

1. Executive Summary Comparison
2. Identify & Rank Priorities
3. MyMentor Development Plan
4. Generate Action Plan



Survey Comparison Report

SURVEY COMPARED:

June 6, 2022
August 30, 2023



Sample Comparison
Report

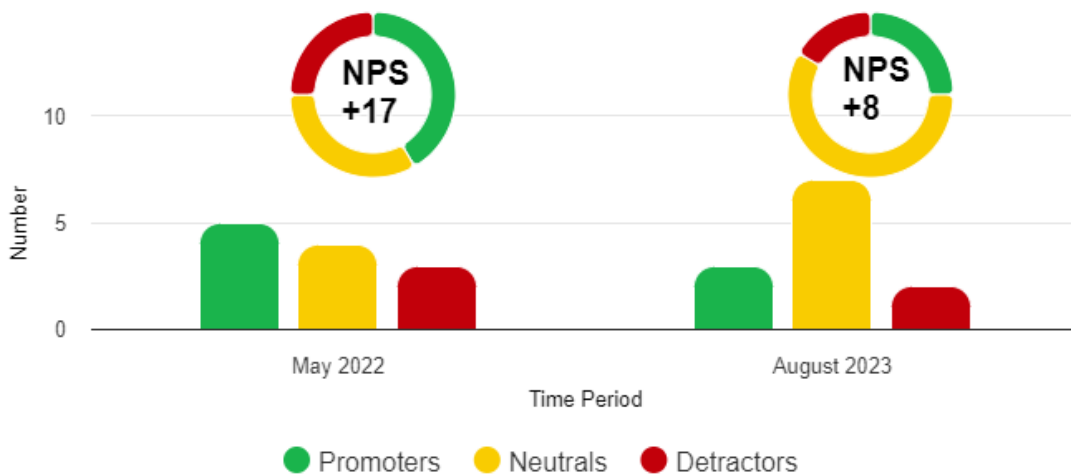
Executive Summary

Respondent Group Average Comparison

Respondent Groups	June 2022	August 2023	% Difference
Self	4.33	4.23	-2.36%
Manager	4.42	3.99	-10.78%
Peer	4.30	4.34	0.92%
Direct Report	3.96	3.54	-11.86%



Net Promoter Score



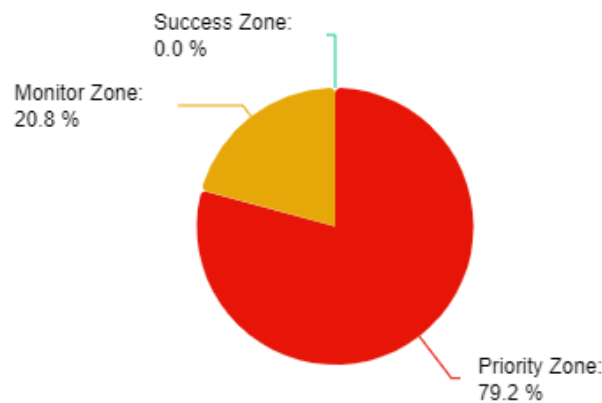
MyMentor

MyMentor is an AI based coach that was designed and developed by MultiRater Survey's organizational psychologists and leadership coaches to provide accurate, relevant, timely and actionable feedback on the survey results. By harnessing our collective knowledge and experience in survey interpretation, debriefs and developing leadership, coaching and business action plans, we have created a powerful AI model that can do what we do, but in seconds.

MyMentor has learnt how to interpret survey results and feedback so that it can seamlessly interrogate the internet for the most appropriate coaching advice for any strength/development area action item. The result is concise and impactful suggestions for growth and development.

The personalized action plans provided by MyMentor will provide timely and relevant development information for our survey users, but if there is a requirement for a more in-depth and monitored development program we suggest you engage the services of a highly experienced and qualified leadership/business coach.

Competencies (Zone Breakdown)



MyMentor's Action Plan

The key takeaway from this report is to get a grasp of the changes between the two surveys that were selected for comparison. To identify competencies where significant improvements were experienced, areas that are stagnant, and areas that require further development.

MyMentor will first provide actionable suggestions for competencies needing further development (Priority Zone), and then for competencies that have not seen any improvements (Monitor Zone). As you are going through the action plan, it is important to link the behavioral suggestions to your day-to-day tasks and responsibilities and envision how you can implement such changes.

The goal is to advance your competencies from the Priority Zone to the Monitor Zone, and those in the Monitor Zone to the Success Zone. Validate these improvements using the results of your next feedback survey

Pre-Post Comparison (per competency)

● Self (1)
 ● Manager (2)
 ● Peer (3)

● Direct Report (4)
 ● All
 | Previous Survey

Never Seldom Sometimes Usually Always

Priority Zone

THINKING STYLE

You analyse issues from all angles



You focus on important information and you are not distracted by unnecessary detail



You learn new information quickly



Improvement Plan for Thinking Style Competency:

1. Enhancing Analytical Thinking:

- Practice considering multiple perspectives when analyzing issues.
- Develop a structured approach to problem-solving to ensure all angles are explored.
- Seek feedback from others to gain different insights and challenge your own thinking.

2. Improving Information Processing:

- Prioritize important information and filter out unnecessary details.
- Develop strategies to stay focused and avoid distractions during information gathering.
- Enhance critical thinking skills to effectively evaluate and interpret information.

3. Enhancing Communication Clarity:

- Practice speaking in a clear, concise, and straightforward manner.
- Seek opportunities to improve presentation and public speaking skills.
- Use visual aids or storytelling techniques to enhance communication effectiveness.

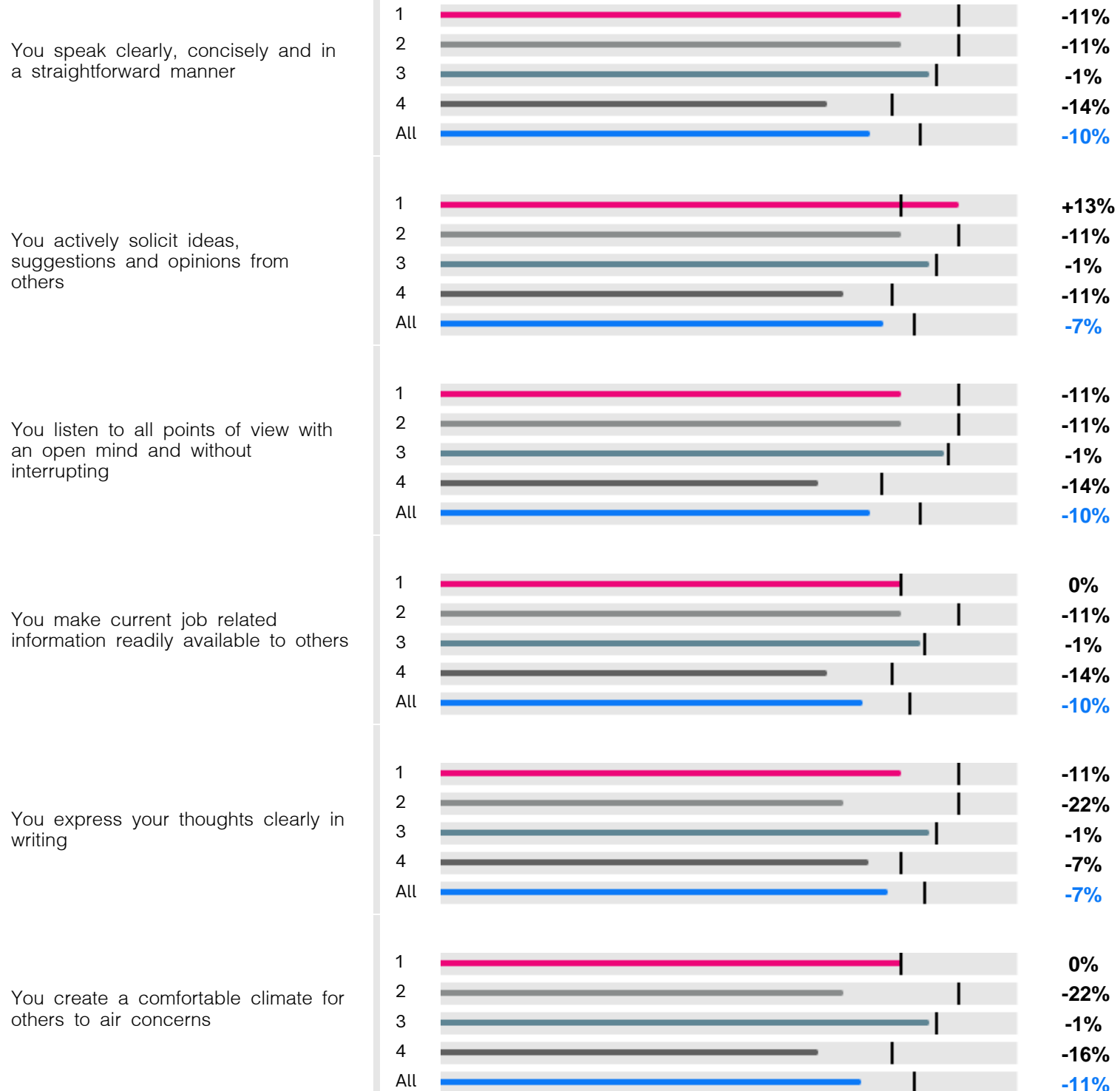
Pre-Post Comparison (per competency)

● Self (1)
 ● Manager (2)
 ● Peer (3)
● Direct Report (4)
 ● All
 | Previous Survey

Never Seldom Sometimes Usually Always

Priority Zone

COMMUNICATION



Improvement Plan for Communication Competency:

1. Active Listening:

- Practice active listening by refraining from interrupting others during conversations.
- Demonstrate genuine interest in others' viewpoints by asking follow-up questions.
- Avoid distractions and maintain eye contact to show attentiveness.

2. Clear Written Communication:

- Enhance written communication skills by using concise and straightforward language.
- Proofread written documents to ensure clarity and eliminate any ambiguity.
- Seek feedback from others to improve the effectiveness of written communication.

3. Creating a Supportive Environment:

- Foster an inclusive and open environment where individuals feel comfortable sharing their ideas and concerns.
- Encourage participation by actively soliciting ideas, suggestions, and opinions from others.
- Respond to concerns and feedback in a constructive and empathetic manner, promoting a culture of trust and collaboration.

Pre-Post Comparison (per competency)

● Self (1)
 ● Manager (2)
 ● Peer (3)

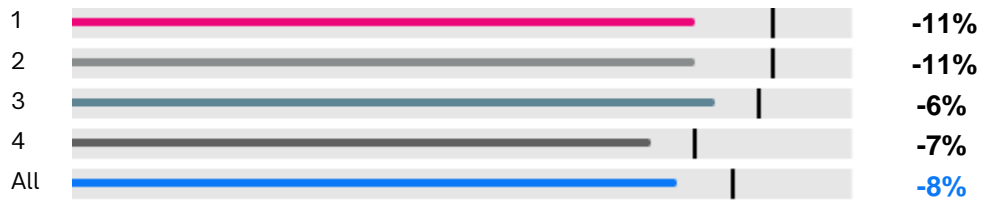
● Direct Report (4)
 ● All
 | Previous Survey

Never Seldom Sometimes Usually Always

Priority Zone

COURAGEOUS LEADERSHIP

You challenge accepted norms and processes



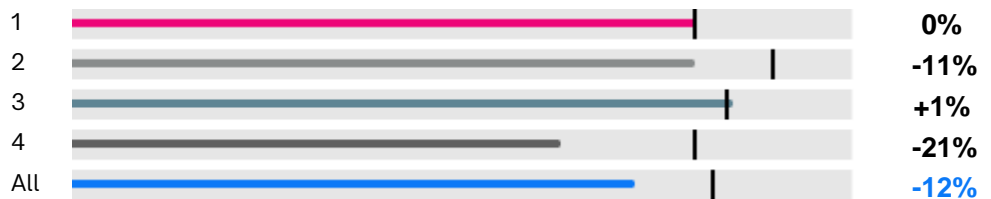
You take a stand to resolve important issues pragmatically



You are pragmatic about which issues are worth fighting for



You encourage others to express their views, even contrary ones



You demonstrate self-awareness and empathy to others



Improvement Plan for Courageous Leadership:

1. Encouraging Open Communication:

- Foster an environment where team members feel comfortable expressing their views, even if they are contrary to your own.
- Actively seek out and listen to different perspectives before making important decisions.
- Provide opportunities for team members to share their ideas and suggestions.

2. Developing Self-Awareness and Empathy:

- Reflect on your own emotions and reactions in challenging situations to better understand how they may impact others.
- Practice active listening and empathy to demonstrate understanding and support for team members.
- Seek feedback from others to gain insights into how your actions and decisions are perceived.

3. Aligning Team Objectives with Organizational Vision:

- Clearly communicate the organization's vision and mission to the team, emphasizing how their work contributes to these goals.
- Regularly review and discuss team objectives to ensure they are aligned with the organization's vision.
- Provide resources and support to help team members understand how their individual contributions contribute to the overall mission.

Pre-Post Comparison (per competency)

● Self (1)
 ● Manager (2)
 ● Peer (3)

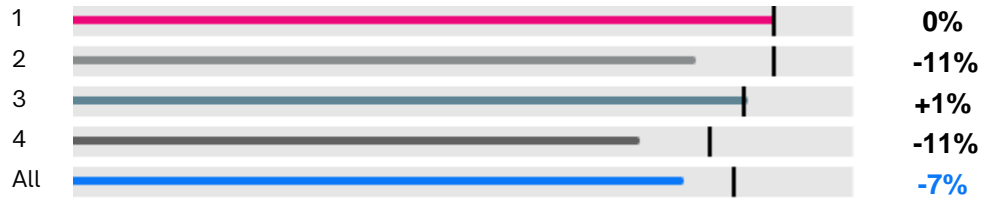
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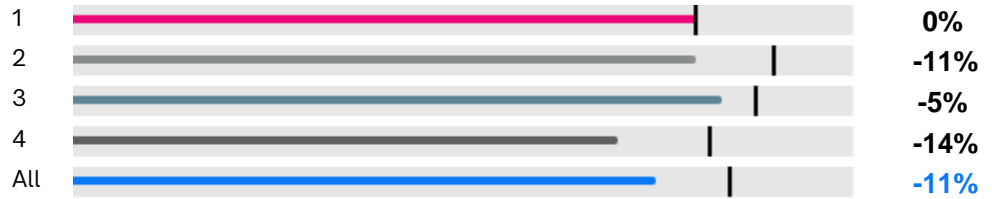
Priority Zone

PROVIDING DIRECTION

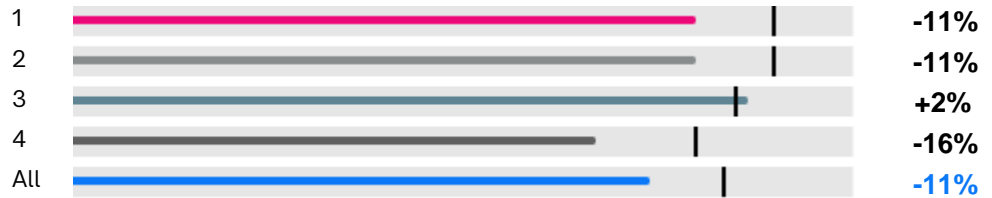
You link the team objectives to the organisation's vision and mission



You provide clear direction and define the priorities for the team



You ensure that all team members understand their roles and responsibilities



Improvement Plan for Providing Direction:

1. Clear Communication:

- Clearly communicate team objectives and goals to ensure everyone is on the same page.
- Provide regular updates and reminders to keep team members focused on priorities.
- Encourage open and transparent communication to address any confusion or misunderstandings.

2. Role Clarity:

- Clearly define roles and responsibilities for each team member to avoid any ambiguity.
- Regularly review and discuss individual roles to ensure alignment with team objectives.
- Provide necessary training and resources to support team members in fulfilling their responsibilities.

3. Positive Work Environment:

- Foster a positive and inclusive work environment where team members feel valued and motivated.
- Encourage collaboration and teamwork to enhance productivity and creativity.
- Recognize and reward individual and team achievements to boost morale and job satisfaction.

Pre-Post Comparison (per competency)

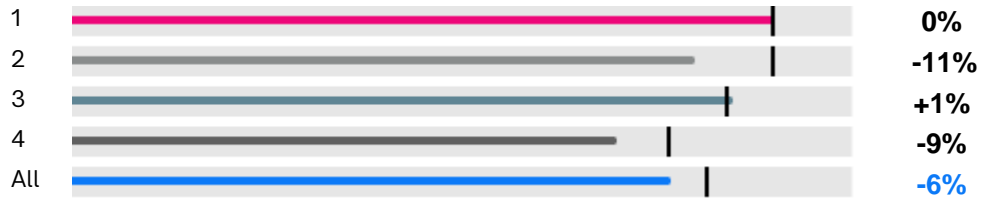
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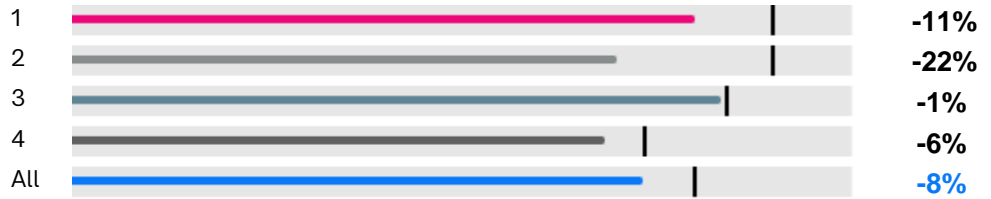
Priority Zone

MOTIVATING OTHERS

You create an enjoyable work environment



You recognise and reward people for good performance



Improvement Plan for Motivating Others:

1. Recognition and Reward:

- Implement a formal recognition program to acknowledge and appreciate employees' good performance.
- Provide timely and specific feedback to individuals, highlighting their achievements and contributions.
- Offer incentives or rewards to motivate and encourage employees to excel in their roles.

2. Effective Communication:

- Clearly communicate the reasons and rationale behind decisions and initiatives to gain buy-in from employees.
- Share success stories and examples of how individuals' efforts have contributed to the overall success of the organization.
- Foster an open and transparent communication culture, where employees feel comfortable sharing their ideas and concerns.

3. Empowerment and Autonomy:

- Delegate tasks and responsibilities to employees, allowing them to take ownership and make decisions.
- Provide opportunities for professional growth and development, such as training programs or mentorship opportunities.
- Trust employees to accomplish their goals and provide them with the necessary resources and support to succeed.

Pre-Post Comparison (per competency)

● Self (1)
 ● Manager (2)
 ● Peer (3)

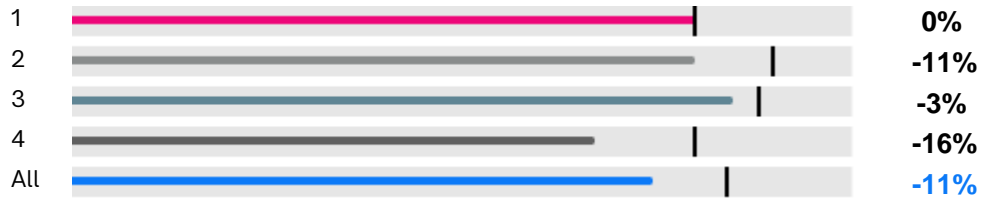
● Direct Report (4)
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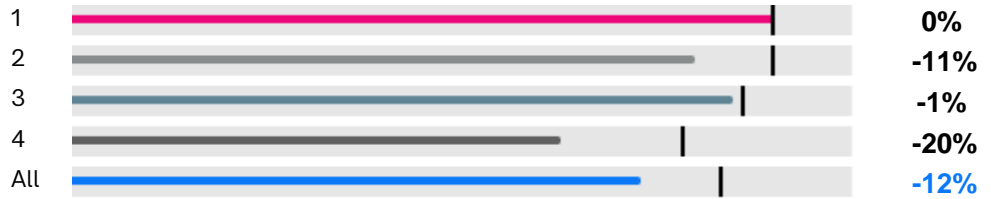
Priority Zone

INFLUENCING OTHERS

You back up stated position with compelling reasons and facts



You win support from others by earning their respect and attention



Improvement Plan for Influencing Others:

1. Building Rapport:

- Actively listen to others and show genuine interest in their perspectives.
- Find common ground and shared goals to establish a connection.
- Use positive body language and non-verbal cues to build trust and rapport.

2. Effective Communication:

- Clearly articulate your ideas and thoughts to ensure understanding.
- Use persuasive language and compelling arguments to gain support.
- Adapt your communication style to the needs and preferences of others.

3. Conflict Resolution:

- Approach conflicts with a fair and unbiased mindset.
- Encourage open dialogue and active participation from all parties involved.
- Seek win-win solutions that address the concerns of all stakeholders.

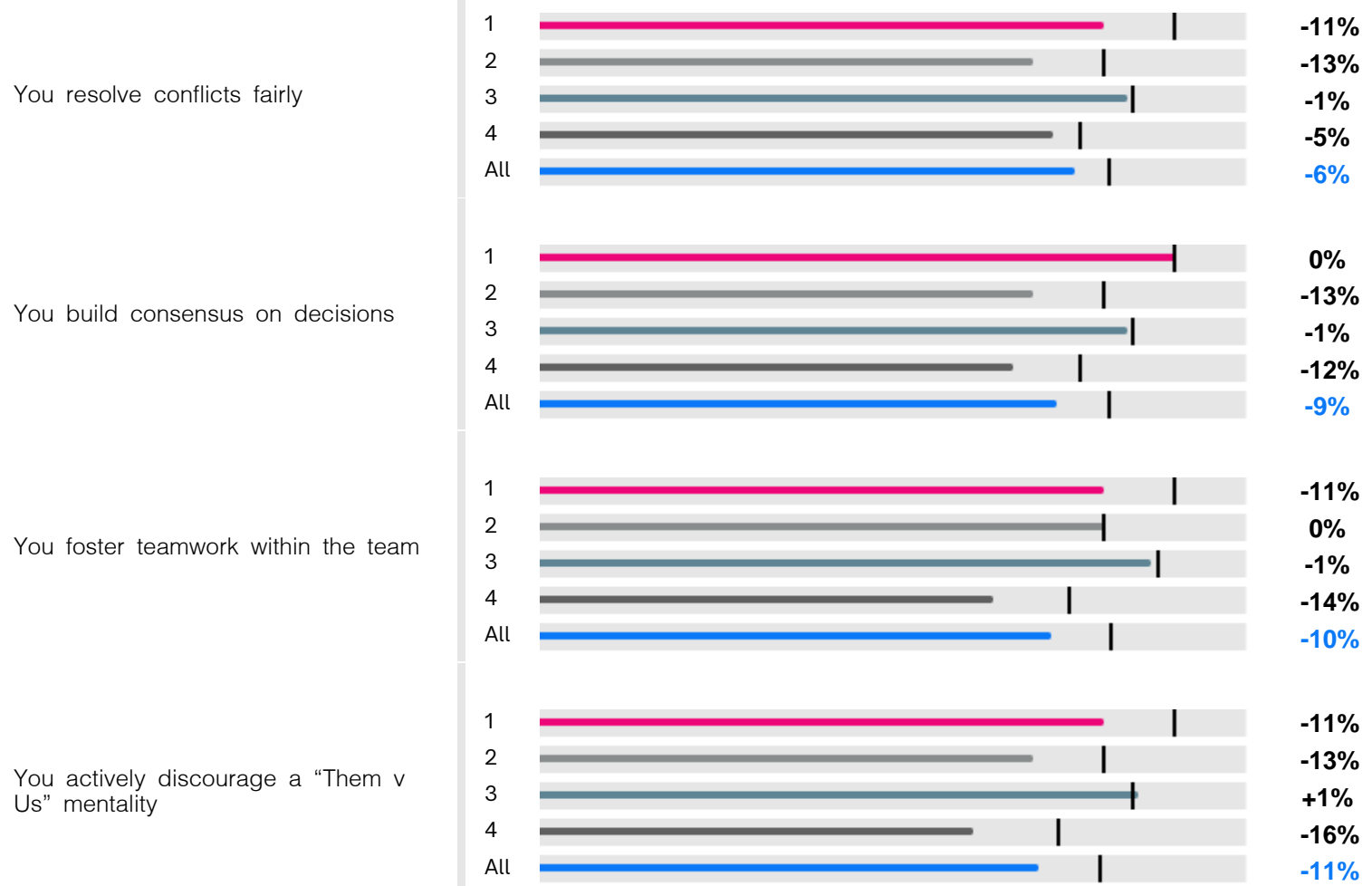
Pre-Post Comparison (per competency)

● Self (1)
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 ● Peer (3)
● Direct Report (4)
 ● All
 | Previous Survey

Never Seldom Sometimes Usually Always

Priority Zone

FACILITATING TEAMWORK



Improvement Plan for Facilitating Teamwork:

1. Building Consensus:

- Encourage open and inclusive discussions to gather diverse perspectives.
- Facilitate decision-making processes that involve all team members.
- Seek common ground and encourage compromise to reach consensus.

2. Fostering Teamwork:

- Promote a collaborative environment where team members feel valued and supported.
- Encourage regular communication and information sharing among team members.
- Facilitate team-building activities to enhance trust and cooperation.

3. Discouraging "Them v Us" Mentality:

- Address conflicts or disagreements promptly and impartially.
- Promote a culture of respect and appreciation for different viewpoints.
- Encourage collaboration and cooperation across teams and departments.

Pre-Post Comparison (per competency)

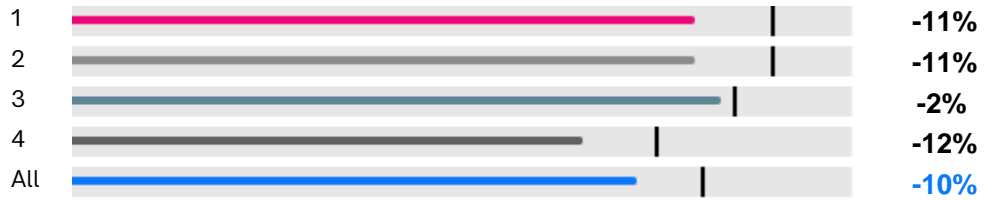
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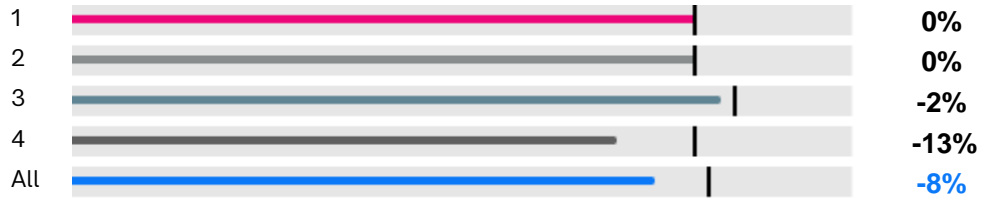
Priority Zone

PEOPLE MANAGEMENT

You hold direct reports accountable



You monitor progress of others and assists when goals are not being achieved



Improvement Plan for People Management Competency:

1. Accountability:

- Clearly define expectations and goals for each employee.
- Regularly monitor and track progress towards these goals.
- Provide timely feedback and address any performance issues promptly.

2. Coaching and Mentoring:

- Develop a coaching and mentoring program for employees.
- Provide ongoing support and guidance to help employees improve their skills.
- Encourage open communication and create a safe space for employees to seek guidance and ask questions.

3. Delegation and Personal Responsibility:

- Assess the strengths and weaknesses of each team member to delegate tasks effectively.
- Clearly communicate responsibilities and expectations when delegating.
- Lead by example and take personal responsibility for tasks when necessary.

Pre-Post Comparison (per competency)

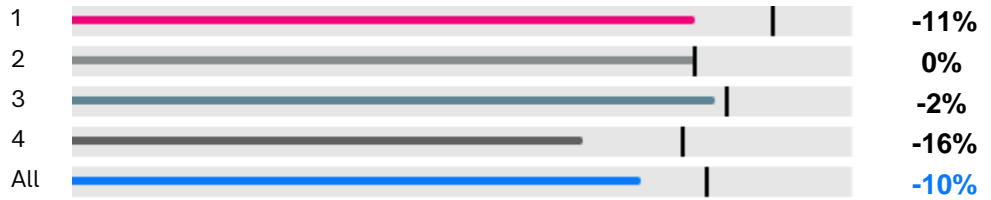
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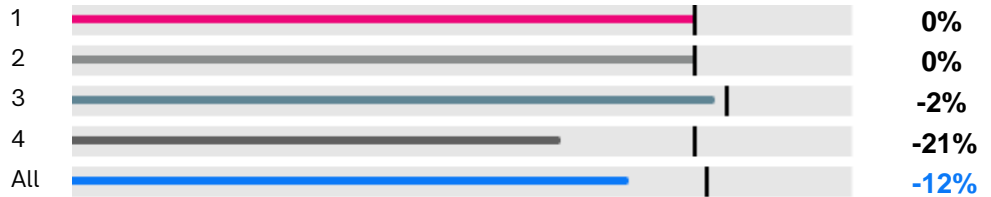
Priority Zone

DELEGATING RESPONSIBILITY

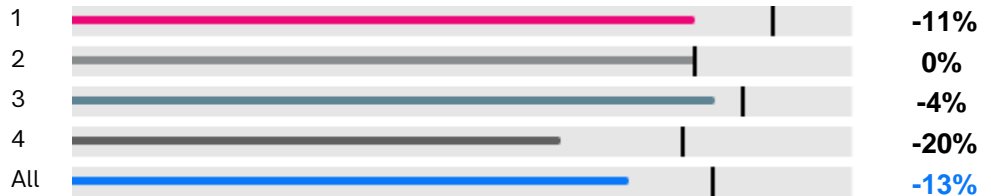
1 You know when to delegate to right people and when to take personal responsibility



2 You delegate the appropriate amount of your own work to others



3 You give others the latitude to independently fulfil their responsibilities



Improvement Plan for Delegating Responsibility:

1. Clear Communication:

- Clearly communicate expectations and desired outcomes to the individuals you delegate tasks to.
- Provide detailed instructions and guidelines to ensure a clear understanding of the delegated responsibilities.
- Regularly check-in and provide feedback to ensure progress and address any questions or concerns.

2. Trust and Empowerment:

- Trust the capabilities and skills of your team members to independently fulfill their responsibilities.
- Give them the autonomy to make decisions and take ownership of their assigned tasks.
- Provide support and resources when needed, but avoid micromanaging or taking over their work.

3. Develop Delegation Skills:

- Continuously improve your own delegation skills by learning effective delegation techniques.
- Identify the strengths and weaknesses of your team members to delegate tasks accordingly.
- Provide opportunities for growth and development by assigning challenging tasks that align with their abilities.

Pre-Post Comparison (per competency)

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 ● Manager (2)
 ● Peer (3)
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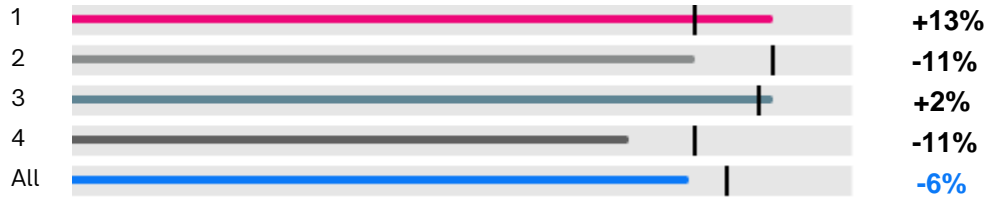
Priority Zone

TASK MANAGEMENT

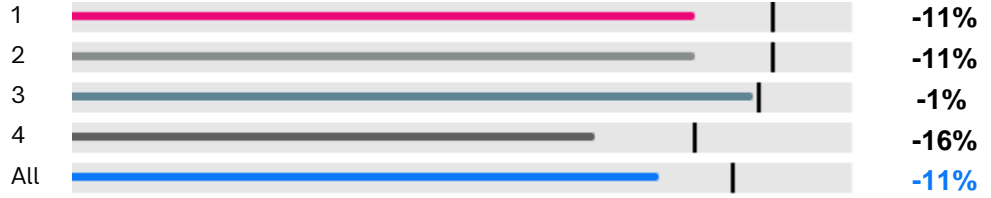
You demonstrate mastery and execution of the fundamentals necessary for the job



You set priorities, avoid procrastination and meet deadlines to complete work tasks within appropriate timeframes



You identify action steps, priorities and accountabilities



You anticipate issues and develop contingency plans



Improvement Plan for Task Management Competency:

1. Setting Priorities and Meeting Deadlines:

- Develop a clear system for prioritizing tasks based on importance and urgency.
- Use time management techniques, such as creating to-do lists and setting reminders, to stay organized and meet deadlines.
- Seek feedback from colleagues or supervisors to ensure that priorities align with organizational goals.

2. Identifying Action Steps and Accountabilities:

- Break down complex tasks into smaller, manageable action steps.
- Clearly communicate expectations and responsibilities to team members to ensure accountability.
- Regularly review progress and adjust action steps as needed to stay on track.

3. Anticipating Issues and Developing Contingency Plans:

- Proactively identify potential obstacles or challenges that may arise during task execution.
- Develop contingency plans to address these issues and minimize disruptions.
- Involve relevant stakeholders in the contingency planning process to ensure a comprehensive approach.

Pre-Post Comparison (per competency)

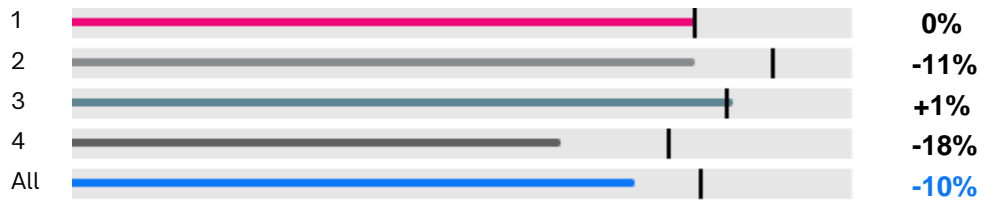
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Never Seldom Sometimes Usually Always

Priority Zone

CHANGE & INNOVATION

You prepare and involve peers, direct reports and other employees in change and ensure they understand the reasons for change



11 CHANGE & INNOVATION

Improvement Plan for Change & Innovation Competency:

1. Foster a Culture of Innovation:

- Encourage and support employees to think creatively and challenge existing processes.
- Provide resources and opportunities for experimentation and learning.
- Recognize and reward innovative ideas and initiatives.

2. Embrace Continuous Improvement:

- Promote a mindset of continuous learning and growth.
- Encourage employees to seek feedback and identify areas for improvement.
- Implement regular review processes to assess the effectiveness of current practices and identify opportunities for enhancement.

3. Lead by Example:

- Demonstrate a willingness to embrace change and take calculated risks.
- Communicate the importance of change and innovation to the team.
- Actively participate in and support change initiatives, serving as a role model for others.

Pre-Post Comparison (per competency)

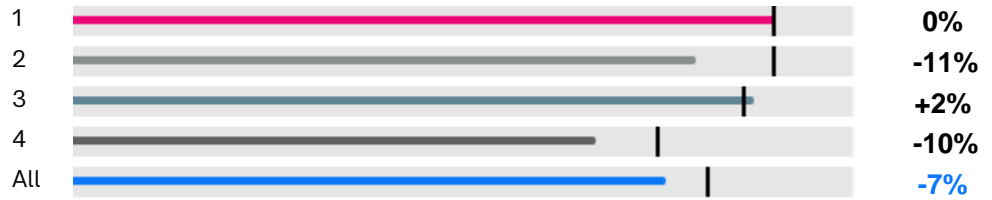
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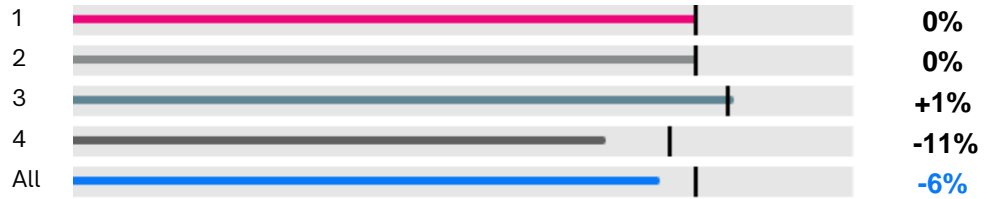
Priority Zone

BUILDING RELATIONSHIPS

You treat people fairly and with respect



You maintain composure in high pressure situations



Improvement Plan for Building Relationships:

1. Enhancing Communication Skills:

- Practice active listening to understand others' perspectives and concerns.
- Improve verbal and non-verbal communication to convey respect and empathy.
- Seek feedback on communication style to identify areas for improvement.

2. Developing Emotional Intelligence:

- Increase self-awareness to manage emotions effectively in high-pressure situations.
- Enhance empathy to understand others' emotions and respond appropriately.
- Learn techniques to regulate emotions and maintain composure during challenging interactions.

3. Building Trust and Rapport:

- Demonstrate consistency and reliability in fulfilling commitments.
- Foster open and transparent communication to build trust with others.
- Provide constructive feedback in a tactful and unbiased manner to maintain positive relationships.

Pre-Post Comparison (per competency)

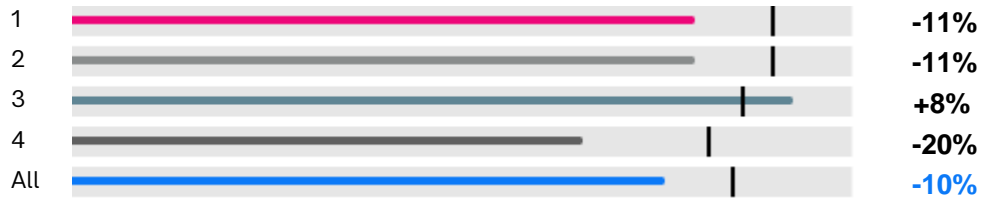
● Self (1)
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 ● All
 | Previous Survey

Never Seldom Sometimes Usually Always

Priority Zone

INTEGRITY & TRUST

You earn the confidence and trust of others



You are honest and authentic (your actions match your words)



13 INTEGRITY & TRUST

Improvement Plan for Integrity & Trust:

1. Enhancing Authenticity:

- Increase self-awareness to ensure actions align with words.
- Seek feedback from others to identify any inconsistencies.
- Practice transparency and open communication to build trust.

2. Developing Constructive Disagreement:

- Improve active listening skills to understand others' perspectives.
- Learn and apply techniques for expressing disagreement tactfully.
- Foster a culture of open dialogue and encourage diverse viewpoints.

3. Building Trust and Confidence:

- Consistently demonstrate honesty and ethical behavior.
- Take responsibility for mistakes and learn from them.
- Establish clear expectations and follow through on commitments.

Pre-Post Comparison (per competency)

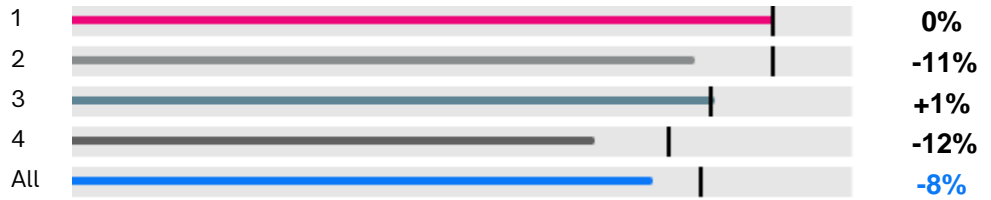
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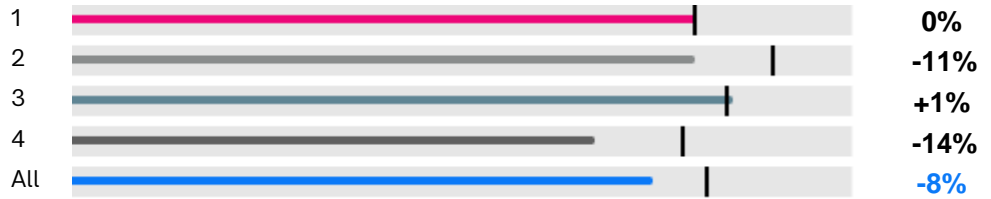
Priority Zone

CONFLICT RESOLUTION

You express disagreement tactfully and constructively



You work to resolve conflicts in a collaborative manner



Improvement Plan for Conflict Resolution Competency:

1. Enhancing Collaborative Approach:

- Encourage open communication and active listening to understand different perspectives.
- Foster a culture of empathy and respect to create a safe space for resolving conflicts.
- Promote the use of mediation techniques to find mutually beneficial solutions.

2. Strengthening Alignment with Organizational Values:

- Continuously reinforce the importance of organizational values in conflict resolution.
- Lead by example and consistently demonstrate adherence to these values.
- Provide training and resources to help employees understand how to align their actions with organizational values during conflict resolution.

3. Developing Conflict Resolution Skills:

- Offer training programs on conflict resolution techniques and strategies.
- Provide opportunities for employees to practice conflict resolution through role-playing or real-life scenarios.
- Encourage the use of constructive feedback and constructive criticism to address conflicts effectively.

Pre-Post Comparison (per competency)

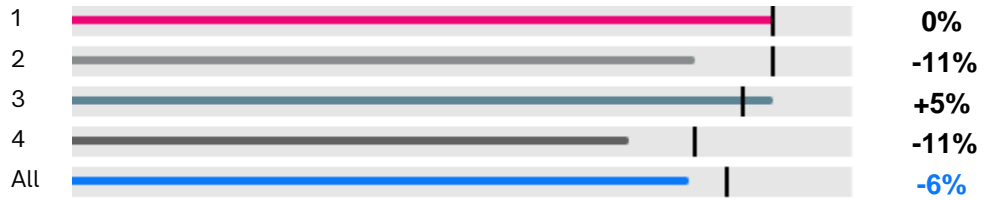
● Self (1)
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Never Seldom Sometimes Usually Always

Priority Zone

ORGANISATIONAL VALUES

You promote and demonstrate (lives and breathes) our organisational values



Improvement Plan for Organisational Values:

1. Communication:

- Encourage open and transparent communication channels to ensure that employees are aware of the organisational values.
- Provide regular updates and reminders about the importance of the values and how they align with the company's mission and goals.
- Foster a culture of active listening and feedback to ensure that employees feel heard and valued.

2. Training and Development:

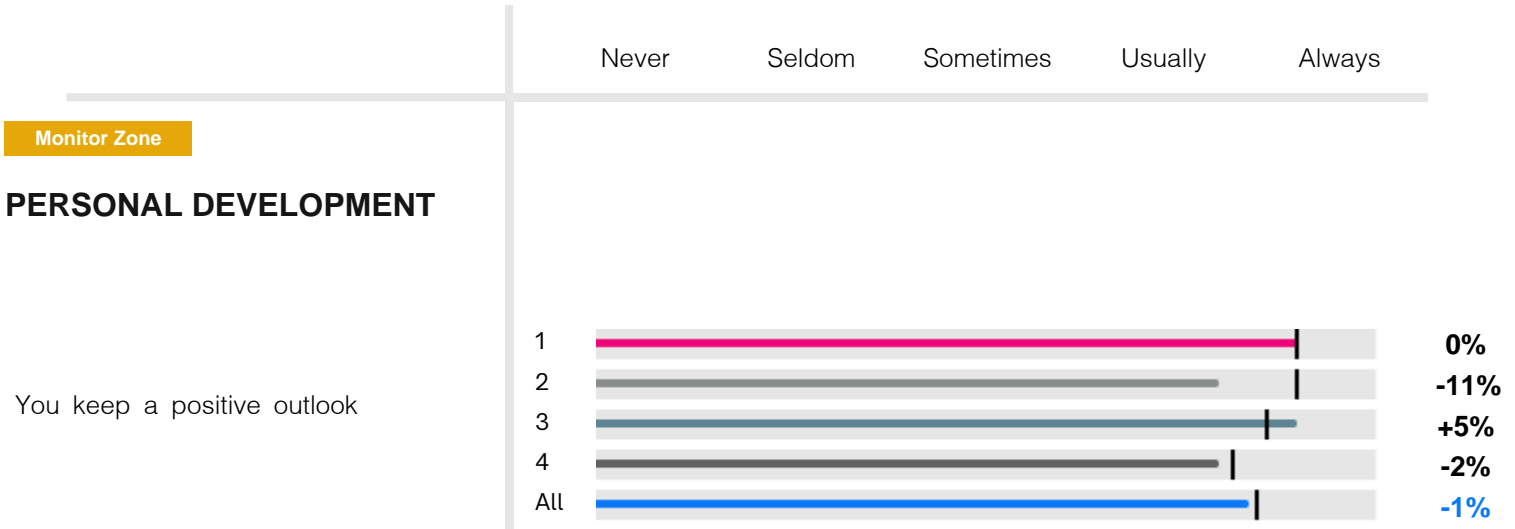
- Offer training programs that focus on the organisational values and how they can be integrated into daily work practices.
- Provide opportunities for employees to develop their understanding of the values and how they can actively promote them.
- Incorporate the values into performance evaluations and development plans to reinforce their importance.

3. Recognition and Rewards:

- Implement a recognition program that acknowledges and rewards individuals who consistently demonstrate the organisational values.
- Celebrate success stories and share them with the entire organization to inspire others to embody the values.
- Ensure that performance evaluations and promotions are aligned with the values, creating a clear link between behavior and advancement opportunities.

Pre-Post Comparison (per competency)

● Self (1)
 ● Manager (2)
 ● Peer (3)
● Direct Report (4)
 ● All
 | Previous Survey



Monitor Zone

PERSONAL DEVELOPMENT

You keep a positive outlook

16 PERSONAL DEVELOPMENT

Improvement Plan for Personal Development:

1. Cultivating a Positive Outlook:

- Practice gratitude daily to shift focus towards the positive aspects of life.
- Engage in positive self-talk and challenge negative thoughts.
- Surround yourself with positive and supportive individuals.

2. Building Persistence:

- Set clear goals and break them down into manageable steps.
- Develop a routine and stick to it, even when faced with challenges.
- Seek feedback and learn from setbacks to improve future performance.

3. Learning from Mistakes:

- Embrace a growth mindset and view mistakes as opportunities for growth.
- Reflect on past experiences and identify lessons learned.
- Seek feedback from others to gain different perspectives and insights.

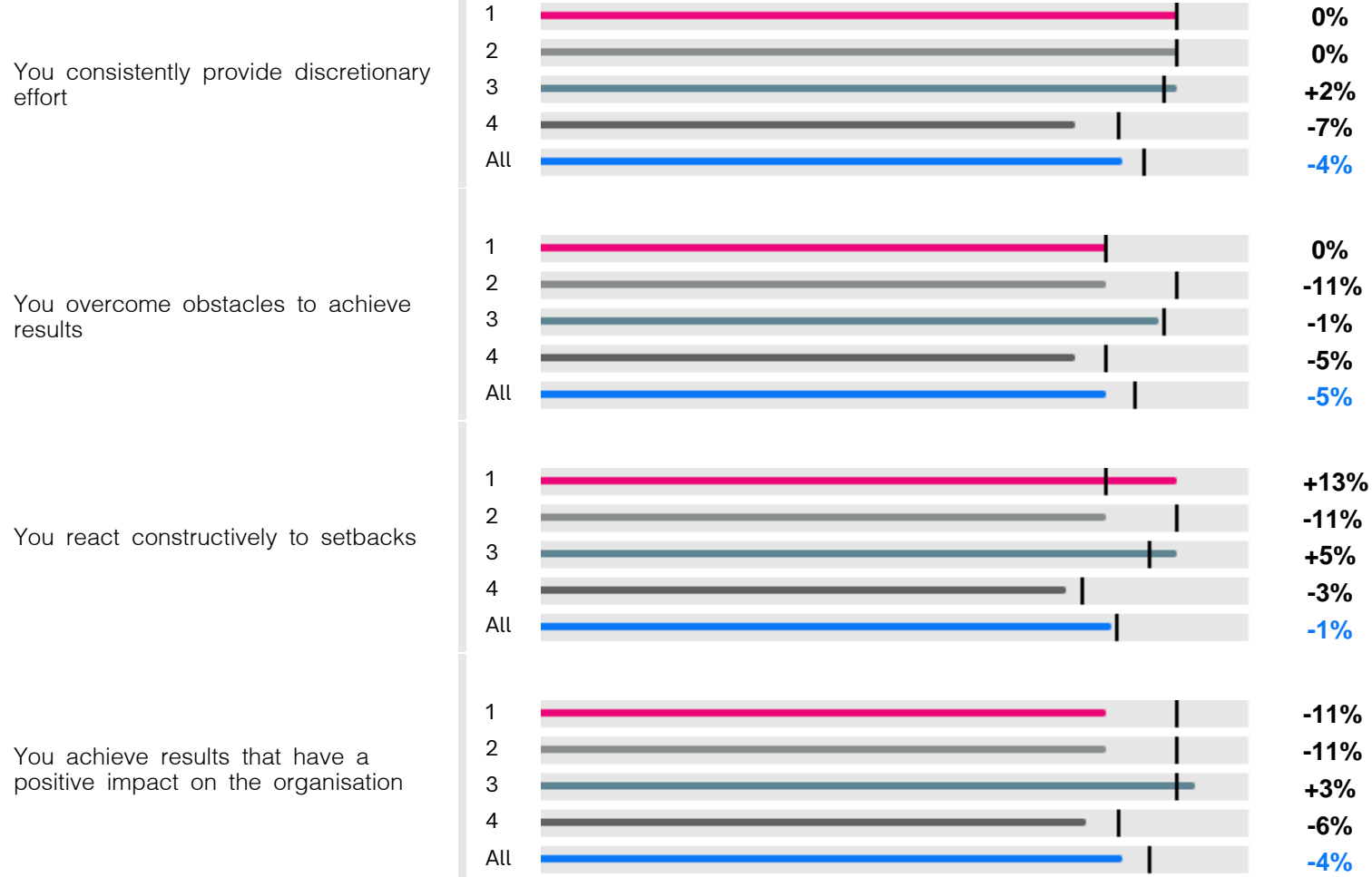
Pre-Post Comparison (per competency)

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Never Seldom Sometimes Usually Always

Monitor Zone

WORK MOTIVATION & DRIVING RESULTS



Improvement Plan for Work Motivation & Driving Results:

1. Setting Clear Goals:

- Clearly define and communicate specific goals and objectives.
- Break down larger goals into smaller, achievable milestones.
- Regularly review and update goals to ensure alignment with organizational objectives.

2. Building Resilience:

- Provide training and resources to help employees develop resilience skills.
- Encourage a growth mindset and promote a positive attitude towards setbacks.
- Foster a supportive work environment that encourages learning from failures.

3. Continuous Learning and Development:

- Offer opportunities for employees to stay updated on technical and professional developments.
- Provide access to relevant training programs, workshops, and conferences.
- Encourage employees to seek feedback and engage in self-reflection for continuous improvement.

Pre-Post Comparison (per competency)

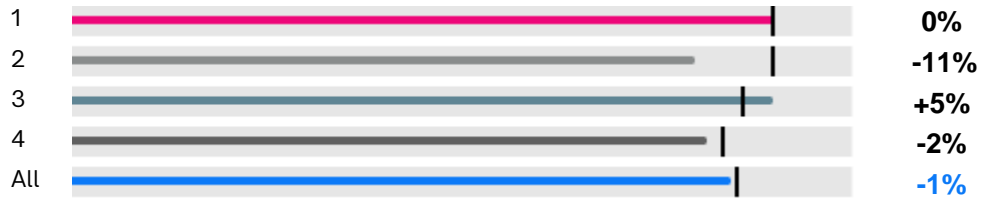
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 | Previous Survey

Never Seldom Sometimes Usually Always

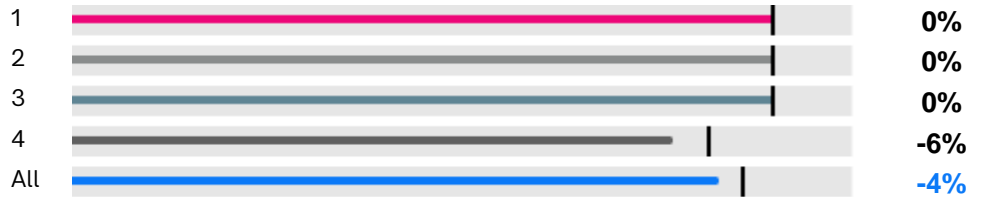
Monitor Zone

ORGANISATIONAL KNOWLEDGE

You keep up to date on technical and professional developments



You know the strengths and weaknesses of your competitors



Improvement Plan for Organisational Knowledge:

1. Stay Informed:

- Regularly read industry news and updates to stay up-to-date with the latest trends and developments.
- Attend conferences, webinars, and workshops to enhance your knowledge about the industry and profession.
- Engage in networking activities to connect with professionals in your field and gain insights from their experiences.

2. Conduct Competitor Analysis:

- Research and analyze the strengths and weaknesses of your competitors to identify areas where your company can improve.
- Stay updated on competitor products, services, and strategies to better understand the market landscape.
- Use this knowledge to develop strategies that differentiate your company and capitalize on competitive advantages.

3. Familiarize Yourself with Company Policies:

- Review and understand the company's OH&S policies to ensure compliance and promote a safe working environment.
- Stay informed about any updates or changes in policies and communicate them effectively to colleagues.
- Actively participate in training sessions and workshops related to company policies to enhance your knowledge and contribute to a culture of safety and compliance.

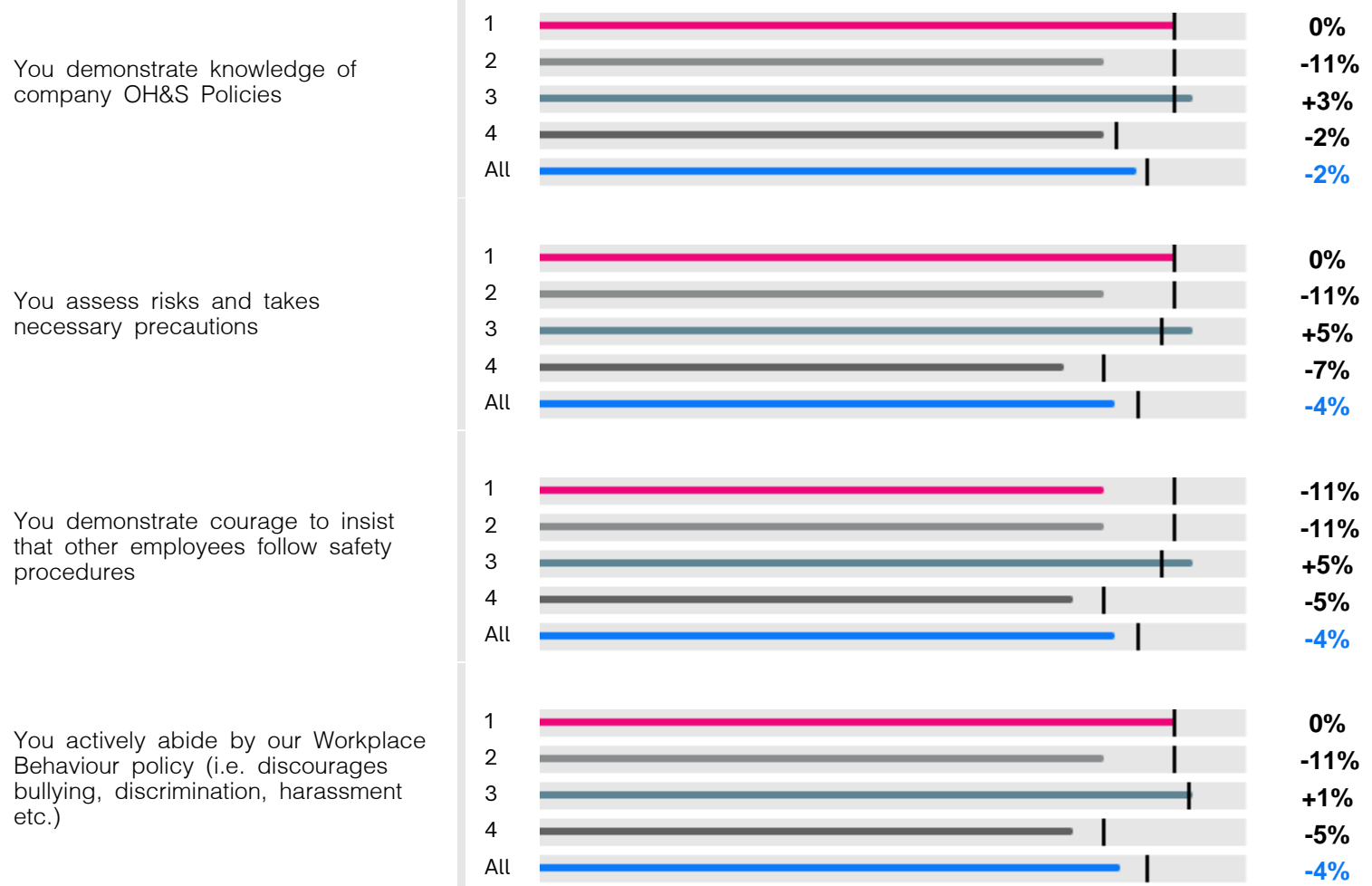
Pre-Post Comparison (per competency)

● Self (1)
 ● Manager (2)
 ● Peer (3)
● Direct Report (4)
 ● All
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Monitor Zone

OCCUPATIONAL HEALTH & SAFETY.



Improvement Plan for Occupational Health & Safety Competency:

1. Risk Assessment and Precautions:

- Regularly assess workplace risks and hazards.
- Implement necessary safety measures and precautions.
- Provide training and resources to employees for risk prevention.

2. Accountability and Enforcement:

- Clearly communicate safety protocols and expectations to all employees.
- Hold individuals accountable for non-compliance with safety procedures.
- Establish a reporting system for safety concerns and incidents.

3. Workplace Behavior and Culture:

- Promote a culture of safety and respect in the workplace.
- Encourage employees to actively discourage bullying, discrimination, and harassment.
- Provide training on workplace behavior policies and expectations.