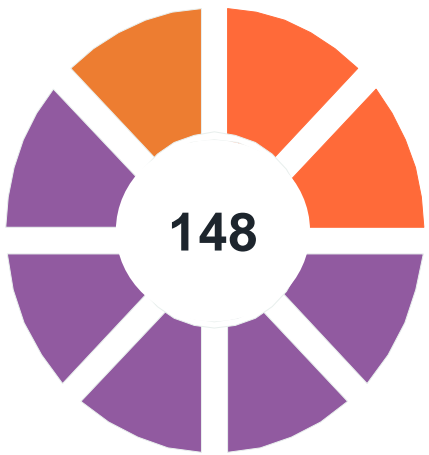


# Competency-based Engagement Program



**Total  
Participants**



 **53** Managers  
 **95** Directors

A total of 944 employees participated to rate the Engagement levels with respect to 6 competency areas for a group of Managers and Directors in the organisation, totalling 148 in number. The diversified group led to findings which could further help in designing programs to address and improve deliverances as per Org objectives in the long run.

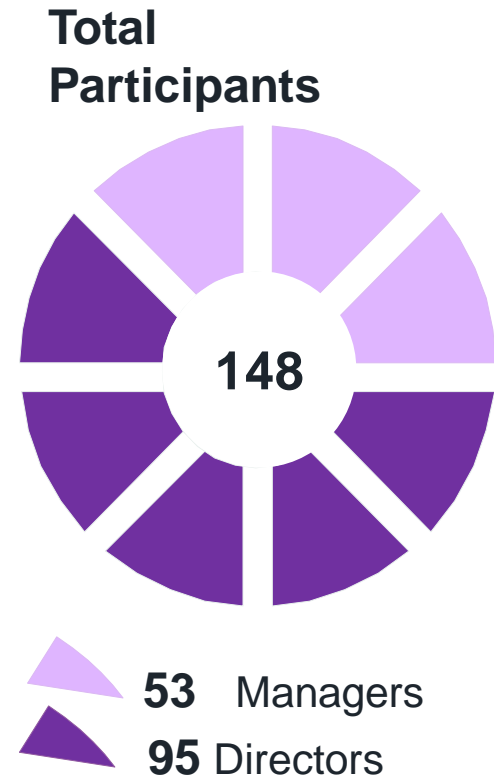
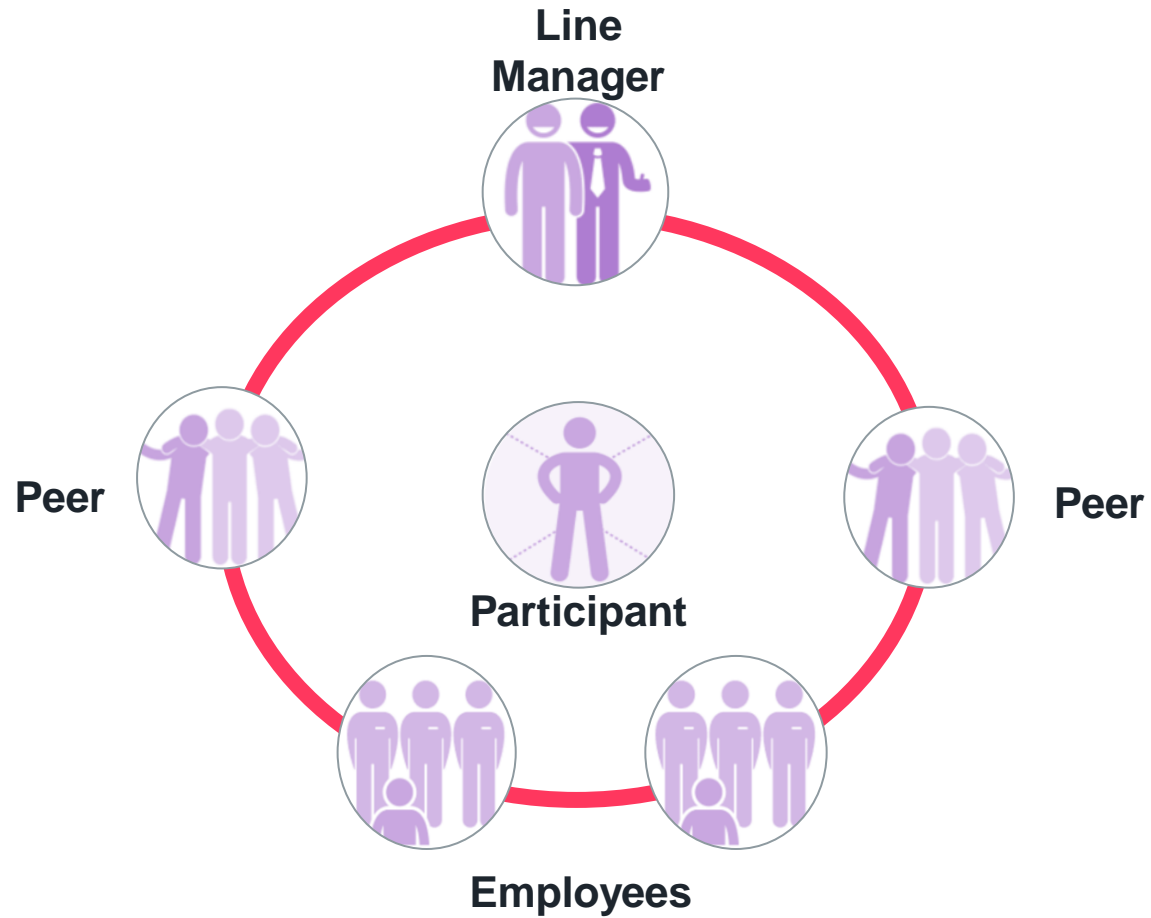
The purpose was to find the engagement gaps within teams and at the Org level for developing training and inculcating policy level changes to improve competency benchmarks for the organisation and within departments and their teams as individuals for a renewed focus of gap optimization, as far as competencies were concerned.



8<sup>th</sup> Jan 20xx – 24<sup>th</sup> April 20xx

# 360 Engagement Report Brief

# 360° Survey methodology was used for the Engagement study



Participants	DL	P	ST	PD	TE	BA	Overall	Self	Evaluator Agg	Percentile Ranking	4+ Scores
A	4.6	5.0	5.0	3.3	4.6	5.0	5.0	5.0	4.6	2	6
B	5.0	4.1	5.0	4.5	5.0	5.0	5.0	4.8	4.8	1	7
C	4.0	4.4	4.1	4.6	3.8	4.1	4.1	4.8	4.1	4	5
D	4.1	3.3	4.4	5.0	4.1	4.4	4.0	4.1	4.2	3	5
E	4.4	4.5	3.3	5.0	4.4	3.3	3.3	3.1	4.0	5	4
F	3.3	4.6	4.5	4.1	3.3	4.5	4.5	4.8	4.1	4	5
G	4.5	5.0	4.6	4.4	4.5	4.6	5.0	4.5	4.6	2	7
<b>Sector</b>											
<b>Averages</b>	<b>4.3</b>	<b>4.4</b>	<b>4.4</b>	<b>4.4</b>	<b>4.2</b>	<b>4.4</b>	<b>4.4</b>	<b>4.4</b>	<b>4.4</b>		<b>5.6</b>

**SIGNIFICANCE OF 4+ SCORES:** This highlights the higher confidence and camaraderie among the participants of the sector. We have highlighted the average 4+ scores in the Report to highlight the confidence enjoyed by the team as a Sector, including 6 Leadership Competencies.

The 4+ Score is an indicator of team confidence within the Department for better business and productivity. Departments with high 4+ scores reflect high bonding among teams.

# Flow of the Report

	Sector Average	Channels Average	
Org Aggregate	4.3	4.2	How are we compared to Org aggregates? Are we good also at each Leadership Competency level?
4+ Scores Average	20		Have people rated each other better and shown higher team confidence?
Directors and Managers	4.2	4.4	Are my Managers as good as my Directors? Can I promote someone as they enjoy good feedback scores?
Top Percentile Rankers	4		How do I improve the contribution of my Dept to Org by ensuring more people are at the top rankings?

***Understand the 360 Assessment as a feedback to create development plans for participants and analyse gaps in the Sector which can be improved using Learning and Development plans.***

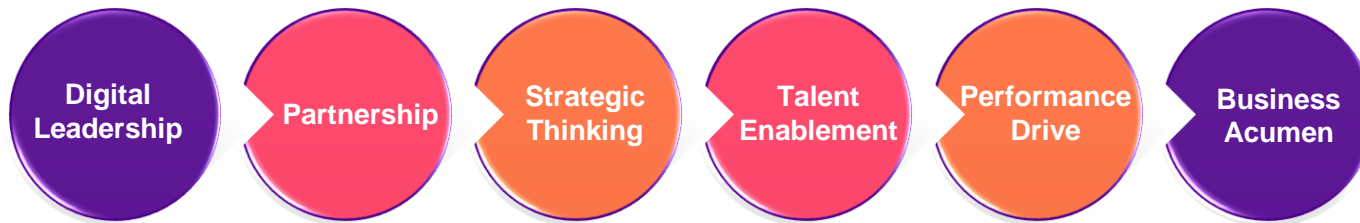
# Self-Survey findings



	Evaluator	Self Evaluation	Personality
AVERAGE SCORES:	3.5	3.5	Balanced
	3.5	4.2	Extroverted
	3.5	3.2	Introverted

# 360 Survey pre-read

All participants have been measured across 6 Leadership Competencies



We have covered four levels of information across the 6 Leadership Competencies through the Report

Organisation level Aggregates

Department level Aggregates

Level wise aggregates  
(Managers & Directors)

The Top individuals and team  
confidence aggregates through 4+  
scores

**Note:** We have limited the department details for the purpose of a sample report.  
All scores are within a range of 1 – 5, with 5 being the highest.



# Detailed Report

# OVERALL AGGREGATE SCORE

4.3

**LEVEL WISE SCORES**

<b>4.1</b> Managers	<b>4.2</b> Directors
------------------------	-------------------------

The aggregate scores across the two HR talent levels within the Org.

**TOP 5 PERCENTILE RANKER COUNT**

**2**

The aggregate scores across the two HR talent levels within the Org.

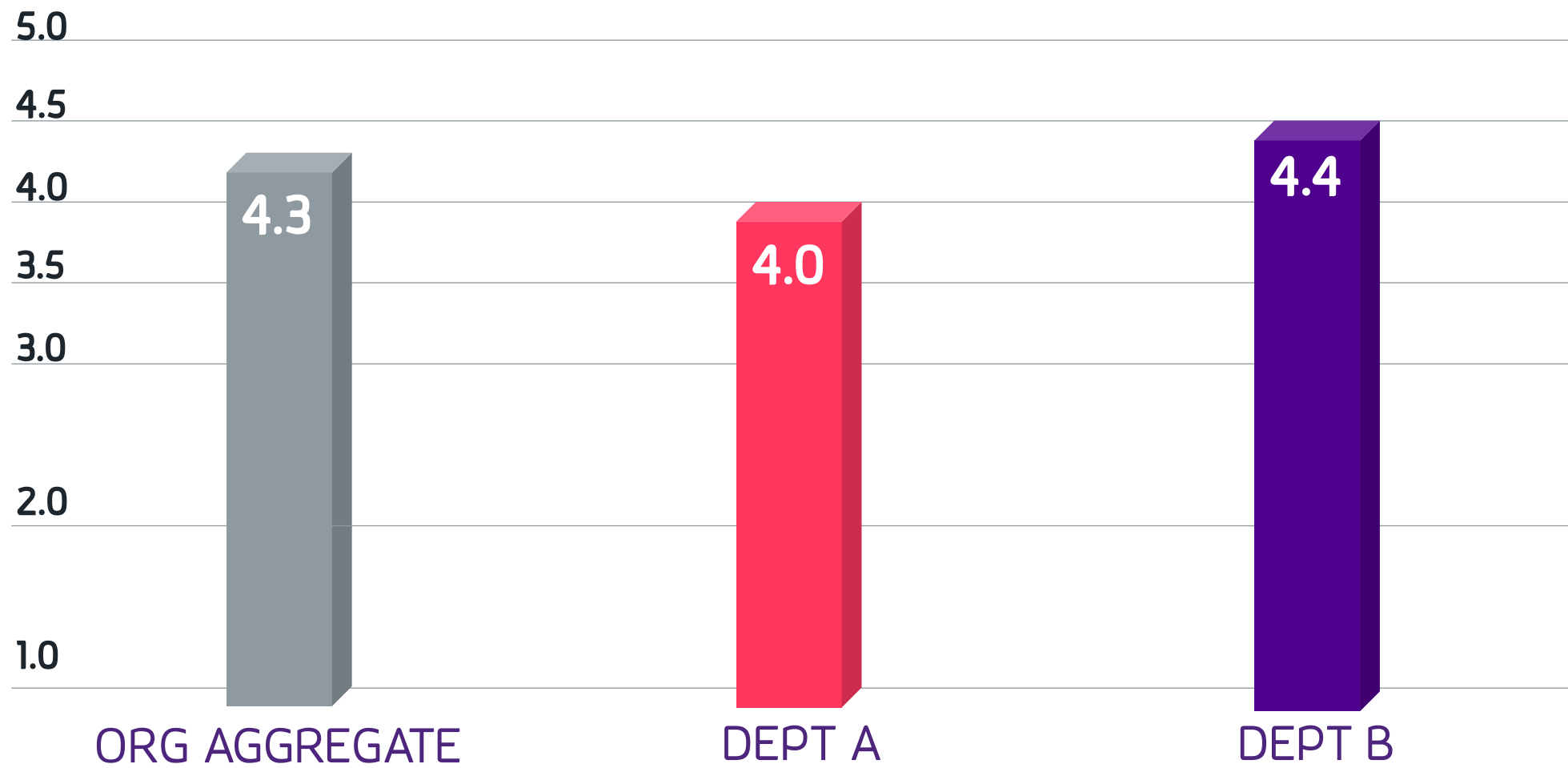
**4+ SCORES**

**25.0**

Average count of 4+ scores awarded by evaluators, highlighting their confidence in them.

**TOP 5 PERCENTILE RANKERS**  
Mohammad Abdullah M Almohaizey  
Talal Omer Salem Alshaghhdali

# OVERALL AGGREGATE SCORE



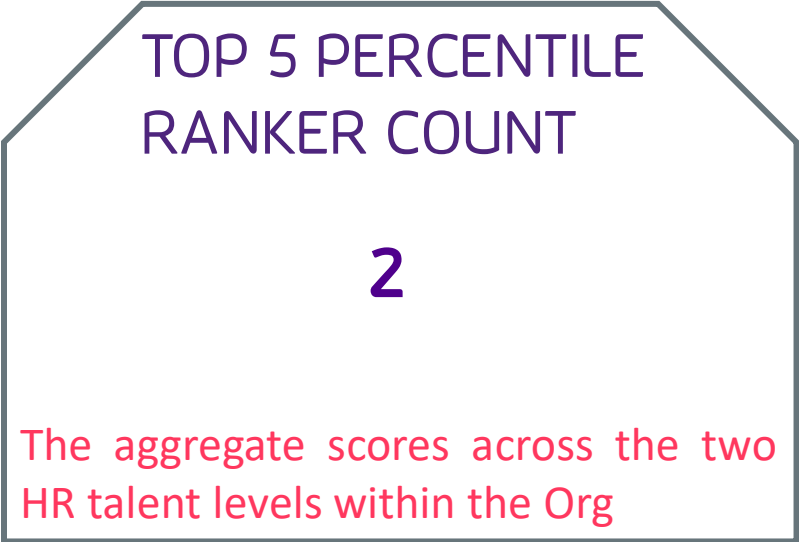
# COMPETENCY WISE AGGREGATE SCORES

Competencies	ORG Aggregate	Dept A Aggregate	Dept B Aggregate
DIGITAL LEADERSHIP	4.3	3.9	4.2
PARTNERSHIP	4.4	4.1	4.2
STRATEGIC THINKING	4.3	3.9	4.1
TALENT ENABLEMENT	4.4	4.1	4.2
PERFORMANCE DRIVE	4.4	4.0	4.1
BUSINESS ACUMEN	4.4	4.0	4.0

**Note: We have limited the department details for the purpose of a sample report.  
All scores are within a range of 1 – 5, with 5 being the highest.**

# COMPETENCY: DIGITAL LEADERSHIP

4.3

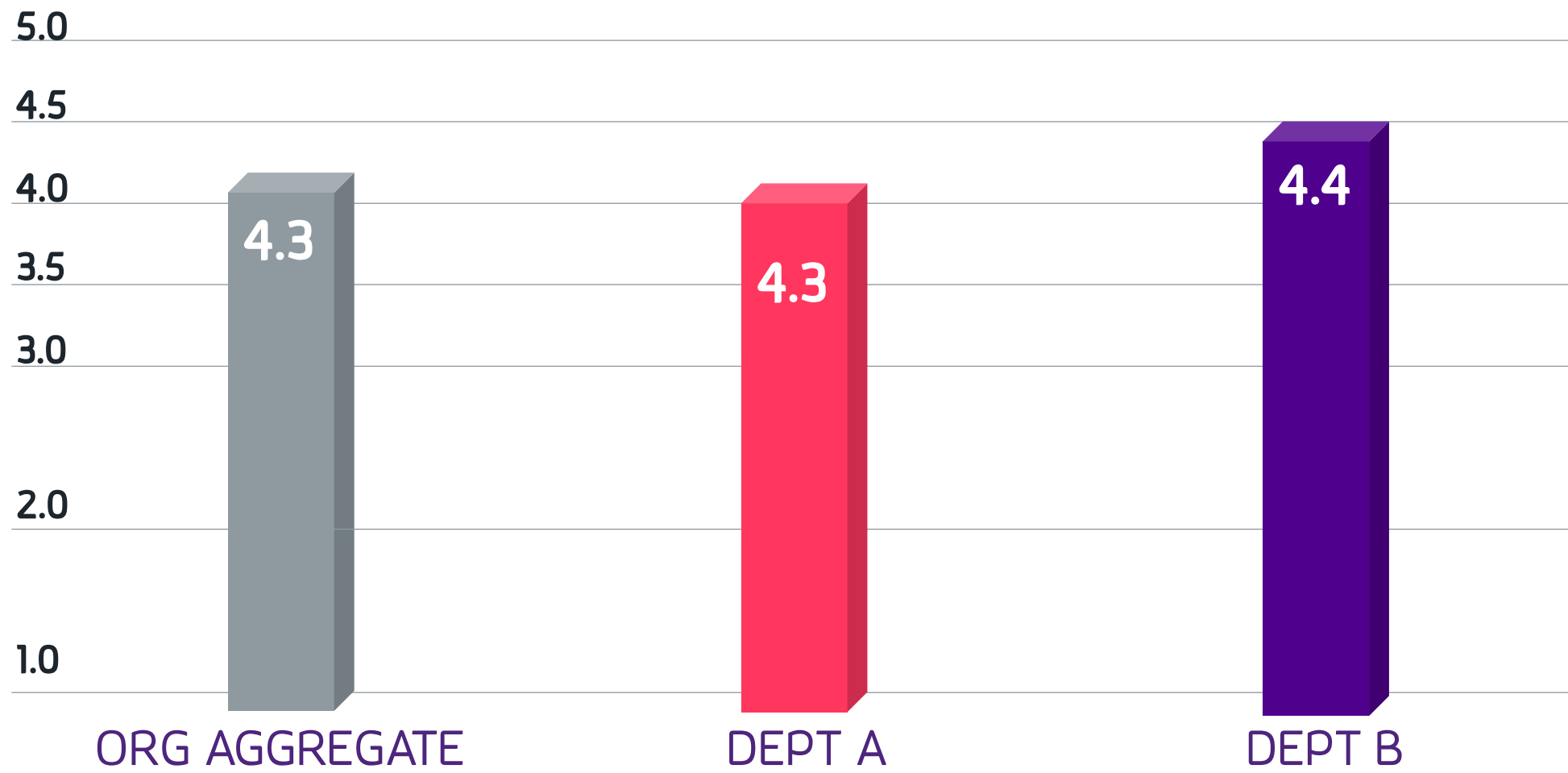


## TOP 5 PERCENTILE RANKERS

Mohammad Abdullah M Almohaizey

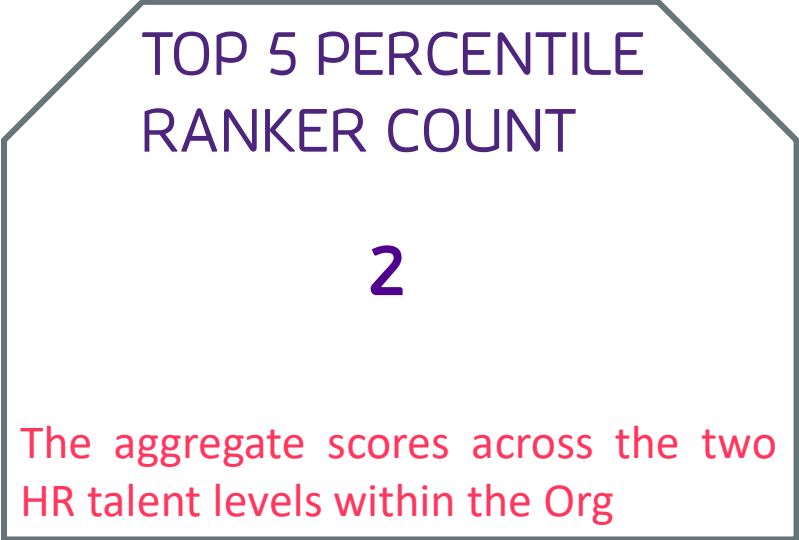
Talal Omer Salem Alshaghdali

# COMPETENCY: DIGITAL LEADERSHIP



# COMPETENCY: PARTNERSHIP

4.4

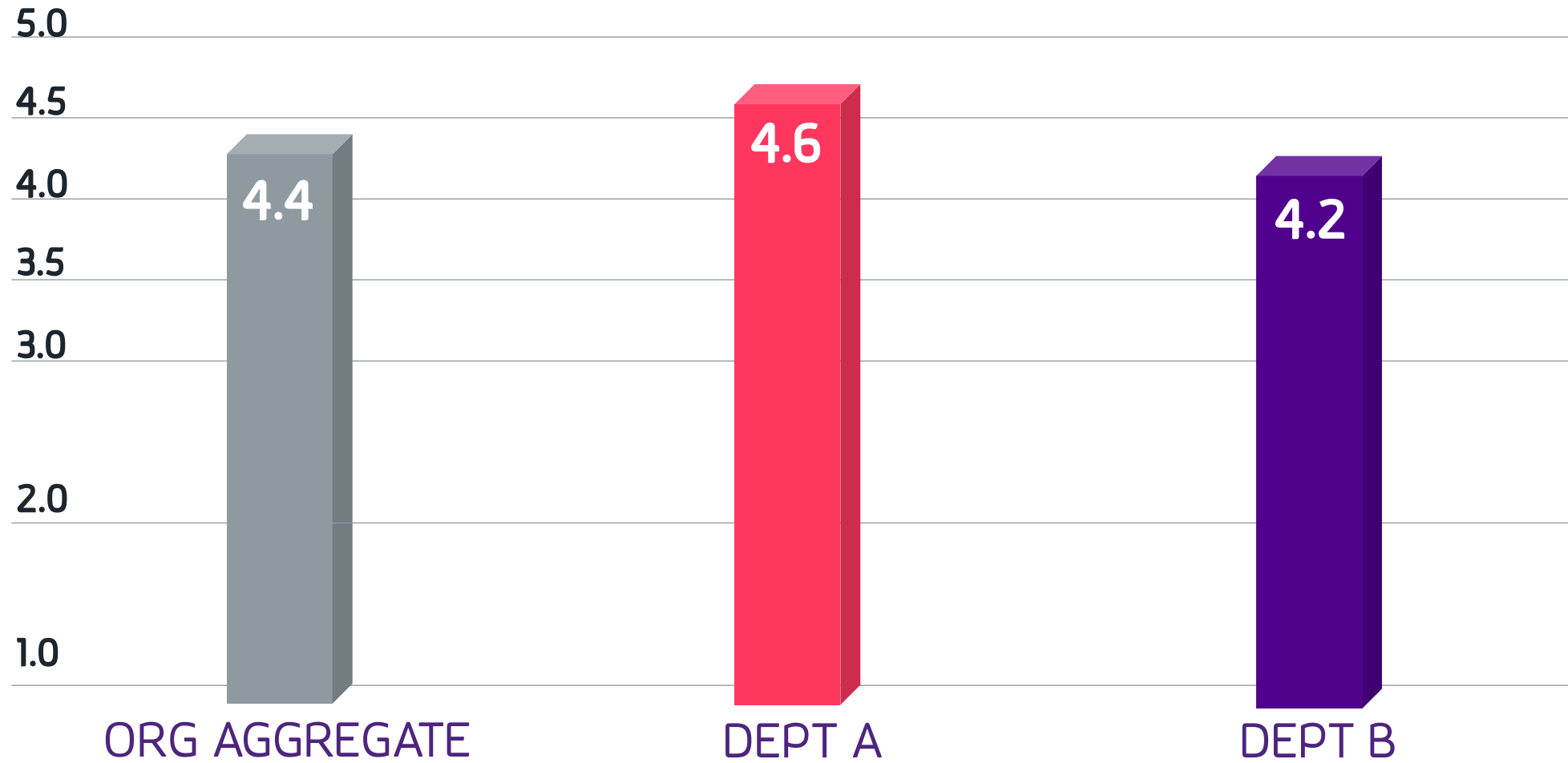


## TOP 5 PERCENTILE RANKERS

Mohammad Abdullah M Almohaizey

Talal Omer Salem Alshaghhdali

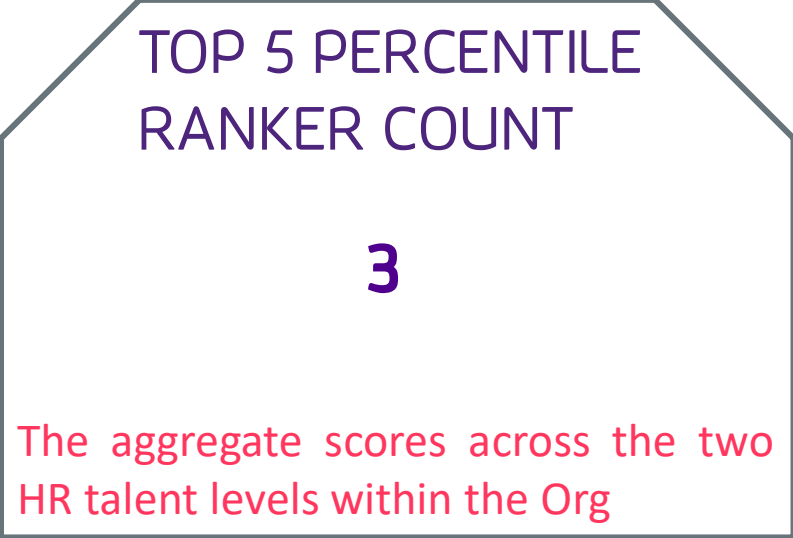
# COMPETENCY: PARTNERSHIP





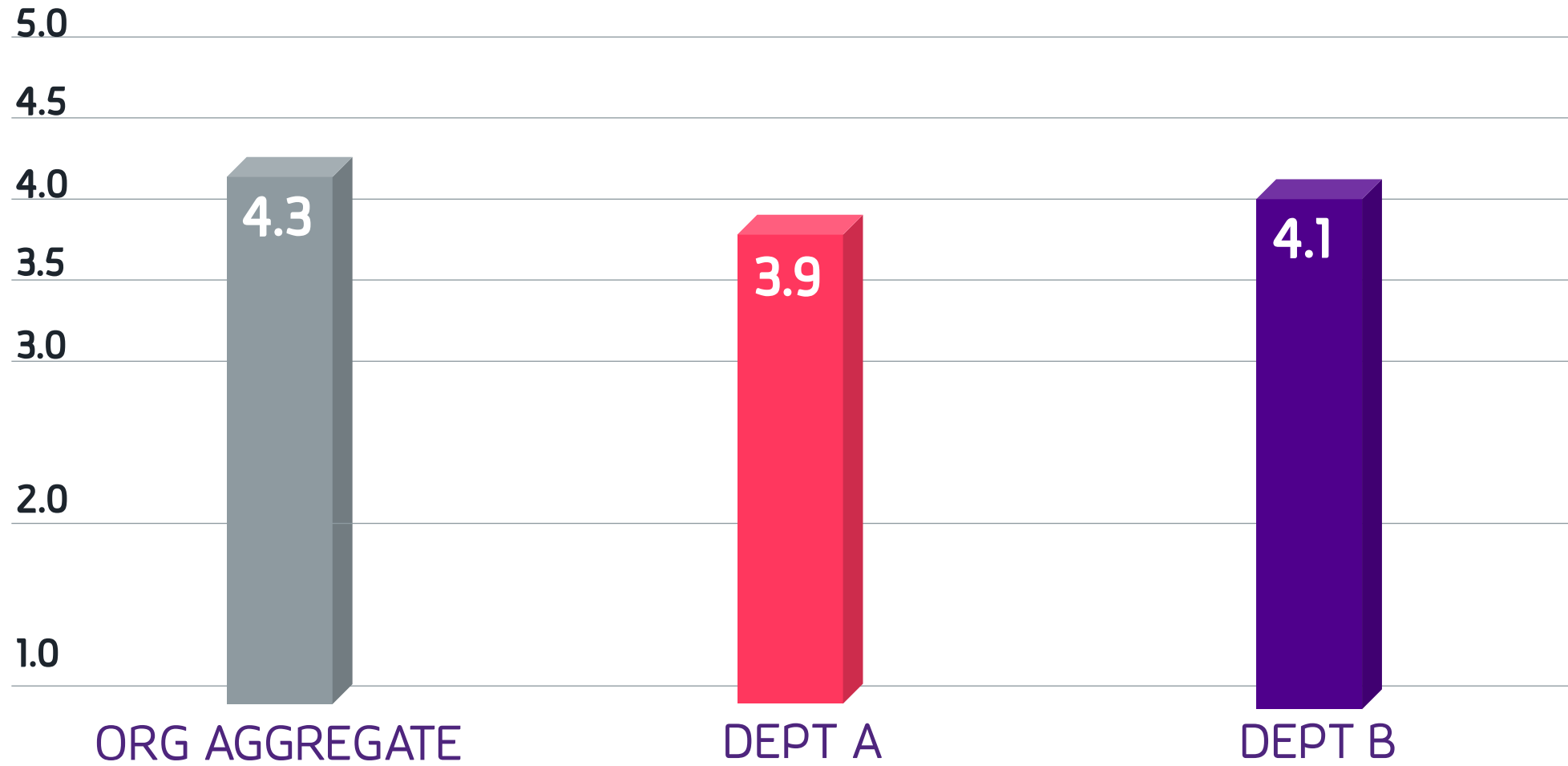
# COMPETENCY: STRATEGIC THINKING

4.3



- TOP 5 PERCENTILE RANKERS**
- Mohammad Abdullah M Almohaizey
  - Talal Omer Salem Alshaghdali
  - Musaad Fahad Hamad Alosaimi

# COMPETENCY: STRATEGIC THINKING



# COMPETENCY: TALENT ENABLEMENT

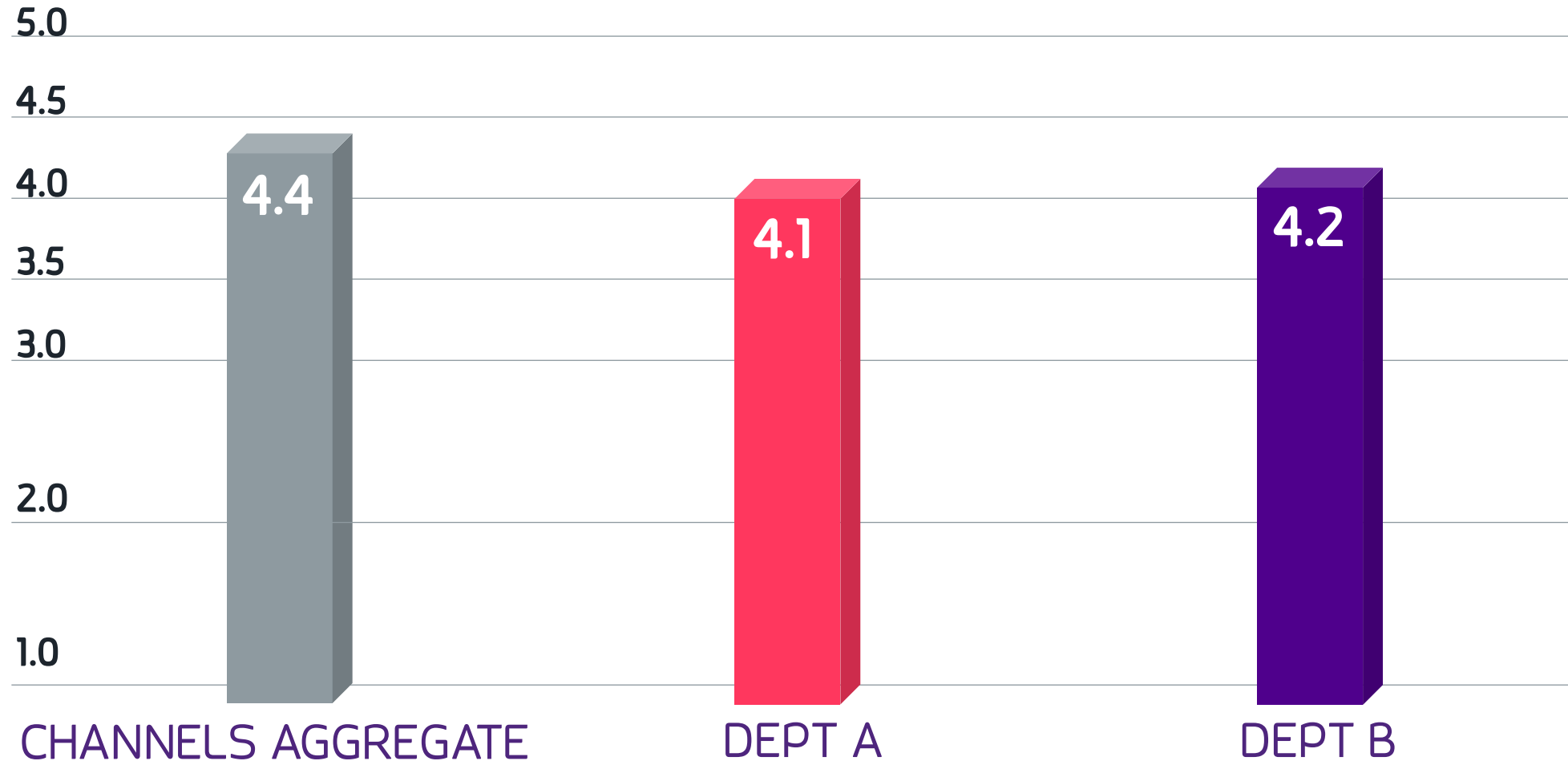
4.4



## TOP 5 PERCENTILE RANKERS

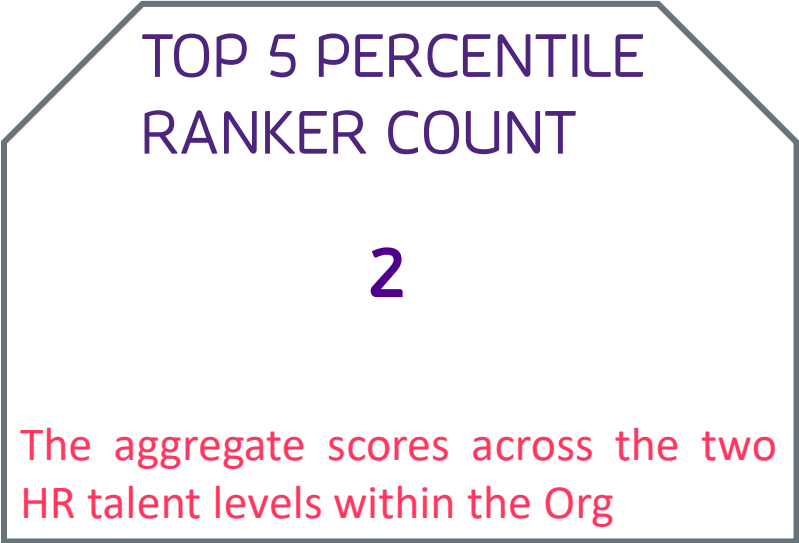
Mohammad Abdullah M Almohaizey

# COMPETENCY: TALENT ENABLEMENT



# COMPETENCY: PERFORMANCE DRIVE

4.4

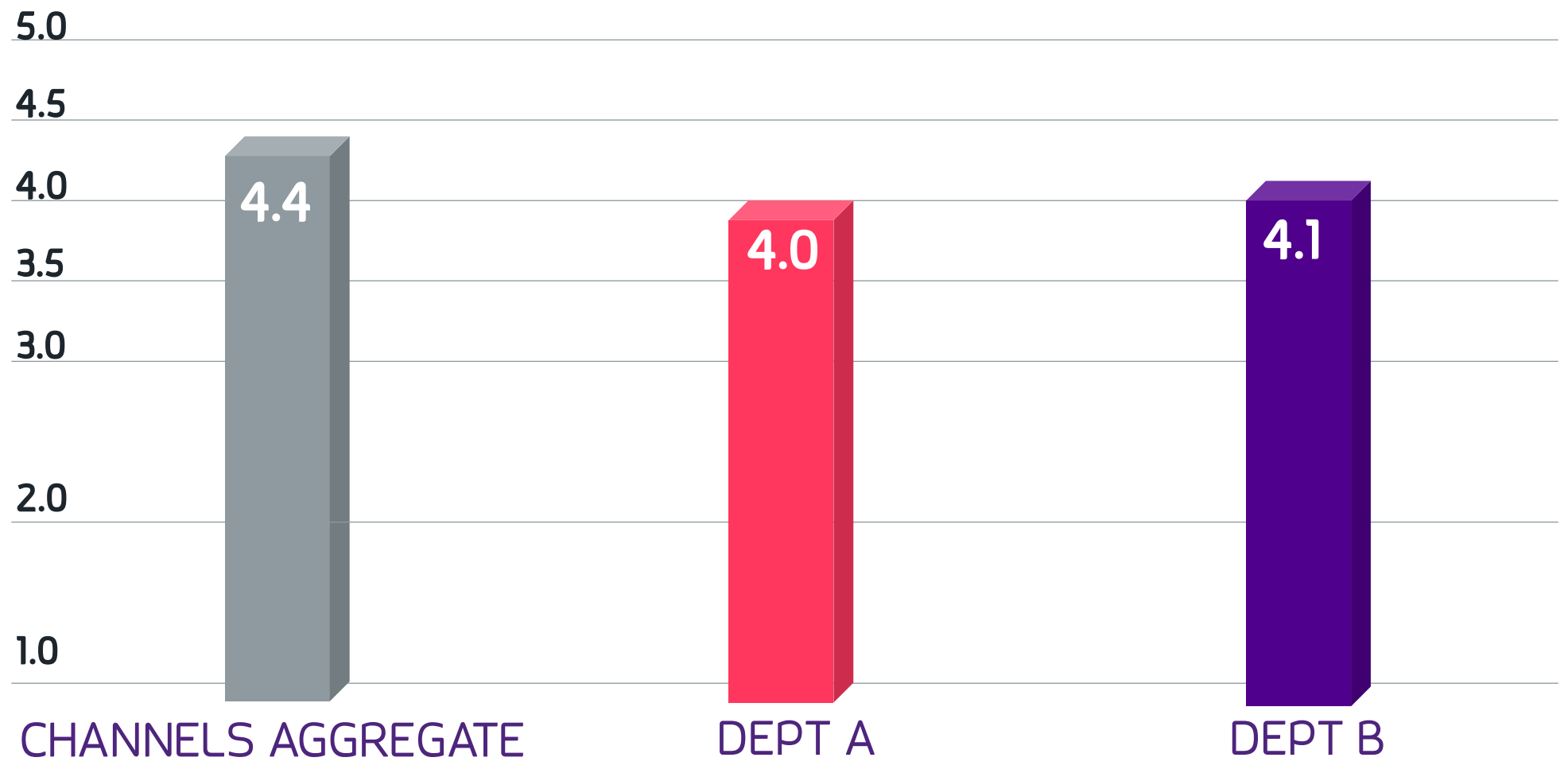


## TOP 5 PERCENTILE RANKERS

Mohammad Abdullah M Almohaizey

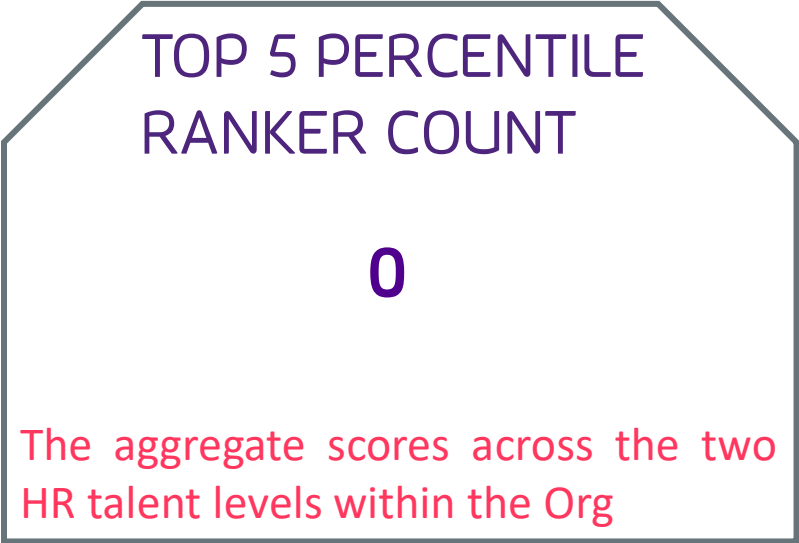
Talal Omer Salem Alshaghhdali

# COMPETENCY: PERFORMANCE DRIVE



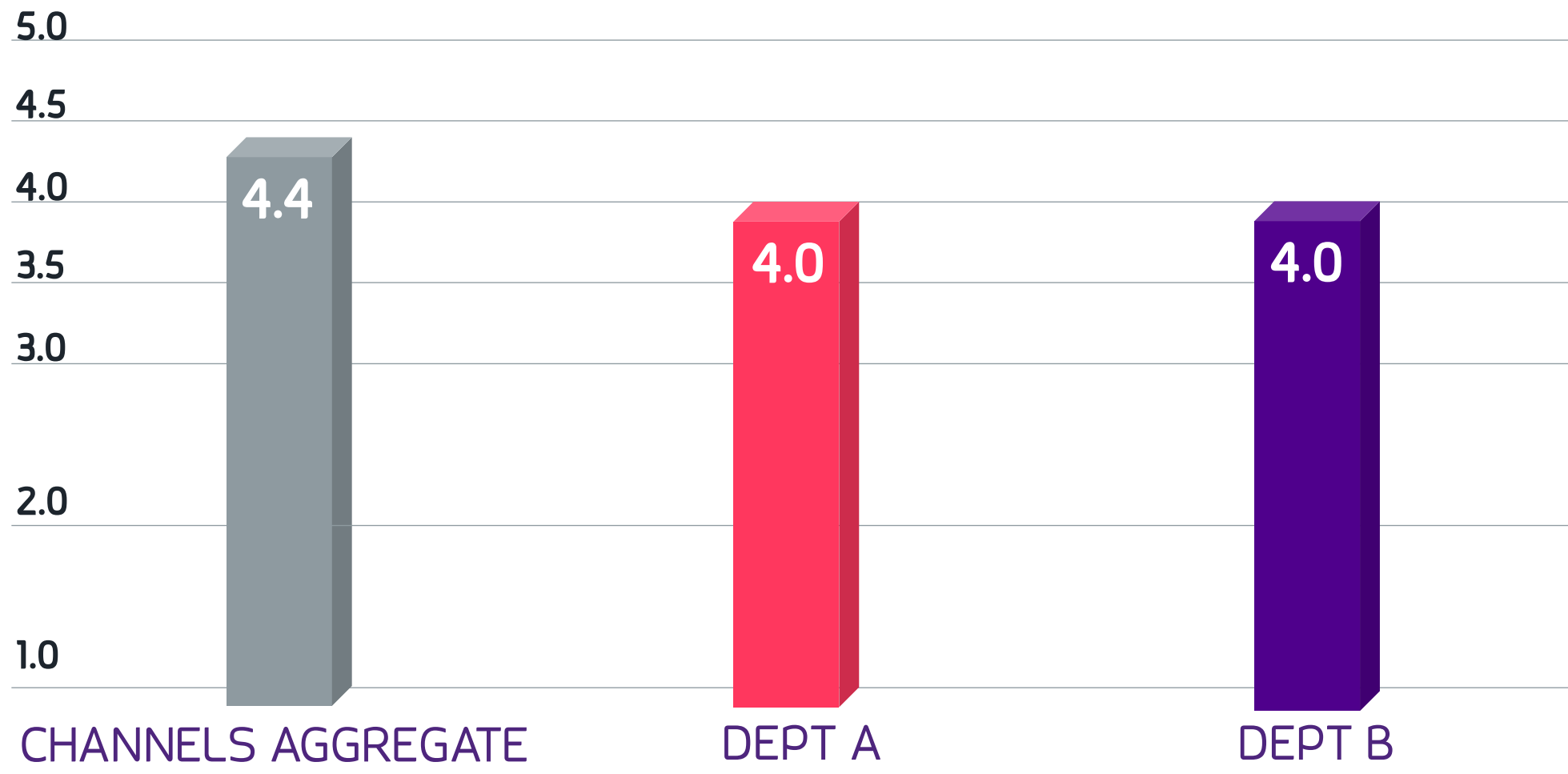
# COMPETENCY: BUSINESS ACUMEN

4.4



**TOP 5 PERCENTILE RANKERS**  
NIL

# COMPETENCY: BUSINESS ACUMEN







## PERSONALITY TRAITS LIST

Moderately Introverted	Lowly Introverted	Lowly Extroverted	Highly Extroverted
Musaad F H Alosaimi	Ali Fayiz A Alahmari	Talal O S Alshaghdali	Adeel Abdullah A Alsharif
Highly Introverted			Hassan M H Aldowais
Mohammad A M Almohaizey			

# THANK YOU!

Note: Due to the sample format, detailed comparative analysis studies between the departments have been removed to maintain sanctity as the data is based on actual Survey analytics by Pexitics.com. The report however contains actual names and hence strict confidentiality must be maintained while perusing or viewing the report. Please do not share this report without the express permission of Pexitics.com management.

The purpose of this sample report is to provide a glimpse of the detailed insights provided while maintaining anonymity and limiting access to proprietary analytics reporting by Pexitics.com to limit malpractice and interpretation. The employees covered in this Survey are from KSA.