COCORECO

Individual 360°

Extended sample report

EXAMPLE · FICTIONAL DATA

Fictional case Alex: contribution at work. One self/reference reflection and fifteen feedback respondents: groups of 5, 5 and 5. This report shows a fictional follow-up compared with a baseline using the same model, with 15 raters in each. Groups are not individually matched.

Compare your self-perception with how colleagues and managers experience your contribution and collaboration. Receive a visual report and three concrete behaviour experiments.

60 questions | 6 dimensions

Original CoCoReCo items inspired by the cited models, not reproductions or official administrations of their instruments. Items, translations, thresholds and composite scores are not psychometrically validated or normed. Use for development dialogue, not diagnosis or standalone selection decisions.

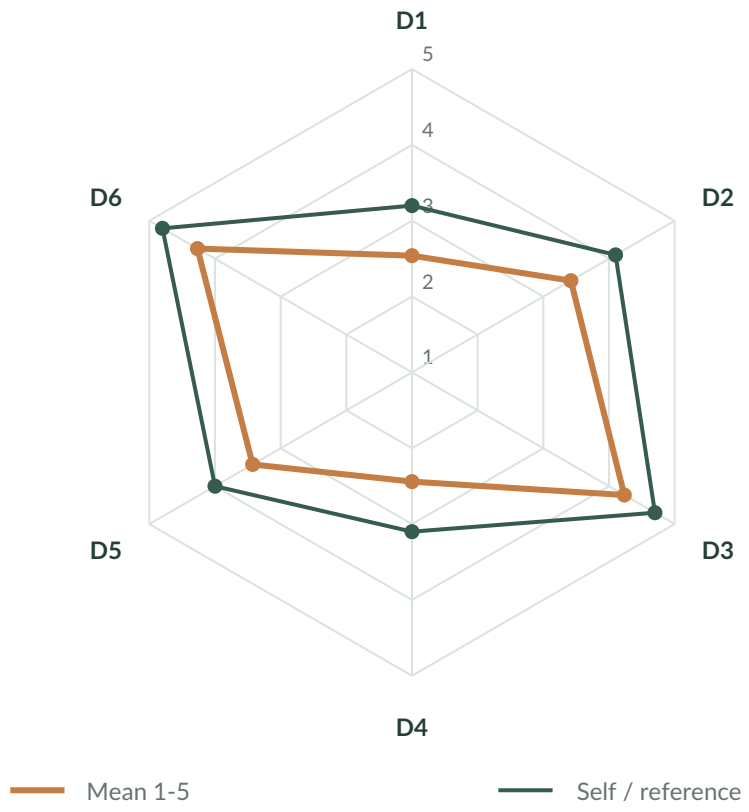
COCORECO | FICTIONAL EXAMPLE

Overall profile

n=15 | Scale 1-5 | Model 360-individual-1.0-q60

Invited: 15 | 100%

Read mean and spread together, alongside concrete work examples.



Fixed axis order. Compare domain scores, not radar area. D codes refer to the table below.

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Mean and spread by dimension

Code / dimension	Mean	SD	n
D1 | Commitments & reliability	2.5	0.8	15
D2 | Collaboration & contribution	3.4	0.8	15
D3 | Communication & listening	4.2	0.6	15
D4 | Ownership & initiative	2.4	0.8	15
D5 | Workload & boundaries	3.4	0.7	15
D6 | Feedback & development	4.3	0.7	15

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Strengths and development areas

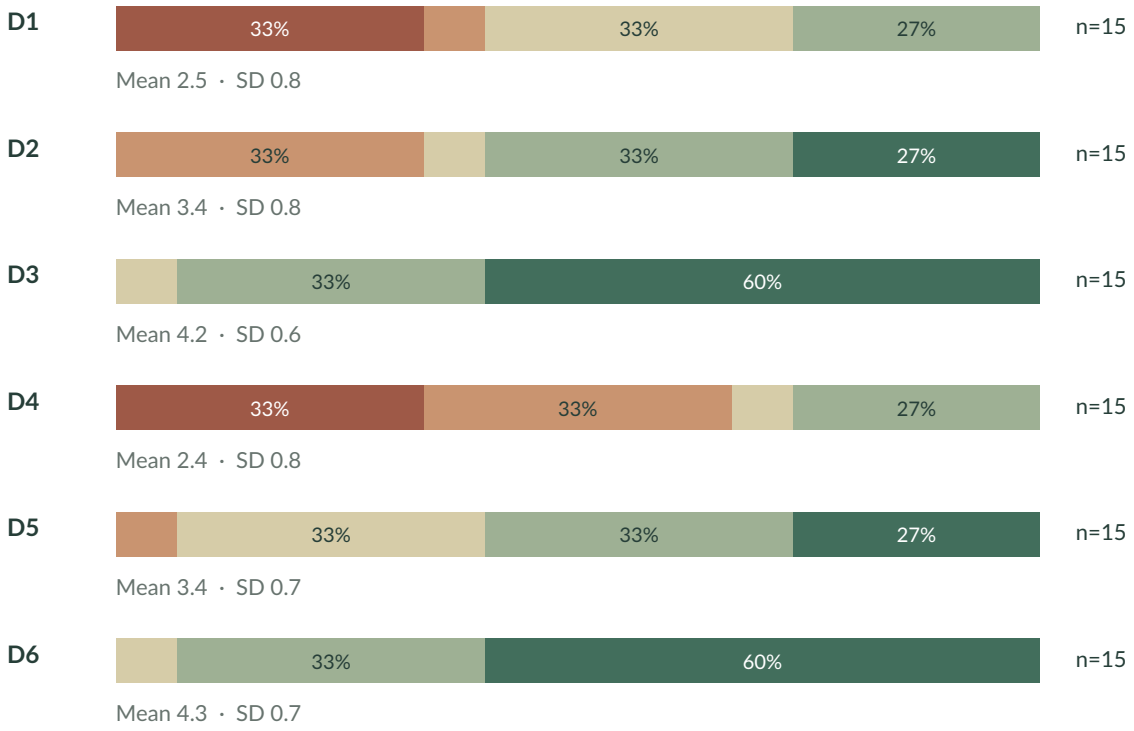


Descending means. Whiskers = mean +/- 1 SD, clipped to the scale; not a confidence interval or significance test. Relatively strong does not mean sufficient; low does not automatically mean a deficit.

Population SD of individual dimension means. Large spread can indicate different experiences. No individual results or identifying filters are provided.

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Response distribution and spread



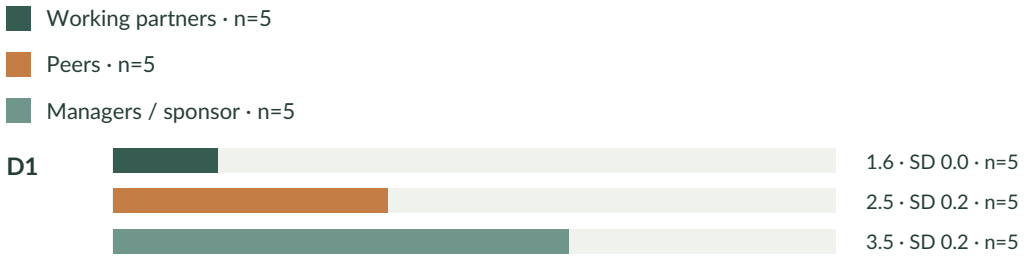
Five equal scale intervals. Each respondent dimension mean counts once; the upper endpoint belongs to the final interval.

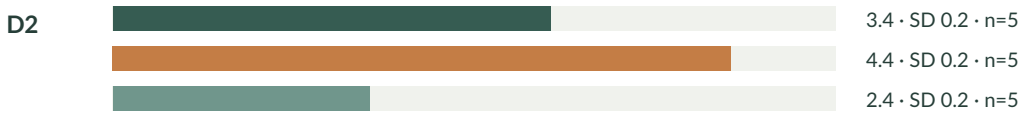
Dimension	1.0-1.8	1.8-2.6	2.6-3.4	3.4-4.2	4.2-5.0
D1	5	1	5	4	0
D2	0	5	1	5	4
D3	0	0	1	5	9
D4	5	5	1	4	0
D5	0	1	5	5	4
D6	0	0	1	5	9

COCORECO | FICTIONAL EXAMPLE

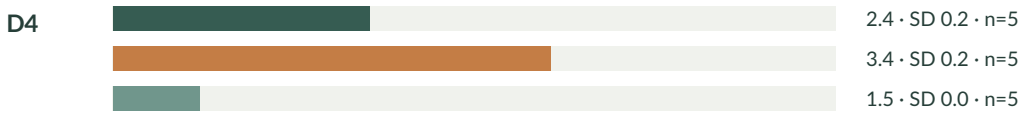
Different perspectives

At least 5 respondents per non-empty group and valid dimension. If one group is too small, the whole comparison is withheld.















Extended report - continued

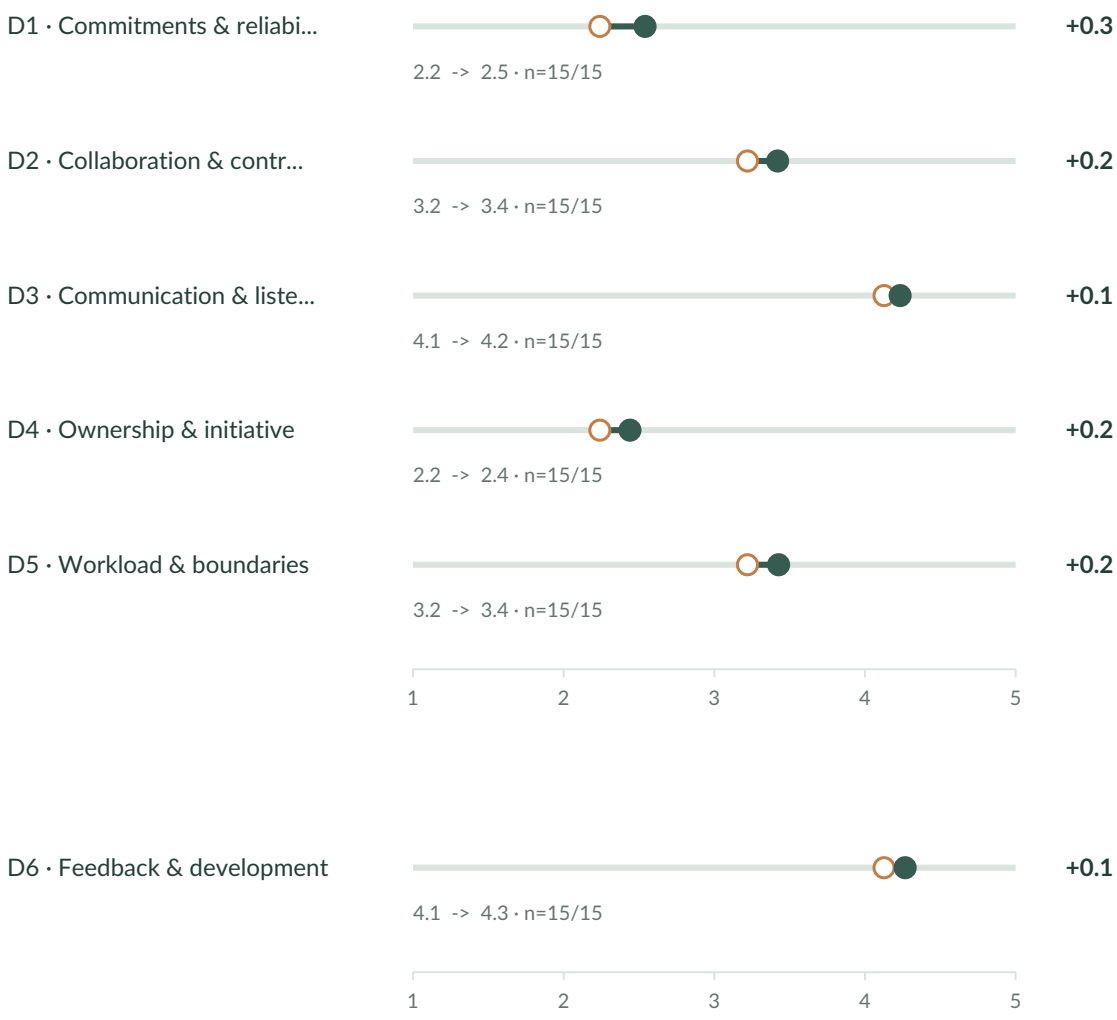
Group size alone does not guarantee complete anonymity. Avoid recognizable individual examples.

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Progress

T0 | n=15 -> T1 | n=15

Open circle = baseline; filled circle = follow-up.



Extended report - continued

Theme	Baseline | Mean / SD / n	Follow-up | Mean / SD / n	Difference
D1	2.2 / 0.8 / 15	2.5 / 0.8 / 15	0.3
D2	3.2 / 0.8 / 15	3.4 / 0.8 / 15	0.2
D3	4.1 / 0.7 / 15	4.2 / 0.6 / 15	0.1
D4	2.2 / 0.8 / 15	2.4 / 0.8 / 15	0.2
D5	3.2 / 0.8 / 15	3.4 / 0.7 / 15	0.2
D6	4.1 / 0.7 / 15	4.3 / 0.7 / 15	0.1

Identical questions, translations, weights, reversals and scoring checked. Not individually matched. Composition, response and context can explain change. No proof of an equine-coaching effect.

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Priority matrix

Expected impact x feasibility, both 1-5. Judgments come from development dialogue, not scores or algorithmic predictions. Choose two or three themes.

Fictionally rated priorities for illustration.



Top right: high impact and feasibility. Orange: selected. Unrated: not plotted.

Extended report - continued

Theme	Expected impact	Feasibility	Selected
D1 | Commitments & reliability	5	4	Yes
D2 | Collaboration & contribution	4	3	-
D3 | Communication & listening	3	5	-
D4 | Ownership & initiative	5	2	Yes
D5 | Workload & boundaries	2	4	-
D6 | Feedback & development	4	5	Yes

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From priority to action

1. Commitments & reliability

Specific behavior: Maak in drie werkafspraken resultaat, eigenaar en termijn expliciet en vraag de ander of de verwachting duidelijk is.

Owner: Team coordinator and those involved

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

2. Ownership & initiative

Specific behavior: Kies één terugkerend knelpunt in mijn werk, bespreek mijn invloed en test één kleine verbetering gedurende twee weken.

Owner: Team coordinator and those involved

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

3. Feedback & development

Specific behavior: Vraag na drie samenwerkingen wat hielp en wat anders kan; probeer één tip en koppel terug wat ik leerde.

Owner: Team coordinator and those involved

Review date: 2026-11-05

Observable effect: Compare three concrete work situations before and after the agreement and discuss the effect after two weeks.

After two weeks, review visible changes and preserve what works. Repeat only with the same question and scoring model.

Explore each dimension

Commitments & reliability

Make the outcome, owner and deadline explicit in three working agreements and check that expectations are clear.

10 questions

Collaboration & contribution

For three shared tasks, ask what the other person needs and agree how to support each other.

10 questions

Communication & listening

In three conversations, ask an open question and summarise the answer before responding; check my summary.

10 questions

Ownership & initiative

Choose one recurring obstacle, discuss what I can influence and test one small improvement for two weeks.

10 questions

Workload & boundaries

At two busy moments, discuss what comes first and what can wait; state my boundary with a concrete alternative.

10 questions

Feedback & development

After three collaborations, ask what helped and what could change; try one tip and share what I learned.

10 questions

Technical notes and sources

COM-B, teamwork and self-determination inform reliability, contribution, communication, initiative, boundaries and development. This concerns work contribution, not a leadership test.

Weighted mean on a 1-5 scale per theme; at least 7 of 10 questions rated. Self and feedback remain separate. Feedback requires 3 valid raters per theme; group breakdown only when every non-empty group and dimension has at least 5 valid raters. Gap = self - feedback.

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Michie, van Stralen & West (2011) · COM-B

https://doi.org/10.1186/1748-5908-6-42

Salas, Sims & Burke (2005) · Big Five in Teamwork

https://doi.org/10.1177/1046496405277134

Ryan & Deci · Self-Determination Theory

https://selfdeterminationtheory.org/the-theory/

Sample items

The employee makes clear what others can expect from their contribution.

The employee coordinates their work with what colleagues need.

The employee listens carefully and checks their understanding.