

Understanding your 360-degree feedback report

When you log into the 360 degree online tool you can download your 360 report under 'your account' and then under 'survey management'



Enrolment Date	Programme	Cohort	Survey	Self Survey	Options
24/04/2024	Professional Leadership Development Programme - Occupational Therapy	Cheshire and Merseyside	OT Leadership	Not Started	Self - Survey Survey Management
20/11/2023	Professional Leadership Development Programme - Occupational Therapy - Aspirant Leadership	Cohort 3	OT Aspirant Leadership	Not Started	Self - Survey Survey Management
08/09/2021	ASYE Child and Family v3	Questionnaire V2 2021	ASYE Child and Family v3.1	Started	Self - Survey Survey Management

Please note that the report will not be available until the account holder (usually the ASYE co-ordinator) has completed the self-survey.

The standard report presents the results of the survey in a graphical and numerical output, showing basic survey information, the account holder's self-evaluation score compared to that of the other evaluators, and any text comments provided.

Key

Overview

The following pages contain the results of your 360 Degree survey. Results are broken down into each question per survey. For reference see this key:

Survey Key

1: Significant development needed

2: Development needed

3: Working well

4: Strength

5: Exceptional strength

Colours used for the score average mean bars

2 and below: ●

4 and below: ●

4 and above: ●

Report overview and average scores per evaluator type

When you look at the report, the first section (see screenshot below), shows the report overview i.e. the 'Competency Area Summary – Evaluator Overview' section shows the total average score provided by each of the main evaluators covering the 4 main question categories within the questionnaire.

Then the 'Total Average Score across all competencies' gives a quick overview of the results and provides the total average score for all questions in the evaluation based on each evaluator type e.g in the example below the NQSWs gave on average a score of 4.1 out of 5.

The account holder (usually the ASYE co-ordinator) scores from the 'self-survey' are also shown so that these can be compared to the other stakeholder scores. E.g. In the example below the account holder (usually the ASYE

Competency Area Summary - Evaluator Overview

These averages do not include self scores.

Category	Count	Average	Mean
			012345
The NQSW experience is central to the ASYE.	1 2 3 4 5 0 2 14 48 36	4.2	
The ASYE programme is delivered in accordance with the ASYE framework and employer standards	1 2 3 4 5 1 3 18 53 117	4.5	
The ASYE programme ensures that post qualifying standards (previously known as the knowledge and skills statement) (POS) and the professional capabilities framework (PCF) underpin NQSW professional practice	1 2 3 4 5 0 0 15 20 28	4.2	
The ASYE programme is integrated within the wider organisational system	1 2 3 4 5 2 1 9 21 24	4.1	

Total Average Score Across All Competencies

Relationship	Count	Average	Mean
			012345
Account holder	1 2 3 4 5 0 6 10 17 0	3.3	
NQSW	1 2 3 4 5 3 3 48 60 81	4.1	
Line manager	1 2 3 4 5 0 0 1 38 24	4.4	
ASYE assessor	1 2 3 4 5 0 2 4 21 95	4.7	
Other	1 2 3 4 5 0 1 3 23 5	4.0	

The next section breaks down the evaluation responses by each question, showing the question, evaluator type, count, averages and rating graph.

The information is basically the same format as for the 'competency area summary' but ratings and average scores are based on each individual question within the evaluation.

The "count" column tells you how many people of each evaluator user type i.e. NQSW, Line Manager, Assessor, Other) answered that question.

In the below example, 5 NQSWs, 2 Line managers and 3 ASYE Assessors and 1 'other' answered question 1.

2 NQSWs gave a rating of 3, 2 gave a rating of 4 and 1 gave a rating of 5 and the average rating was then 3.8. The account holder rating was 3.

Evaluation criteria																				
Evaluation criteria	Relationship	Count	Average	Mean	0	1	2	3	4	5										
The NQSW experience is central to the ASYE	Self		3.0																	
	NQSW	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>0</td><td>0</td><td>2</td><td>2</td><td>1</td></tr></table>	1	2	3	4	5	0	0	2	2	1	3.8							
	1	2	3	4	5															
	0	0	2	2	1															
	Line manager	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>0</td><td>0</td><td>0</td><td>2</td><td>0</td></tr></table>	1	2	3	4	5	0	0	0	2	0	4.0							
	1	2	3	4	5															
0	0	0	2	0																
ASYE assessor	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>0</td><td>0</td><td>0</td><td>1</td><td>2</td></tr></table>	1	2	3	4	5	0	0	0	1	2	4.7								
1	2	3	4	5																
0	0	0	1	2																
Other	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>0</td><td>0</td><td>1</td><td>0</td><td>0</td></tr></table>	1	2	3	4	5	0	0	1	0	0	3.0								
1	2	3	4	5																
0	0	1	0	0																
2 NQSWs - along with other stakeholders (i.e. ASYE supervisors/assessors, and people who need care and support and their carers, this includes children and young people) are able to make a meaningful contribution to ASYE quality assurance and continuous improvement	Self		2.0																	
	NQSW	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>0</td><td>0</td><td>2</td><td>2</td><td>2</td></tr></table>	1	2	3	4	5	0	0	2	2	2	4.0							
	1	2	3	4	5															
	0	0	2	2	2															
	Line manager	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>0</td><td>0</td><td>0</td><td>2</td><td>0</td></tr></table>	1	2	3	4	5	0	0	0	2	0	4.0							
	1	2	3	4	5															
0	0	0	2	0																
ASYE assessor	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>0</td><td>1</td><td>0</td><td>1</td><td>2</td></tr></table>	1	2	3	4	5	0	1	0	1	2	4.0								
1	2	3	4	5																
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1	2	3	4	5																
0	0	1	0	0																

Additional comments

The report has a separate section for all comments for the evaluation. These are anonymous and not linked to a specific evaluator type.