COCORECO

Organisation 360°

Extended sample report

EXAMPLE · FICTIONAL DATA

Fictional case Horizon organization: cross-department collaboration. 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.

Explore how employees, management and partners experience the organisation: mission, culture, decisions, collaboration, sustainable work and change.

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.

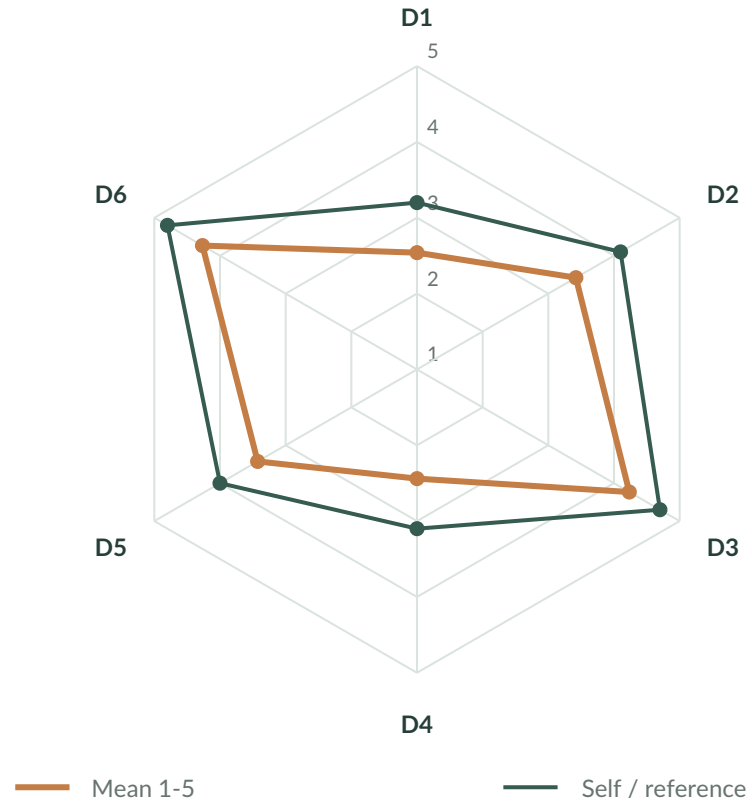
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Overall profile

n=15 | Scale 1-5 | Model 360-organization-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 | Mission & direction	2.5	0.8	15
D2 | Values & culture	3.4	0.8	15
D3 | Decisions & trust	4.2	0.6	15
D4 | Collaboration across departments	2.4	0.8	15
D5 | Sustainable work & resources	3.4	0.7	15
D6 | Change & learning	4.3	0.7	15

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Strengths and development areas

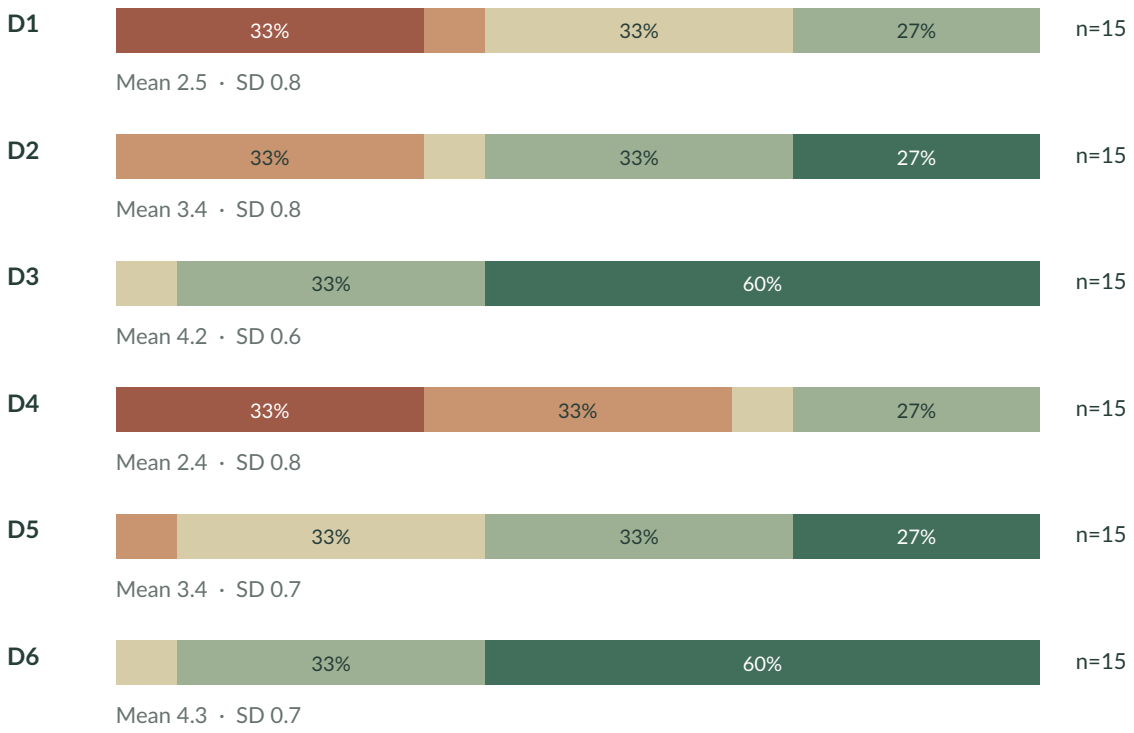


Descending means. Whiskers = mean +/- 1 SD, clipped to the scale; not a confidence interval or significance test. Relatively strong does not mean sufficient; low does not automatically mean a deficit.

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



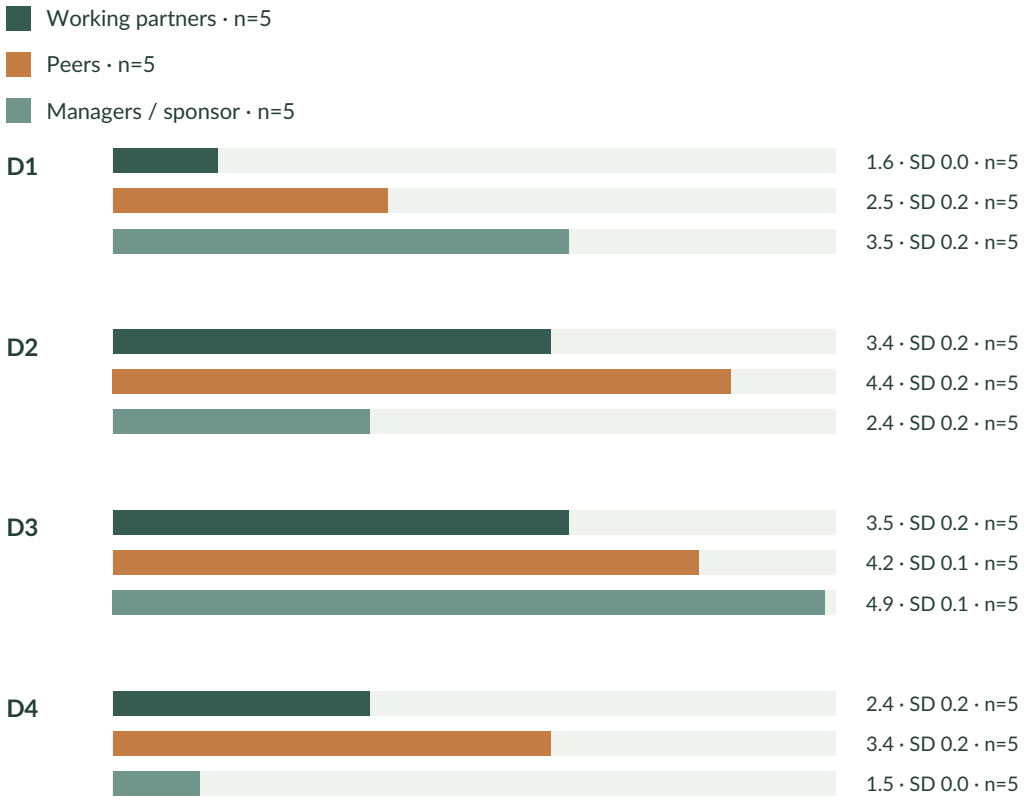
Five equal scale intervals. Each respondent dimension mean counts once; the upper endpoint belongs to the final interval.

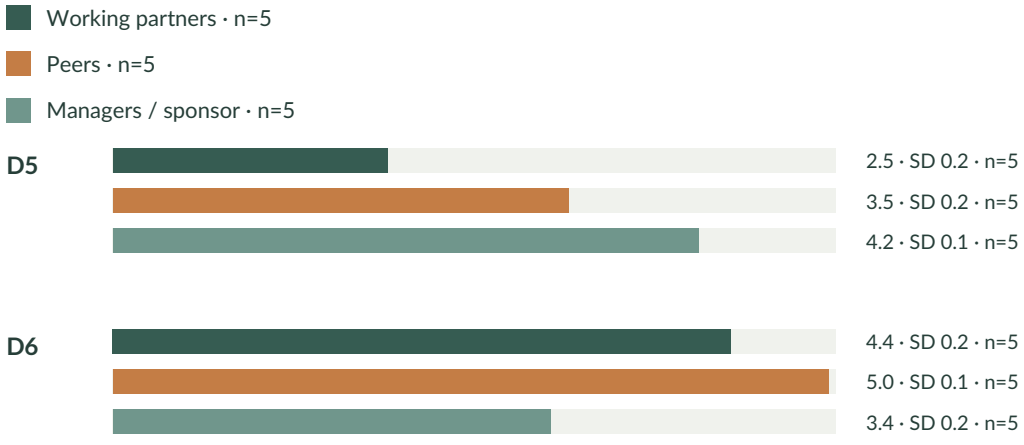
Dimension	1.0-1.8	1.8-2.6	2.6-3.4	3.4-4.2	4.2-5.0
D1	5	1	5	4	0
D2	0	5	1	5	4
D3	0	0	1	5	9
D4	5	5	1	4	0
D5	0	1	5	5	4
D6	0	0	1	5	9

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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

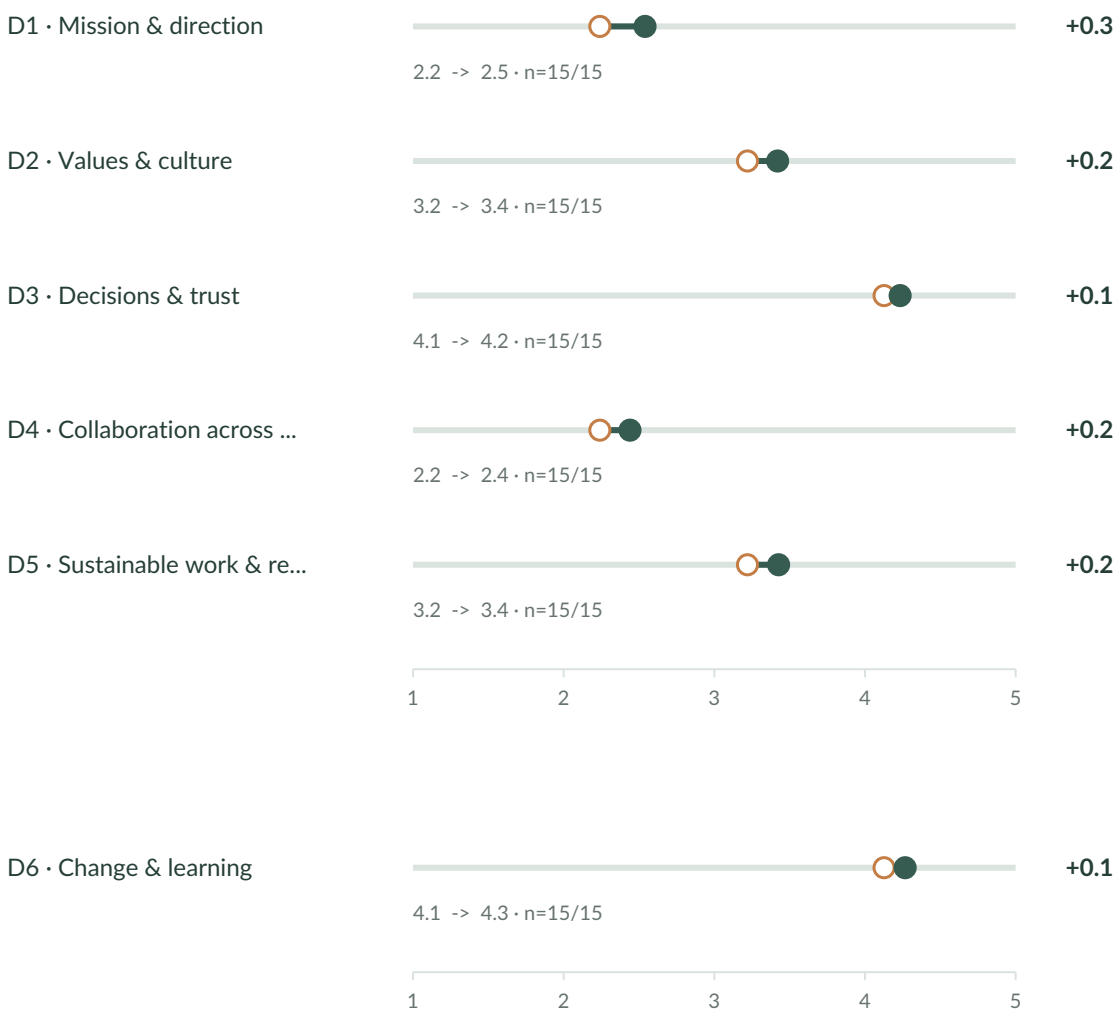
Group size alone does not guarantee complete anonymity. Avoid recognizable individual examples.

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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 | Mission & direction	5	4	Yes
D2 | Values & culture	4	3	-
D3 | Decisions & trust	3	5	-
D4 | Collaboration across departments	5	2	Yes
D5 | Sustainable work & resources	2	4	-
D6 | Change & learning	4	5	Yes

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From priority to action

1. Mission & direction

Specific behavior: Bespreek in twee afdelingen een actuele keuze vanuit de missie en noteer welke prioriteit duidelijker wordt.

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. Collaboration across departments

Specific behavior: Breng twee afdelingen samen rond één terugkerend knelpunt en test één gezamenlijke werkafspraak 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. Change & learning

Specific behavior: Test één voorgenomen verandering met een kleine betrokken groep; bespreek zorgen en lessen voordat je uitbreidt.

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

Mission & direction

Discuss a current decision in two departments through the mission and note which priority becomes clearer.

10 questions

Values & culture

Choose one value and agree two observable behaviours with a mixed group to practise for two weeks.

10 questions

Decisions & trust

For three decisions, share the reasoning, decision owner and implications; ask affected people whether this is clear.

10 questions

Collaboration across departments

Bring two departments together around one recurring bottleneck and test one shared agreement for two weeks.

10 questions

Sustainable work & resources

Explore a recurring source of workload with a mixed group; make one adjustment and ask about the impact after two weeks.

10 questions

Change & learning

Test one planned change with a small affected group; discuss concerns and lessons before expanding.

10 questions

Technical notes and sources

Motivation, JD-R, COM-B and psychological safety inform mission, culture, decisions, collaboration, resources and change from multiple positions.

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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Ryan & Deci · Self-Determination Theory

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

Bakker & Demerouti (2007) · Job Demands-Resources

https://doi.org/10.1108/02683940710733115

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

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

Edmondson (1999) · Psychological Safety and Learning Behavior

https://doi.org/10.2307/2666999

Sample items

The mission and priorities are reflected in daily choices.

Stated values are visible in organisational behaviour.

It is clear where decisions are made and who is involved.