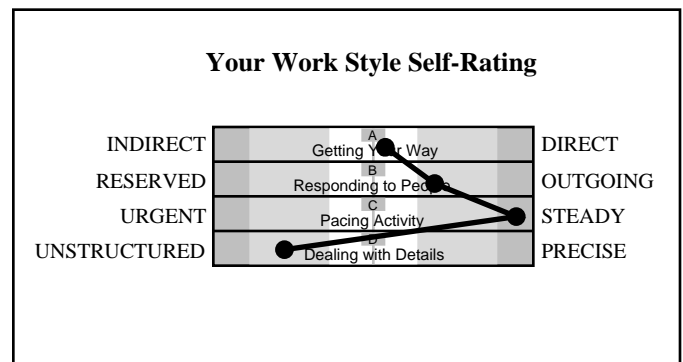
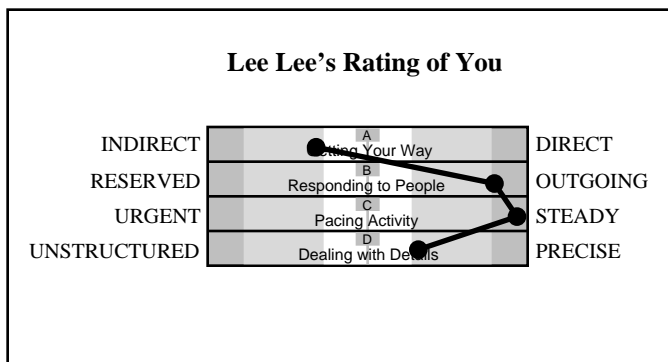


A number of factors could influence Lee Lee's perception of your behavior at work. These include the nature of your job, deadlines and pressures, and her relationship with you, i.e. whether she is a co-worker, team member, or supervisor.

## SECTION TWO: Comparing Lee Lee's Feedback Results to Your Self Perceptions

### Setting

Lee Lee based her ratings on how she perceives your behavior at work. Lee Lee's impressions may have developed from knowing you well, or they may reflect specific times when she remembers you behaving a certain way. Lee Lee's perceptions may differ from how others see you. So, talk with her to learn how she formed these impressions.



### SCALE A: Getting Your Way (Indirect or Direct)

Lee Lee's perception of you on Scale A is different from your self-perception. Lee Lee sees you as tactful, diplomatic, and slightly Indirect. However, you see yourself as slightly Direct, and a bit more forceful, and frank.

Suggestion: In follow-up discussions with Lee Lee, explore where your differences in perceptions of you might be coming from and how they may effect your communications.

### SCALE B: Responding to Others (Reserved or Outgoing)

Lee Lee perceives you as moderately Outgoing and you see yourself as equally Outgoing. This similarity indicates that you and Lee Lee both view your style of responding to others as expressive, talkative, and animated.

Suggestion: Ask Lee Lee to share how she sees your Outgoing, expressive style of responding to others impacting your relationship.

### SCALE C: Pacing Activity (Urgent or Steady)

Lee Lee sees you as very Steady in taking action and making decisions and you also see yourself as very Steady. The two of you probably agree that you tend to be rather deliberate and patient, and that you take your time when making decisions, probably considering many options before making commitments.

Suggestion: Ask Lee Lee to describe one or more situations where your patient, Steady decision-making style was helpful and to identify other times when it was not. Discuss how to make the most of your Steady characteristics and ways to avoid excessive delays.

### SCALE D: Dealing with Details (Unstructured or Precise)

Lee Lee perceives you as moderately Precise and structured in your style of dealing with details. This indicates that she sees you as preferring to have your personal time somewhat scheduled, your plans ordered, and details attended to. You, instead, see yourself quite differently, as fairly Unstructured, nonconforming, and tending to postpone handling details if possible.

Suggestion: Ask Lee Lee to describe why she sees you as detailed, organized, and structured and how this affects her. Also,

share the reasons you see yourself so differently, as Unstructured and less organized.

**Show Lee Lee the feedback results you received from others.**

Lee Lee will find it interesting to learn how other people see you. Therefore, share the feedback results you received from others with Lee Lee. Then compare how her ratings are similar or different from theirs. This adds even more information and depth to your follow-up discussions. Everyone’s perspective is “right.” Others will view your behavior from their individual perspectives. Therefore, each person who rates you may see you somewhat differently.



**Learn how Lee Lee’s strengths and yours overlap.**

Get a *Matching One-to-One with INSIGHT* report. It compares Lee Lee’s style to yours and gives you guidelines for flexing your style to communicate better with her. Review these with Lee Lee and ask her to identify those behaviors she would like to see you practice more often when communicating with her.

**Share more about yourself.**

In work environments people tend to focus on business and meeting behavior. However you may change your style dramatically when in your personal world, many people do. Consider taking the time to talk with Lee Lee about your Personal Style profile and discuss the aspects of your home environment brings out different sides of you. This will help Lee Lee see a broader, more complete picture of you.



*Best wishes for improved communications!*



Learn even more about yourself! Try other INSIGHT Online reports.

- *Matching One-to-One with INSIGHT*
- *Gaining INSIGHT into Yourself*
- Numerous other topic specific reports.