

Individual Feedback Charts

Technical Professional Survey

Sample Professional
April 2018
TruScore

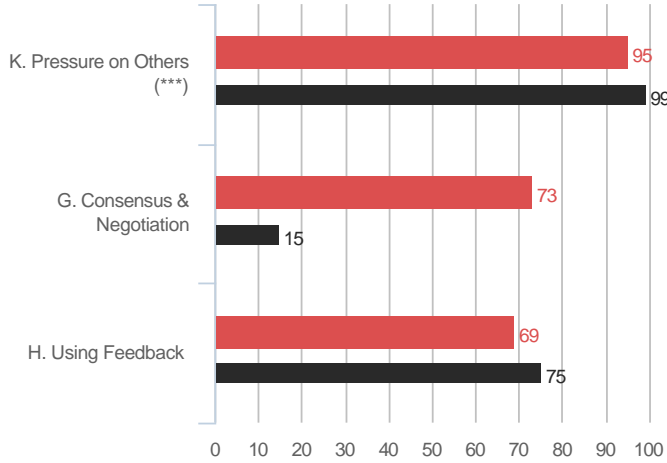


! This PDF is a simplified version of the web report. It does not contain every variation of data/charts contained within the web report.

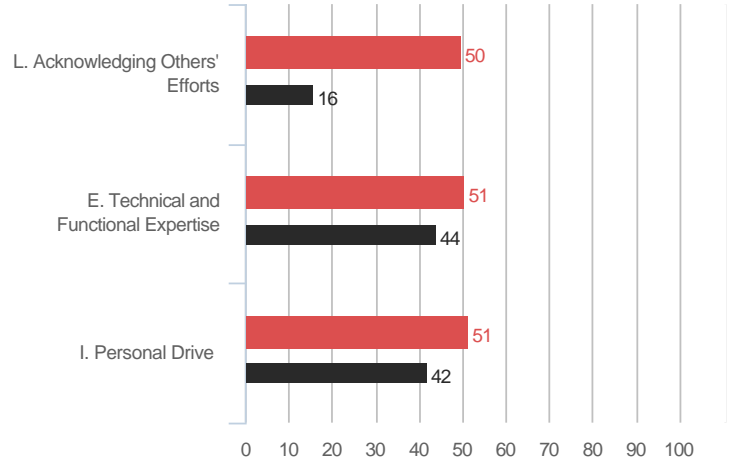


Highest and Lowest

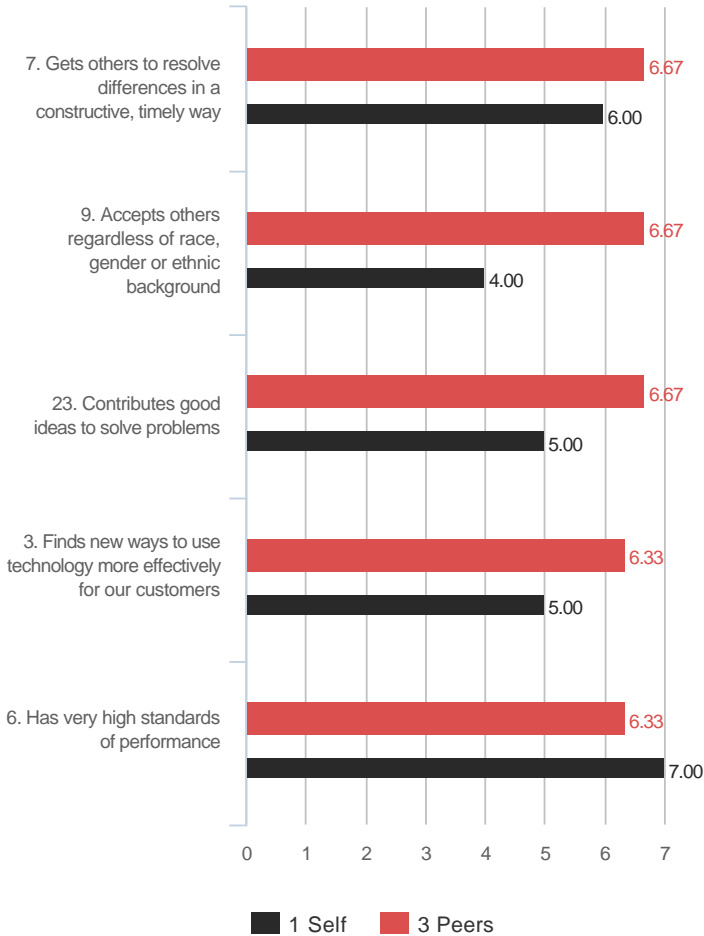
3 Highest Competencies



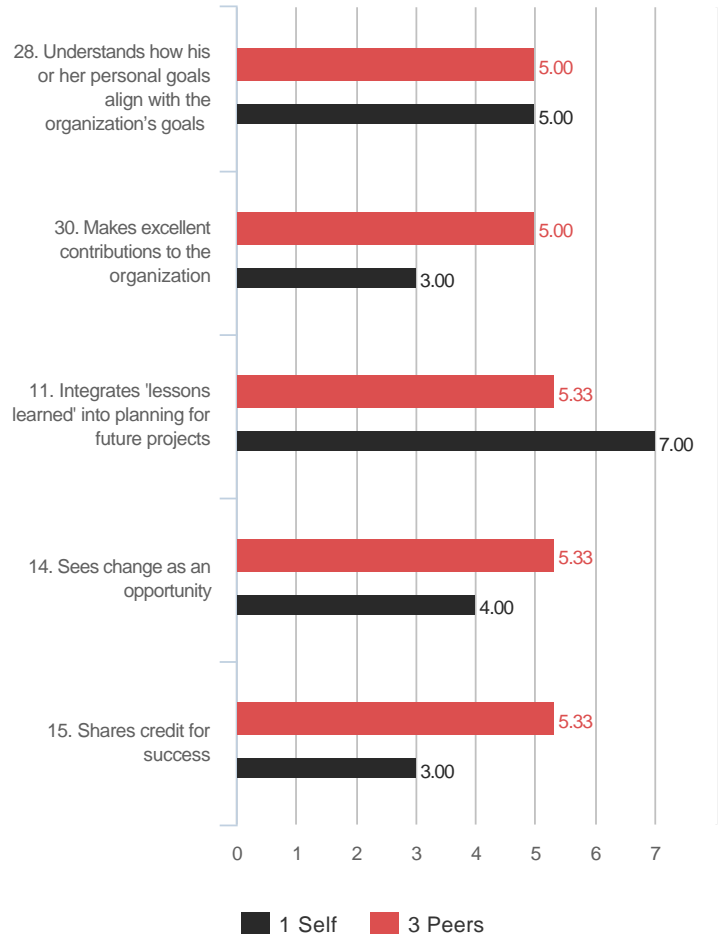
3 Lowest Competencies



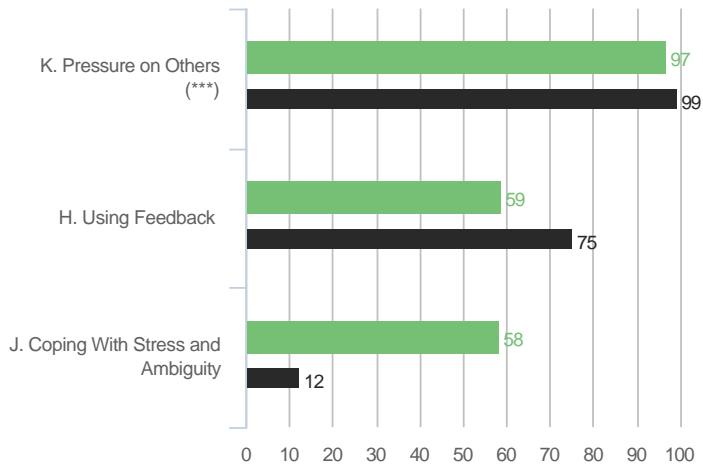
5 Highest Questions



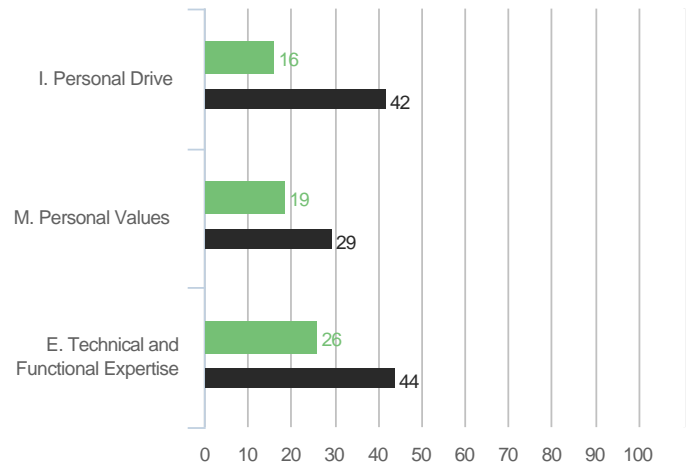
5 Lowest Questions



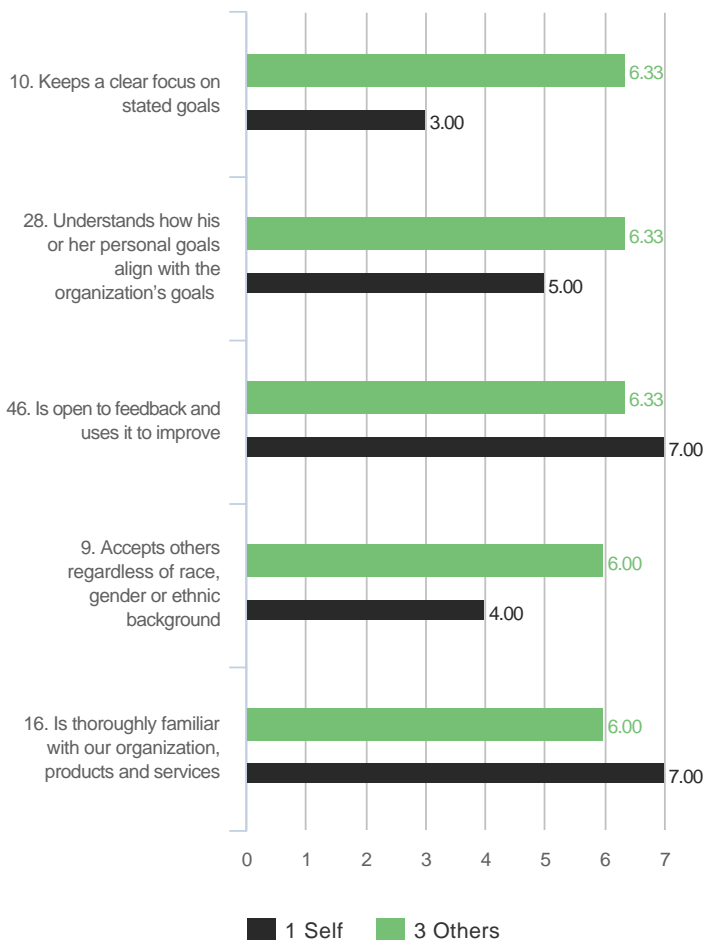
3 Highest Competencies



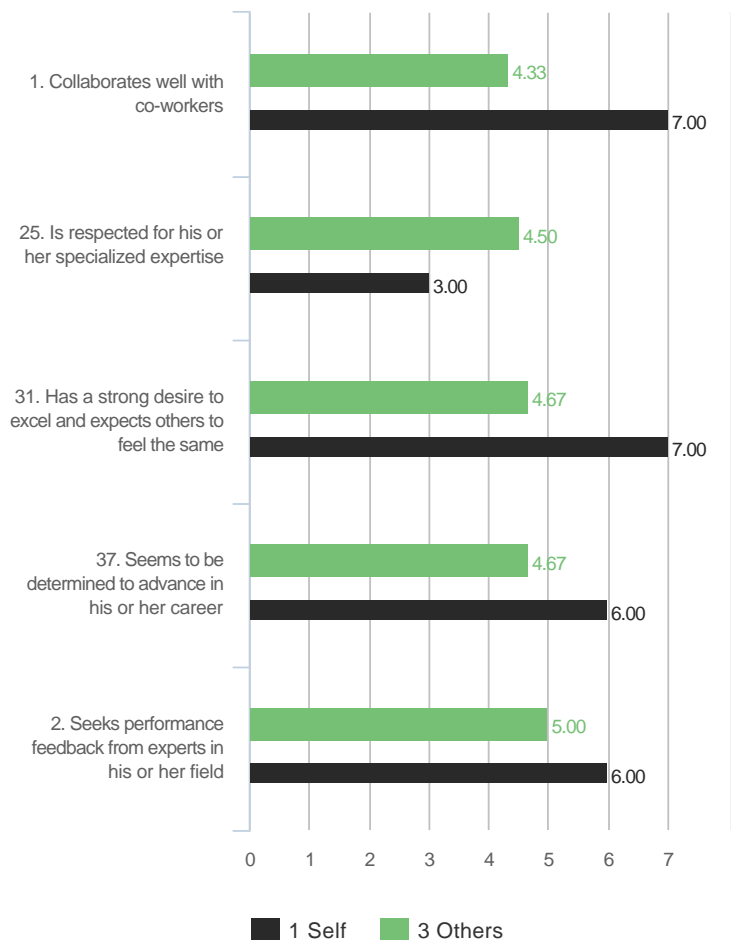
3 Lowest Competencies



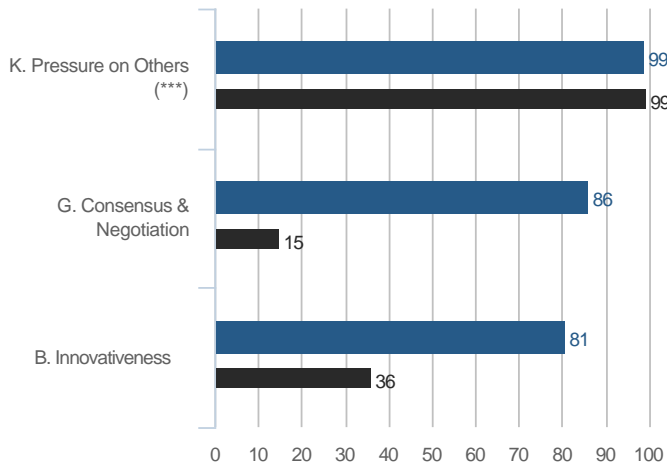
5 Highest Questions



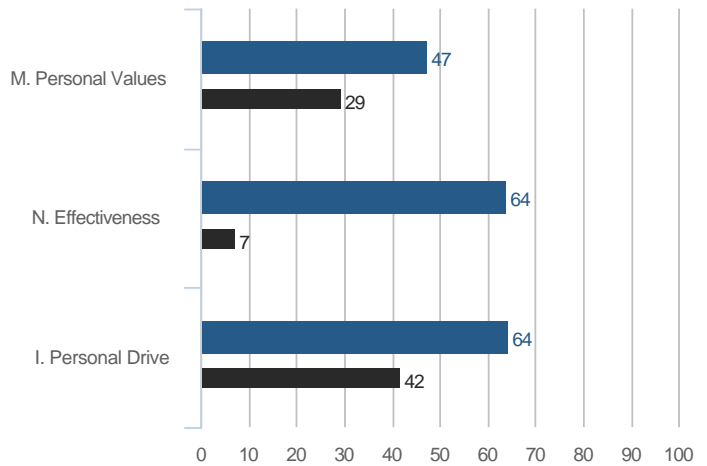
5 Lowest Questions



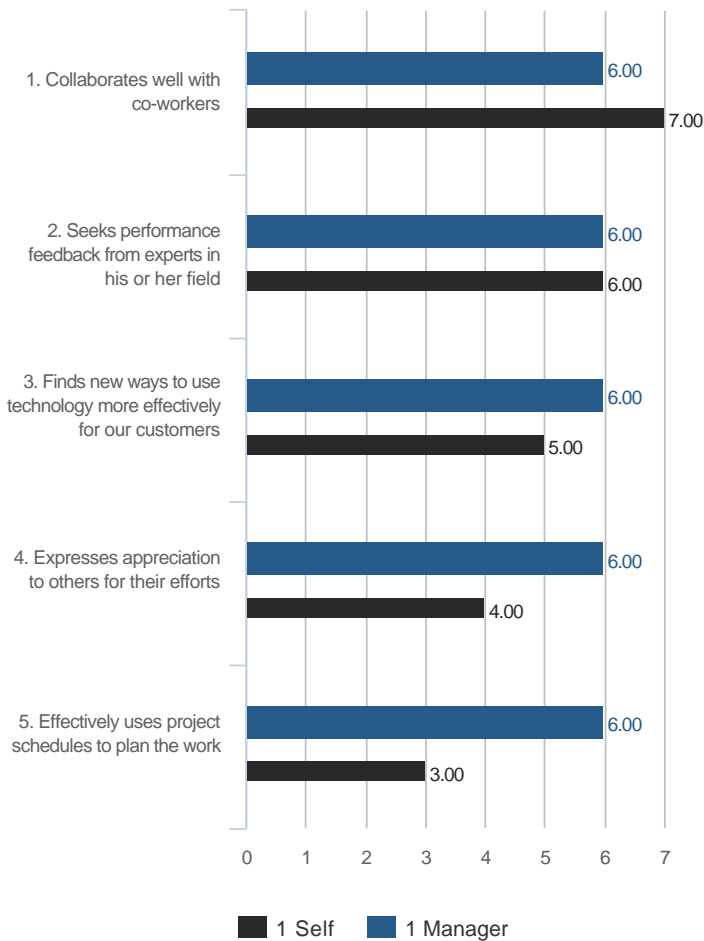
3 Highest Competencies



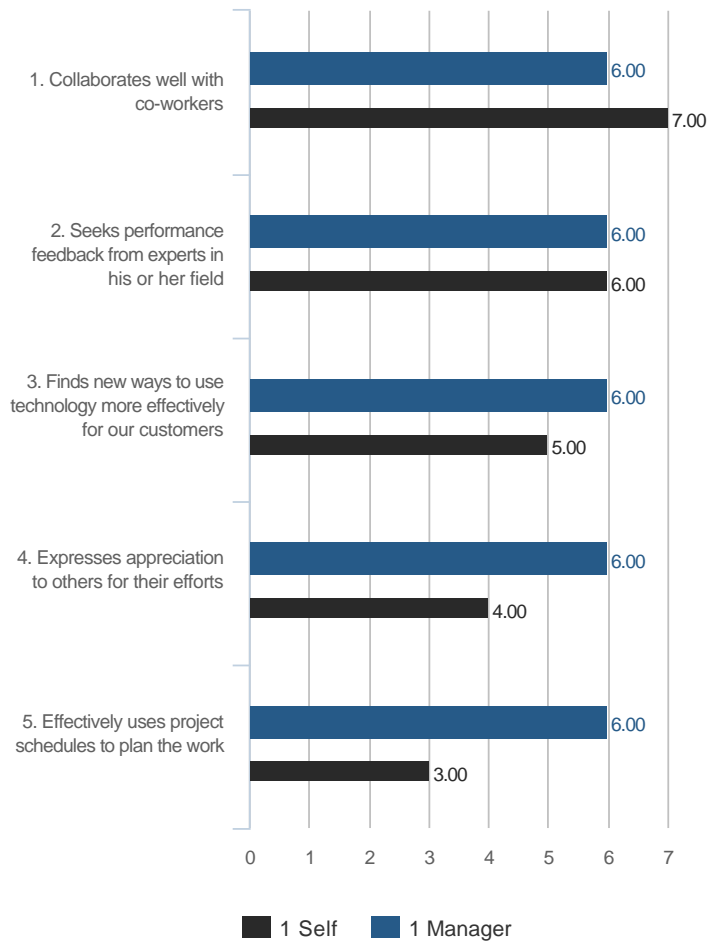
3 Lowest Competencies



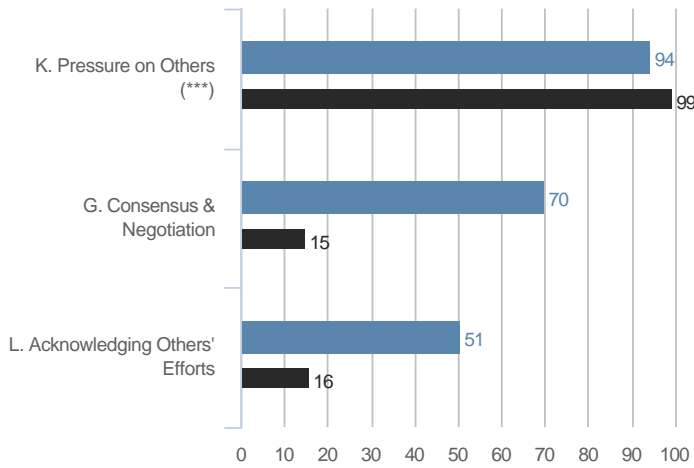
5 Highest Questions



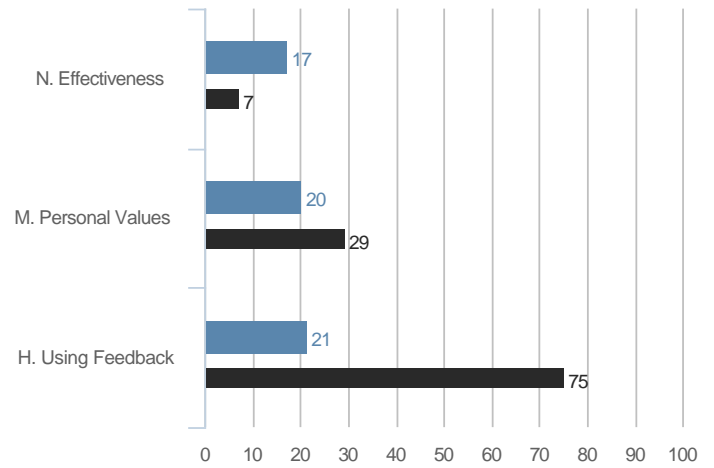
5 Lowest Questions



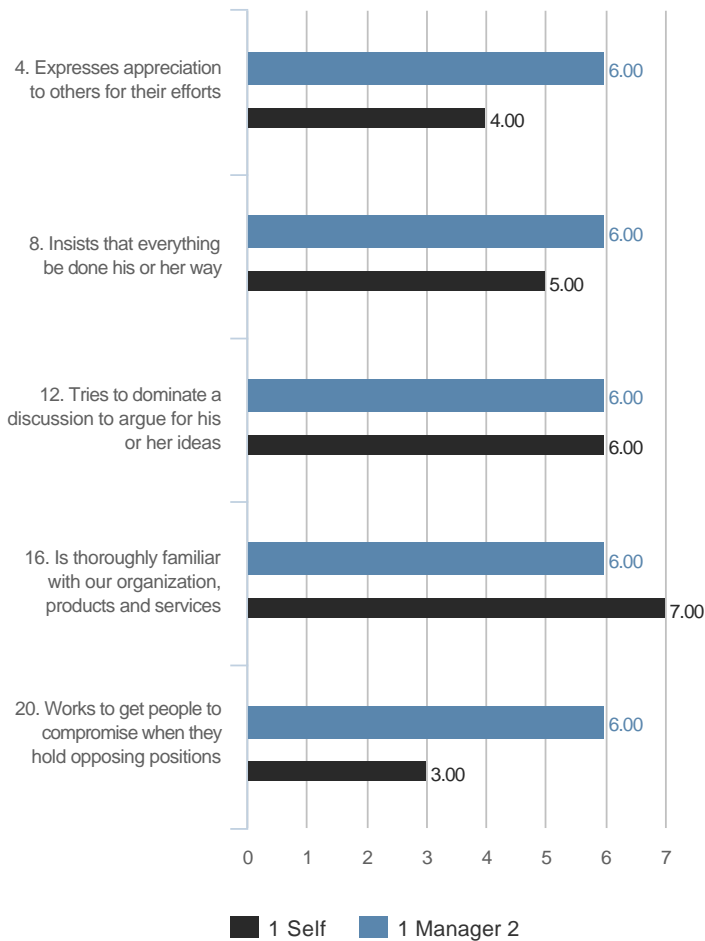
3 Highest Competencies



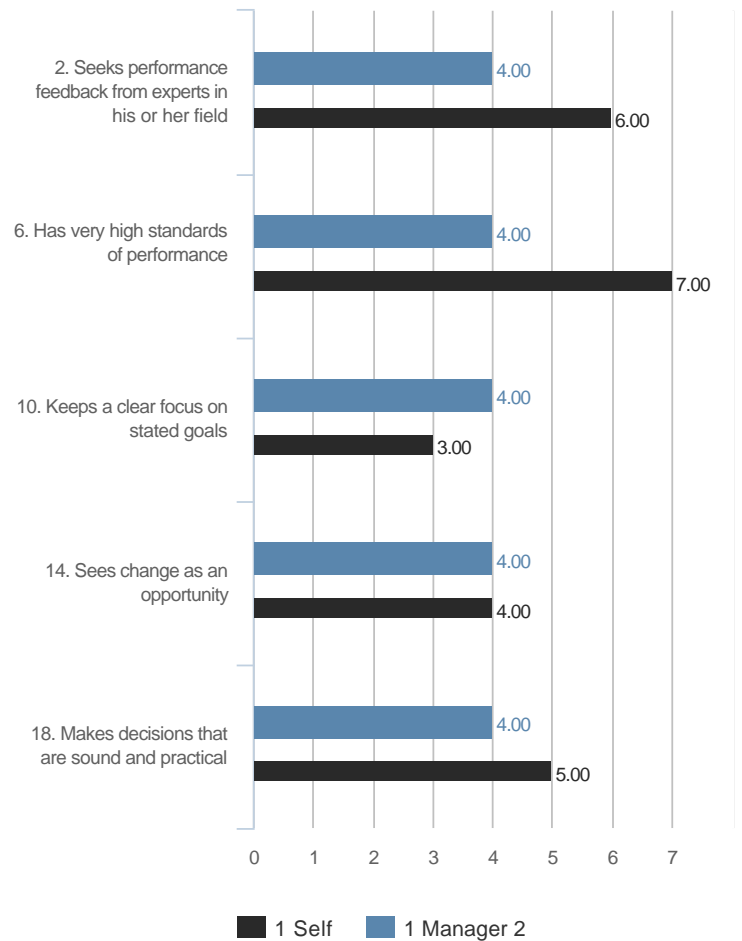
3 Lowest Competencies



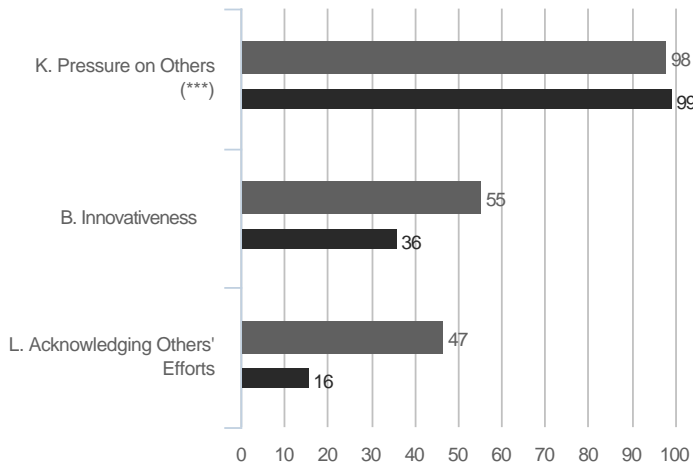
5 Highest Questions



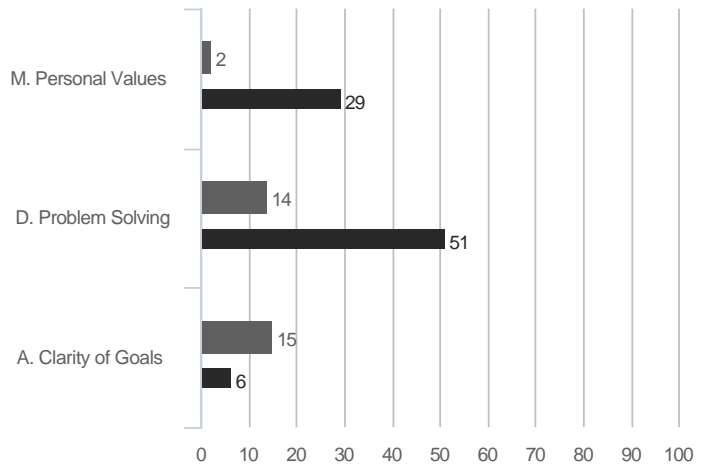
5 Lowest Questions



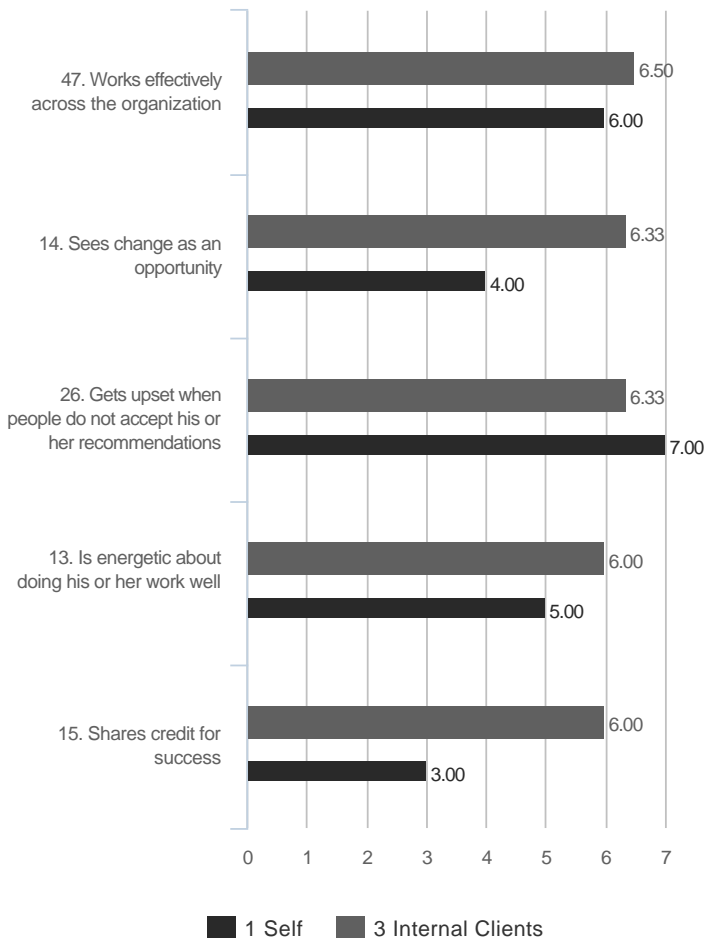
3 Highest Competencies



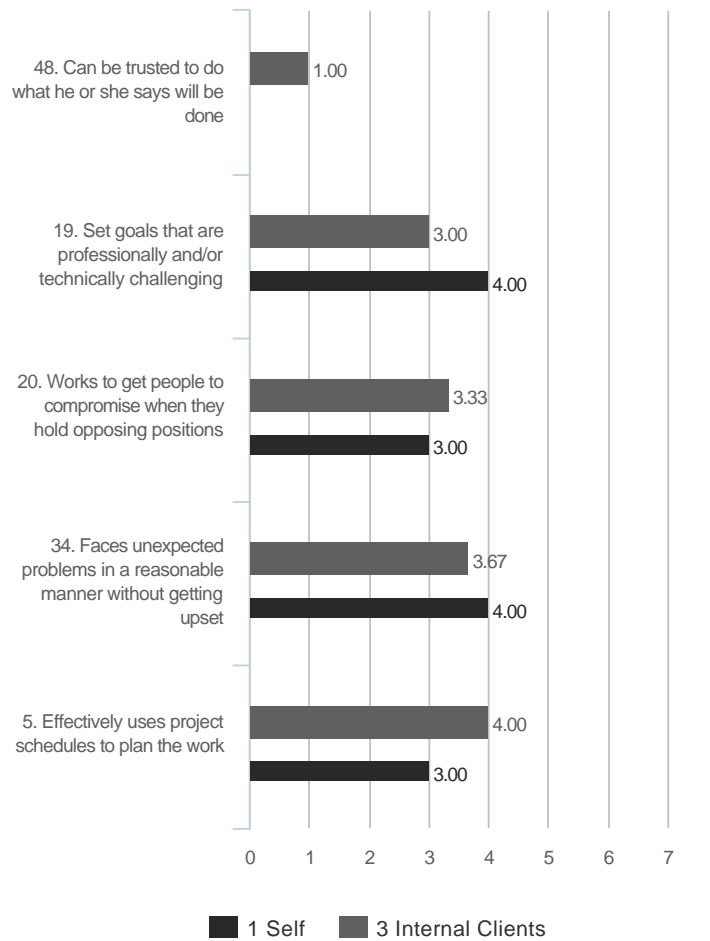
3 Lowest Competencies



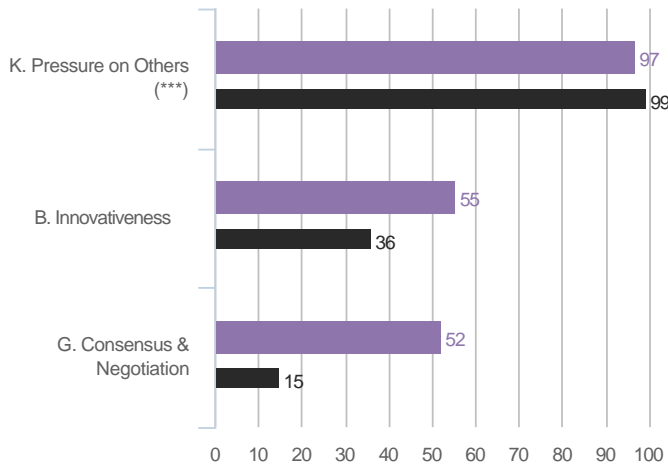
5 Highest Questions



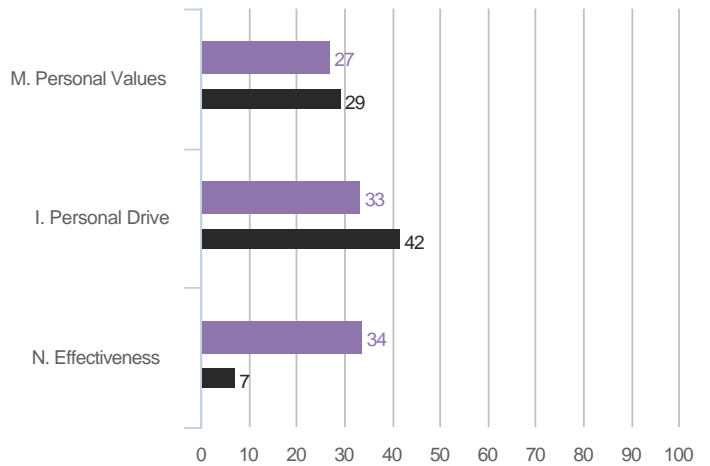
5 Lowest Questions



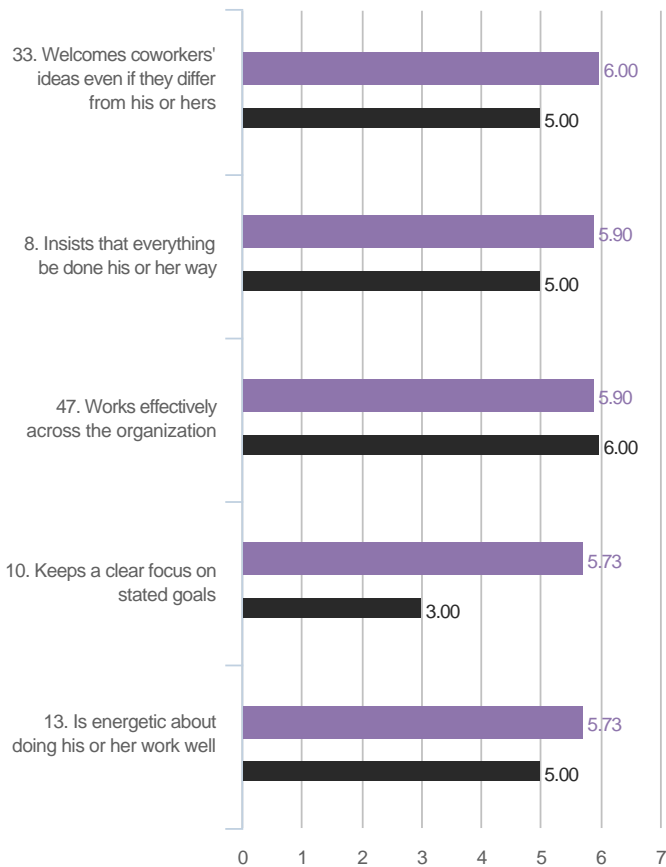
3 Highest Competencies



3 Lowest Competencies

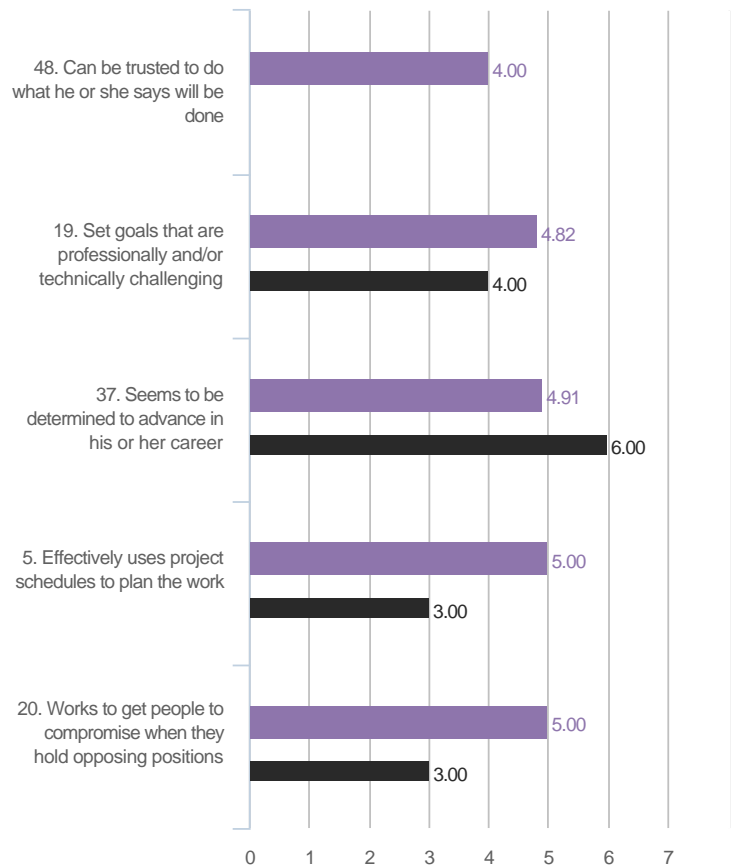


5 Highest Questions



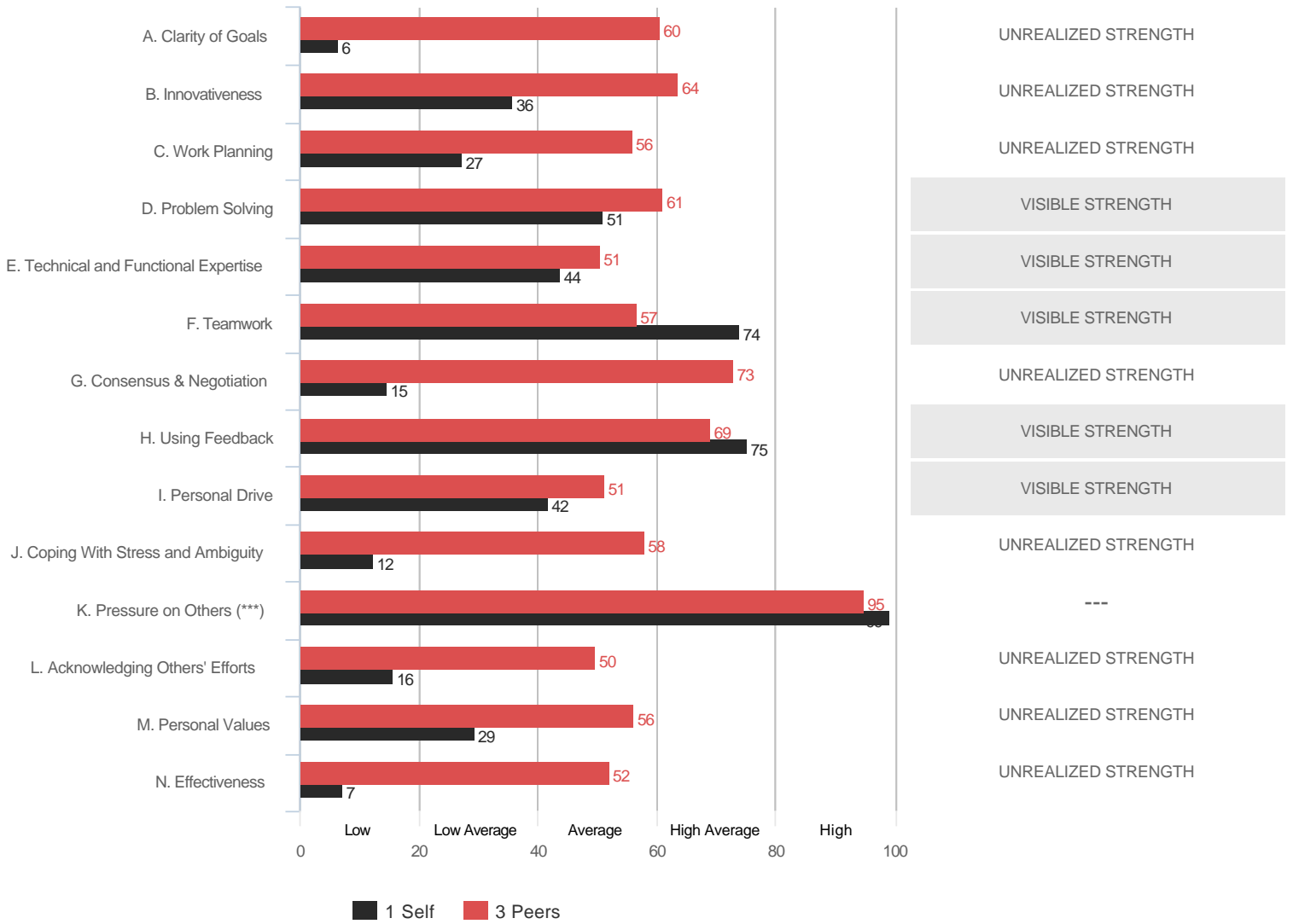
■ 1 Self ■ All Raters Averaged

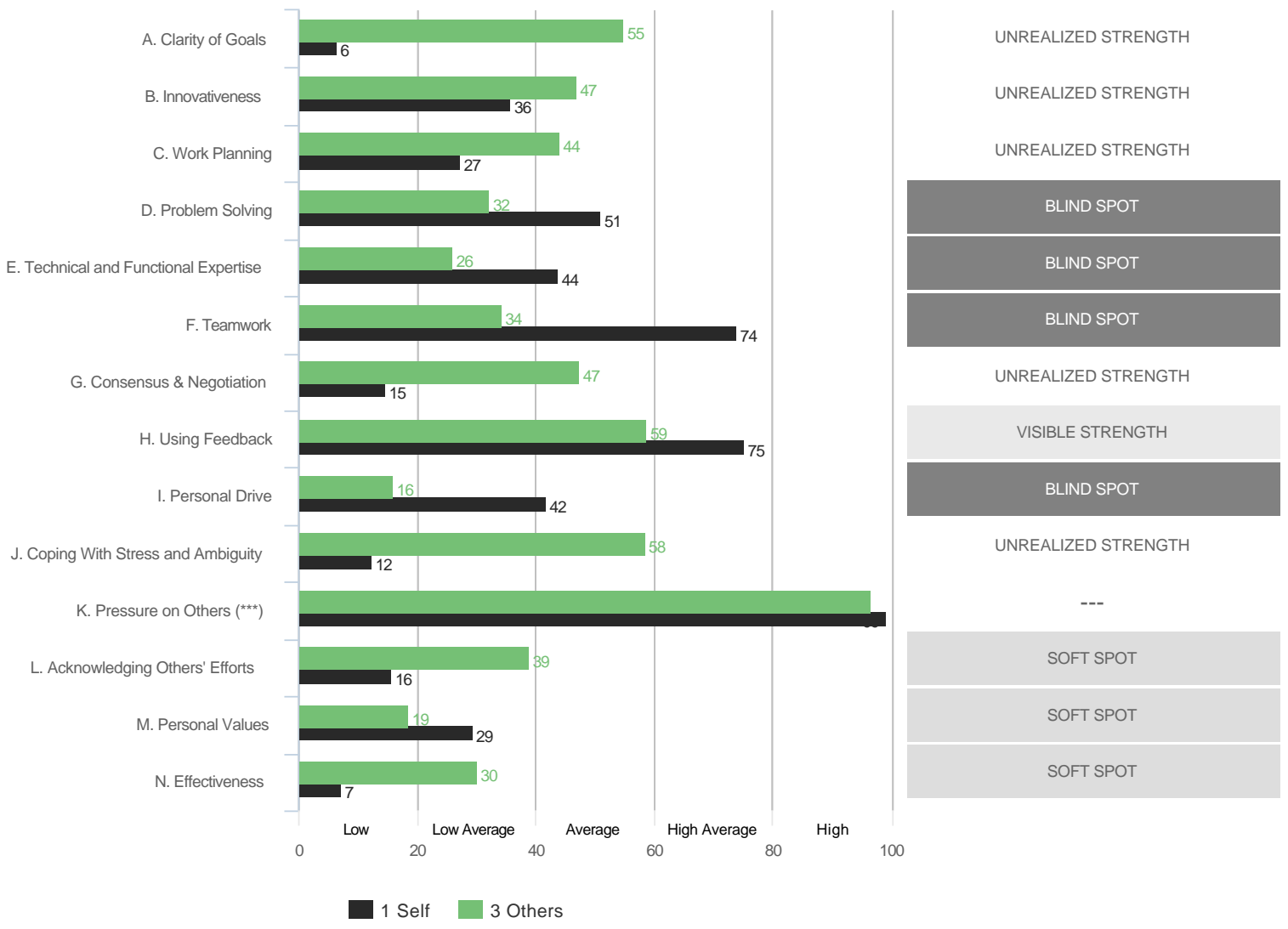
5 Lowest Questions

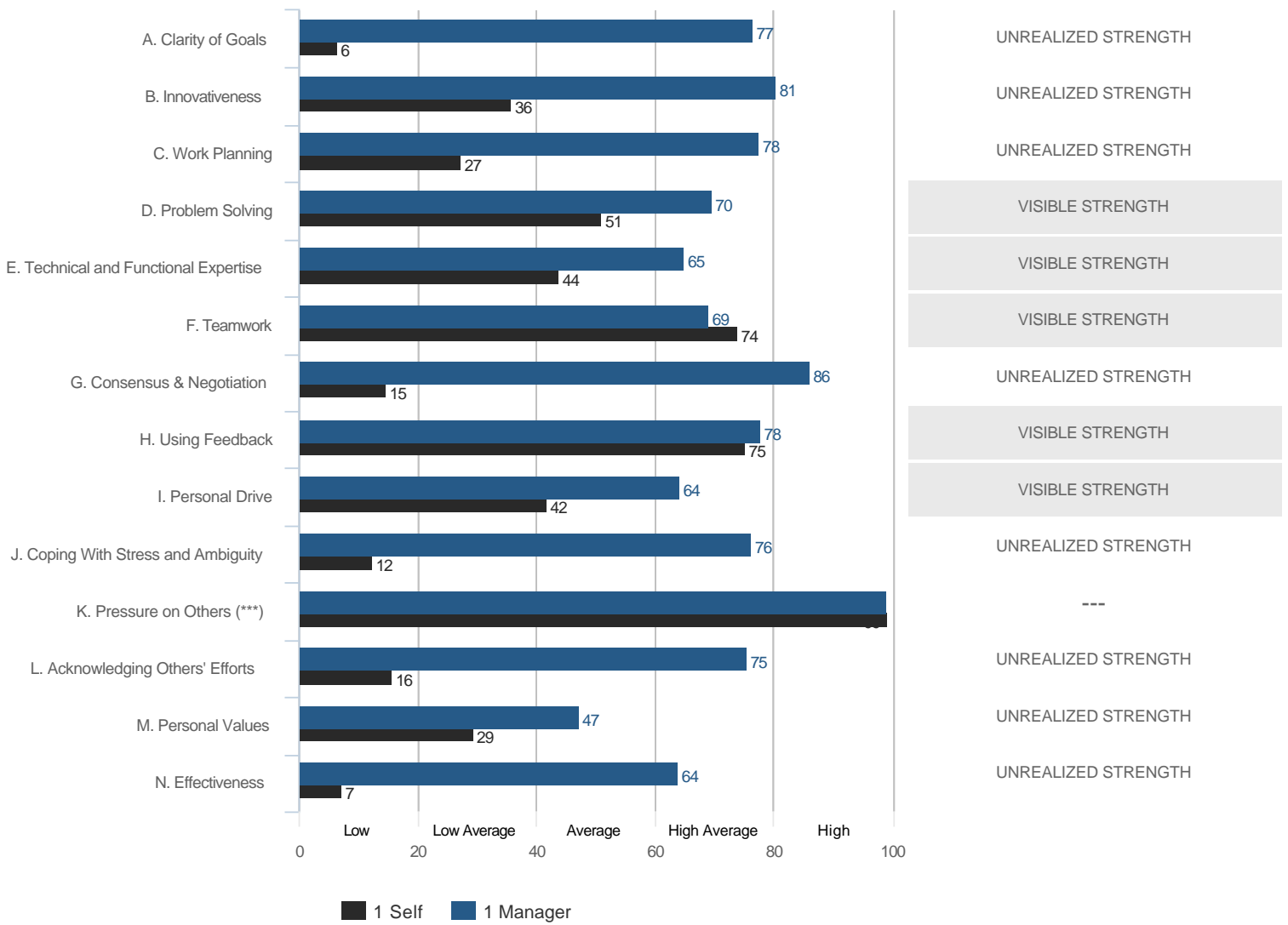


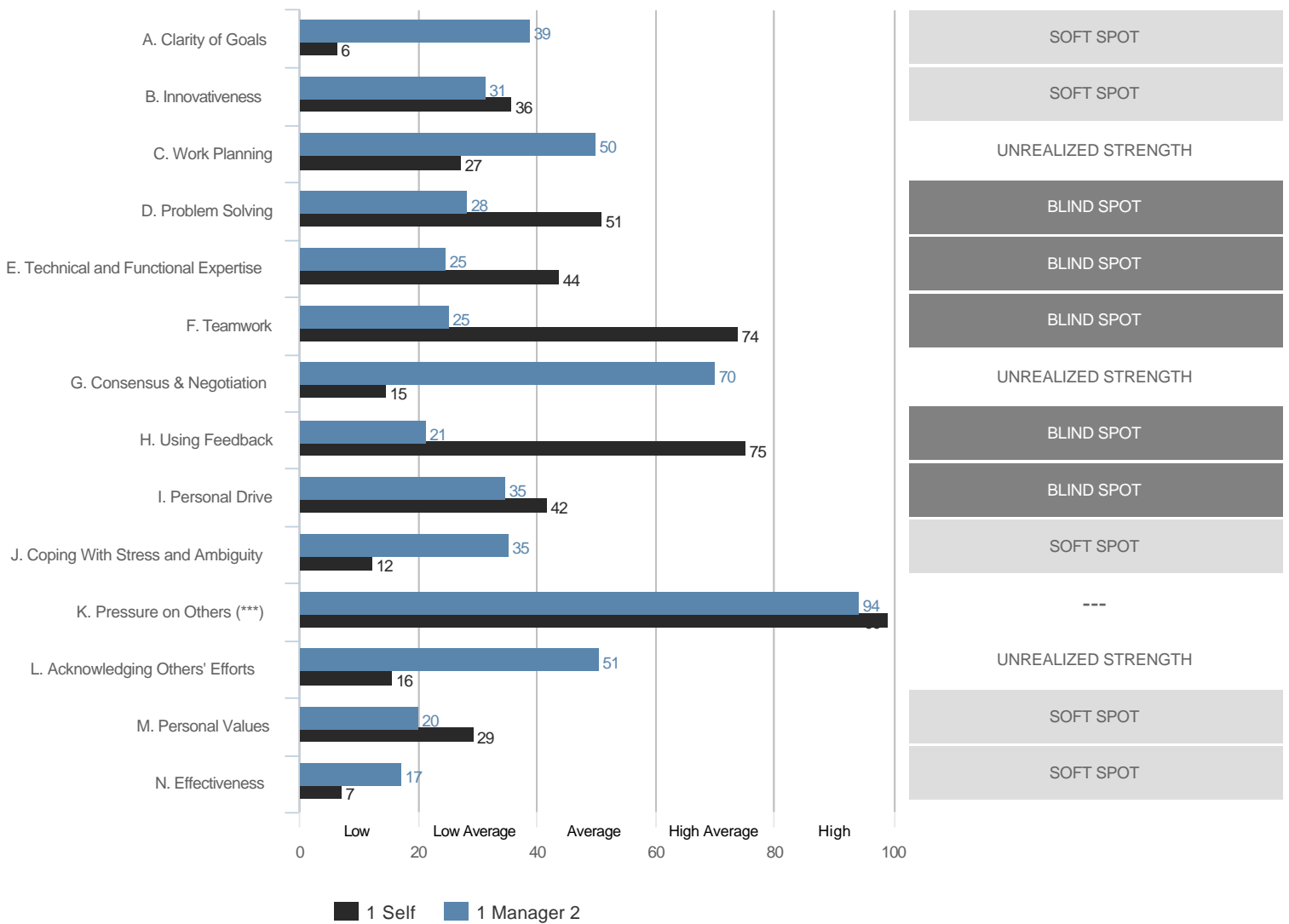
■ 1 Self ■ All Raters Averaged

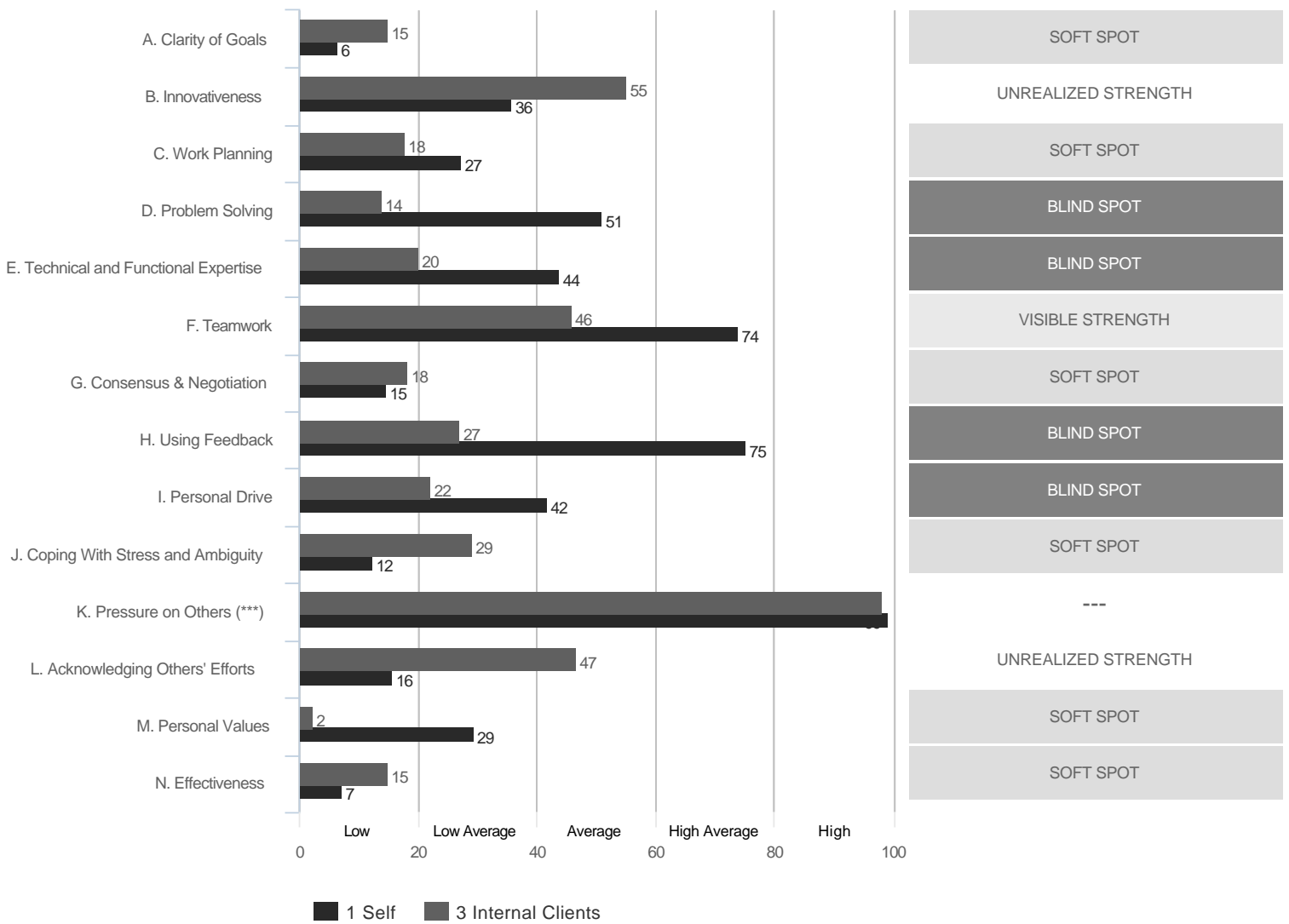
Blind Spot Analysis

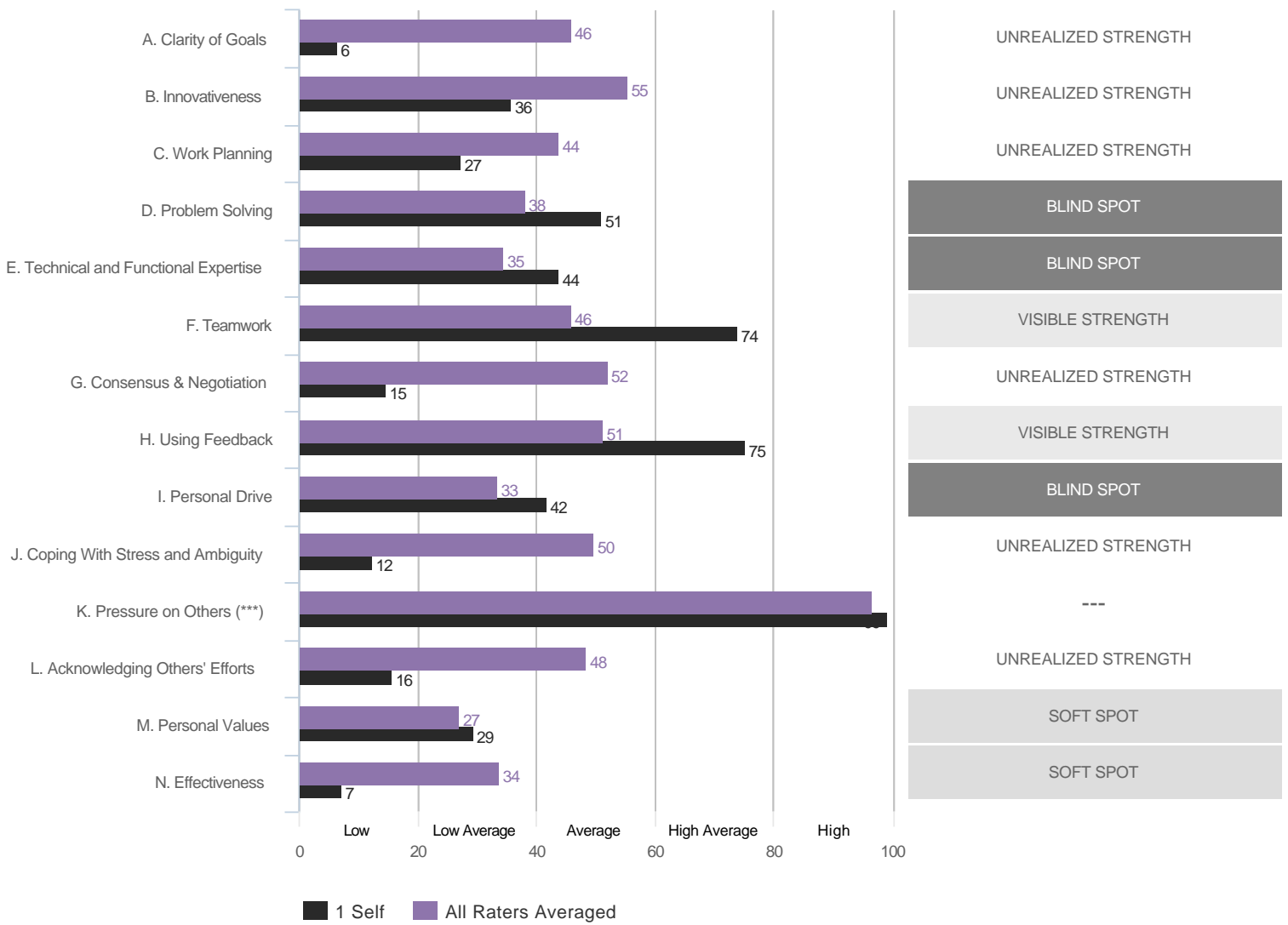




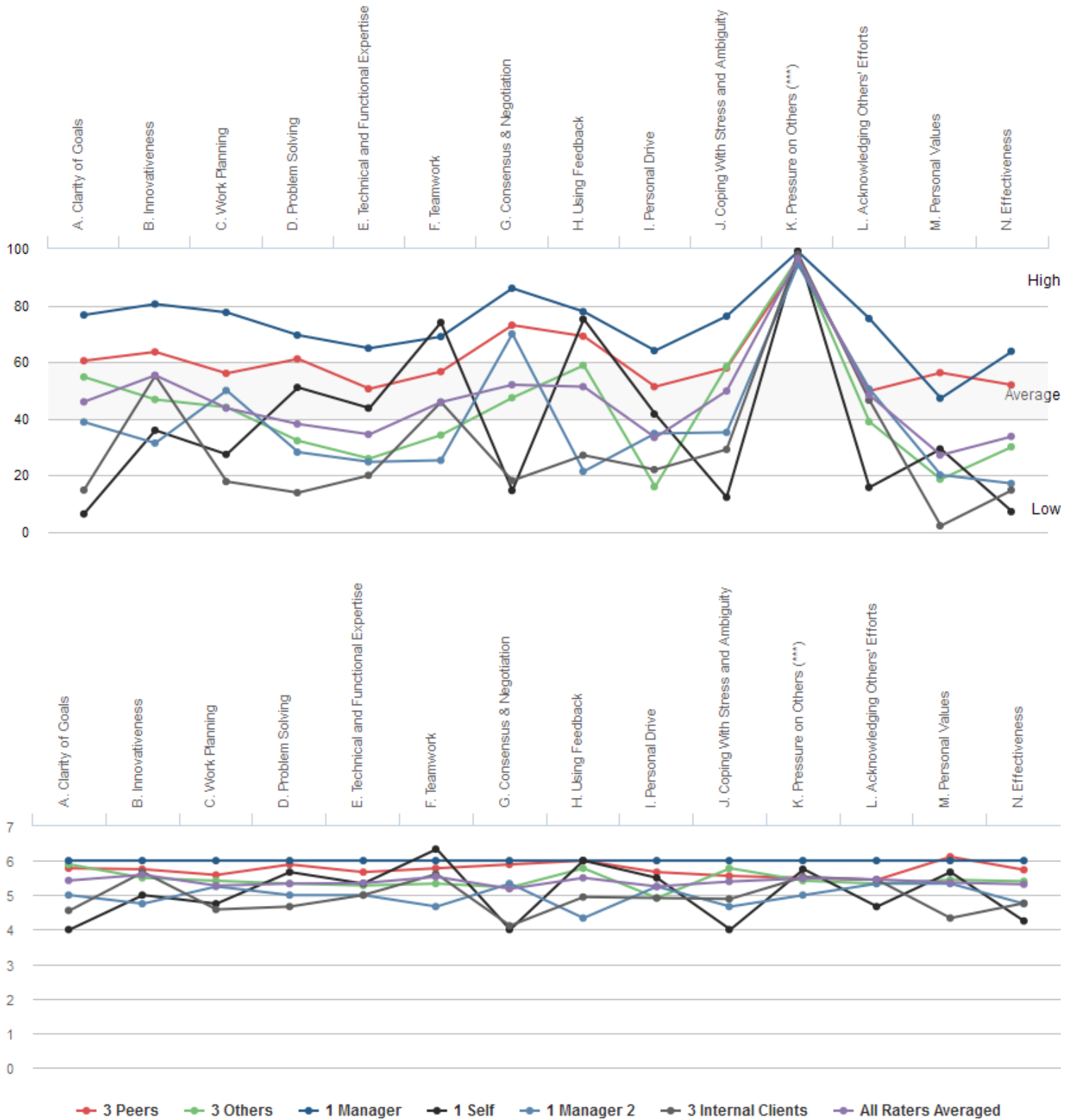








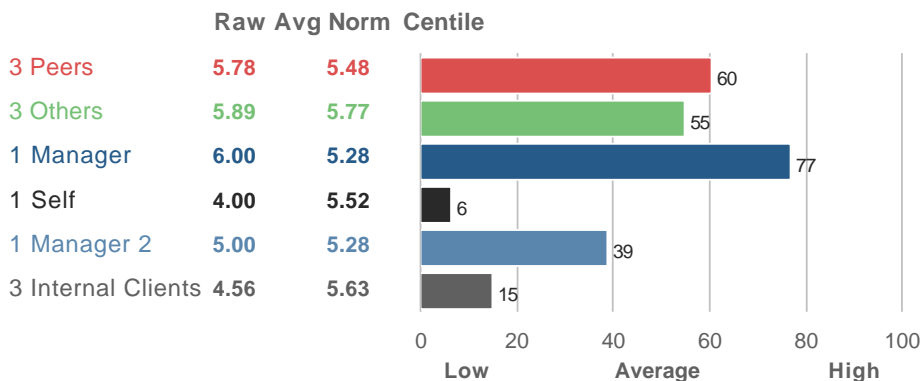
Overall Scores



I. GOAL ORIENTATION

A. Clarity of Goals

Overall Scores



Question Scores

10. Keeps a clear focus on stated goals

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	1.15	.	.	.	.	.	1	.	2
6.33	1.15	.	.	.	.	.	1	.	2
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
4.00	---	.	.	.	.	1	.	.	.
5.00	2.65	.	.	1	.	.	.	1	1

19. Set goals that are professionally and/or technically challenging

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	---	.	.	.	.	.	.	3	.
5.00	1.00	.	.	.	.	1	1	1	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
5.00	---	.	.	.	.	.	1	.	.
3.00	1.73	.	1	.	.	2	.	.	.

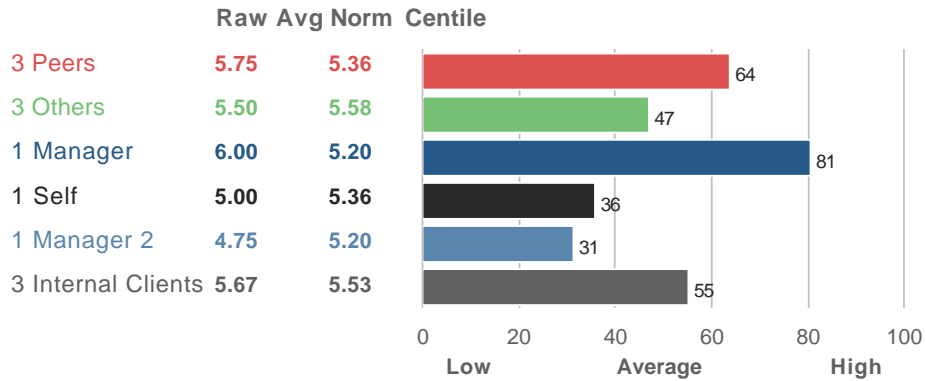
28. Understands how his or her personal goals align with the organization's goals

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.00	---	.	.	.	.	.	3	.	.
6.33	1.15	.	.	.	.	.	1	.	2
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.
5.67	1.15	.	.	.	.	.	2	.	1

I. GOAL ORIENTATION

B. Innovativeness

Overall Scores



Question Scores

3. Finds new ways to use technology more effectively for our customers

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	0.58	.	.	.	.	.	.	2	1
5.67	0.58	.	.	.	.	.	1	2	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.
5.00	1.00	.	.	.	.	1	1	1	.

14. Sees change as an opportunity

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
5.33	0.58	.	.	.	.	.	2	1	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.
6.33	0.58	.	.	.	.	.	.	2	1

27. Applies current industry knowledge when dealing with new challenges

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
6.00	1.00	.	.	.	.	.	1	1	1
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	3	.

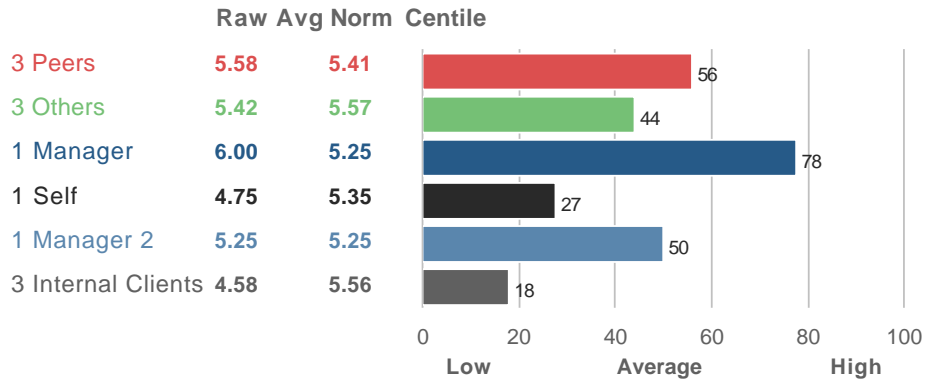
43. Frequently suggests new approaches to solving problems

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.00	.	.	.	.	.	1	1	1
5.00	1.00	.	.	.	.	1	1	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.
5.33	1.15	.	.	.	.	1	.	2	.

II. PLANNING AND PROBLEM SOLVING

C. Work Planning

Overall Scores



Question Scores

5. Effectively uses project schedules to plan the work

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
5.00	1.00	.	.	.	.	1	1	1	.
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
5.00	---	.	.	.	.	.	1	.	.
4.00	1.00	.	.	.	1	1	1	.	.

11. Integrates 'lessons learned' into planning for future projects

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
5.33	0.58	.	.	.	.	.	2	1	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
5.00	---	.	.	.	.	.	1	.	.
4.67	2.08	.	.	.	1	1	.	.	1

17. Defines the tasks and activities to meet objectives

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	---	.	.	.	.	.	.	3	.
5.67	0.58	.	.	.	.	.	1	2	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
4.00	2.65	.	1	.	.	.	1	1	.

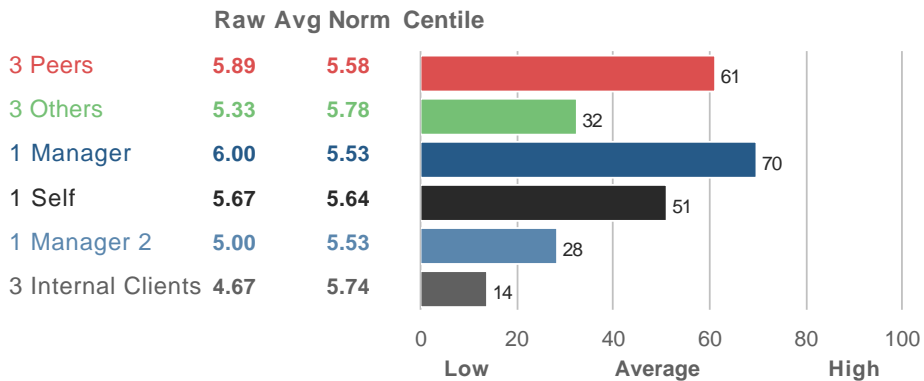
40. Plans the work so it keeps running smoothly

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	1.53	.	.	.	.	1	1	.	1
5.67	1.15	.	.	.	.	.	2	.	1
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
6.00	---	.	.	.	.	.	.	1	.
5.67	1.15	.	.	.	.	.	2	.	1

II. PLANNING AND PROBLEM SOLVING

D. Problem Solving

Overall Scores



Question Scores

18. Makes decisions that are sound and practical

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
5.33	0.58	.	.	.	.	.	2	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
4.00	---	.	.	.	.	1	.	.	.
5.50	0.71	1	.	.	.	.	1	1	.

23. Contributes good ideas to solve problems

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.67	0.58	.	.	.	.	.	.	1	2
5.67	0.58	.	.	.	.	.	1	2	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	3	.	.

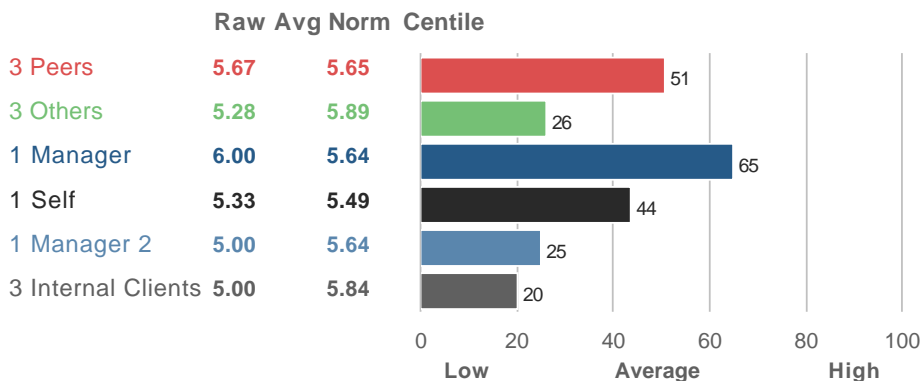
36. Effectively uses technical information to solve problems

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	1.53	.	.	.	.	1	1	.	1
5.00	---	.	.	.	.	.	3	.	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.
4.00	1.00	.	.	.	1	1	1	.	.

II. PLANNING AND PROBLEM SOLVING

E. Technical and Functional Expertise

Overall Scores



Question Scores

16. Is thoroughly familiar with our organization, products and services

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
6.00	1.00	.	.	.	.	.	1	1	1
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.
4.00	1.73	.	.	1	.	.	2	.	.

25. Is respected for his or her specialized expertise

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.00	.	.	.	.	.	1	1	1
4.50	0.71	1	.	.	.	1	1	.	.
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
5.00	---	.	.	.	.	.	1	.	.
5.67	1.53	.	.	.	.	1	.	1	1

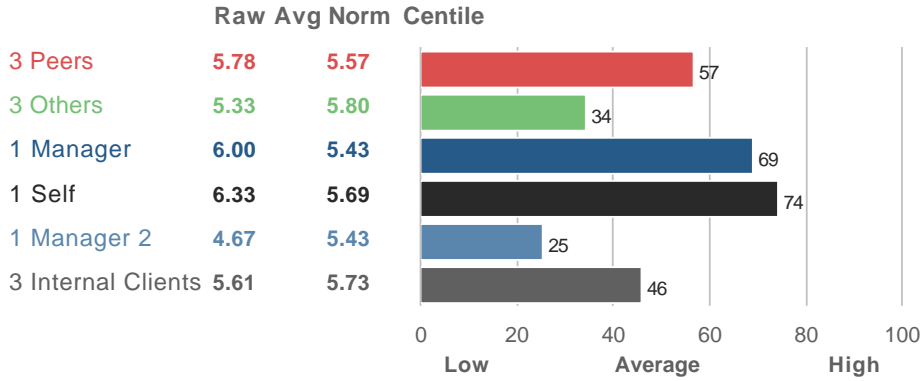
42. Makes key technical/functional contributions to the team

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
5.00	---	.	.	.	.	.	3	.	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
5.33	0.58	.	.	.	.	.	2	1	.

III. TEAM LEADERSHIP

F. Teamwork

Overall Scores



Question Scores

1. Collaborates well with co-workers

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
4.33	0.58	.	.	.	.	2	1	.	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
5.00	---	.	.	.	.	.	1	.	.
5.33	1.53	.	.	.	.	1	1	.	1

22. Is a good team player

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.00	.	.	.	.	.	1	1	1
5.67	1.15	.	.	.	.	.	2	.	1
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
5.33	1.53	.	.	.	.	1	1	.	1

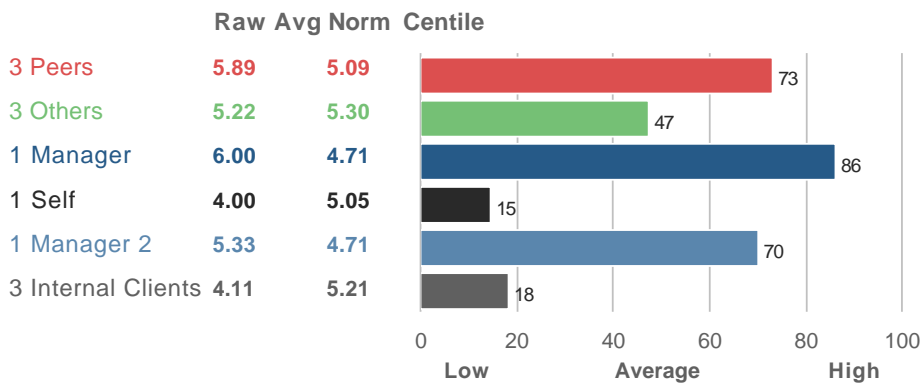
47. Works effectively across the organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
6.00	1.00	.	.	.	.	.	1	1	1
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
6.50	0.71	1	.	.	.	.	.	1	1

III. TEAM LEADERSHIP

G. Consensus & Negotiation

Overall Scores



Question Scores

7. Gets others to resolve differences in a constructive, timely way

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.67	0.58	.	.	.	.	.	.	1	2
5.33	1.53	.	.	.	.	1	1	.	1
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
4.67	3.21	.	1	.	.	.	.	1	1

20. Works to get people to compromise when they hold opposing positions

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
5.33	0.58	.	.	.	.	.	2	1	.
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
6.00	---	.	.	.	.	.	.	1	.
3.33	1.15	.	.	1	.	2	.	.	.

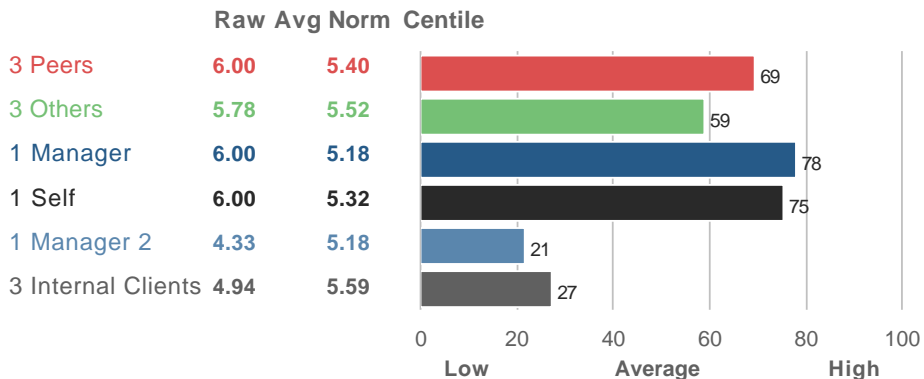
45. Is a respected, trusted negotiator in conflict situations

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
5.00	1.00	.	.	.	.	1	1	1	.
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
5.00	---	.	.	.	.	.	1	.	.
4.33	2.08	.	.	1	.	.	1	1	.

IV. FEEDBACK

H. Using Feedback

Overall Scores



Question Scores

2. Seeks performance feedback from experts in his or her field

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
5.00	---	.	.	.	.	.	3	.	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
5.00	1.00	.	.	.	.	1	1	1	.

33. Welcomes coworkers' ideas even if they differ from his or hers

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	0.58	.	.	.	.	.	.	2	1
6.00	1.00	.	.	.	.	.	1	1	1
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	1	.	.	.	.	.	2	.

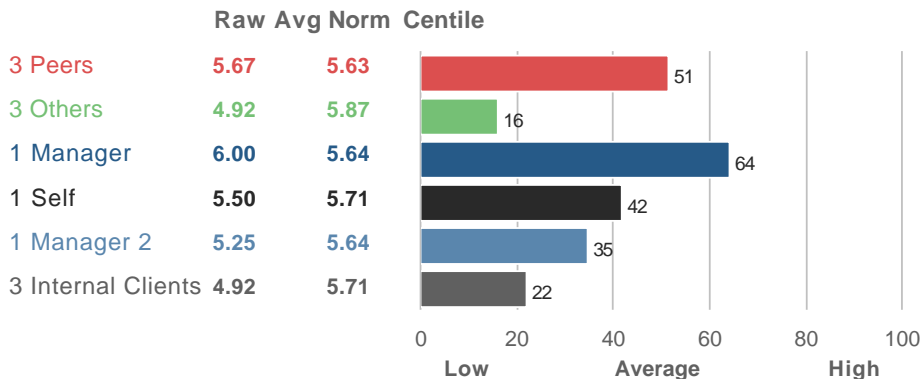
46. Is open to feedback and uses it to improve

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	---	.	.	.	.	.	.	3	.
6.33	1.15	.	.	.	.	.	1	.	2
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
4.00	---	.	.	.	.	1	.	.	.
4.67	3.21	.	1	.	.	.	.	1	1

V. DRIVING TOWARD RESULTS

I. Personal Drive

Overall Scores



Question Scores

13. Is energetic about doing his or her work well

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.00	.	.	.	.	.	1	1	1
5.33	1.53	.	.	.	.	1	1	.	1
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.
6.00	1.00	.	.	.	.	.	1	1	1

31. Has a strong desire to excel and expects others to feel the same

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
4.67	0.58	.	.	.	.	1	2	.	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
5.00	---	.	.	.	.	.	1	.	.
5.00	2.65	.	.	1	.	.	.	1	1

37. Seems to be determined to advance in his or her career

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	1.53	.	.	.	.	1	.	1	1
4.67	0.58	.	.	.	.	1	2	.	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
4.00	---	.	.	.	.	3	.	.	.

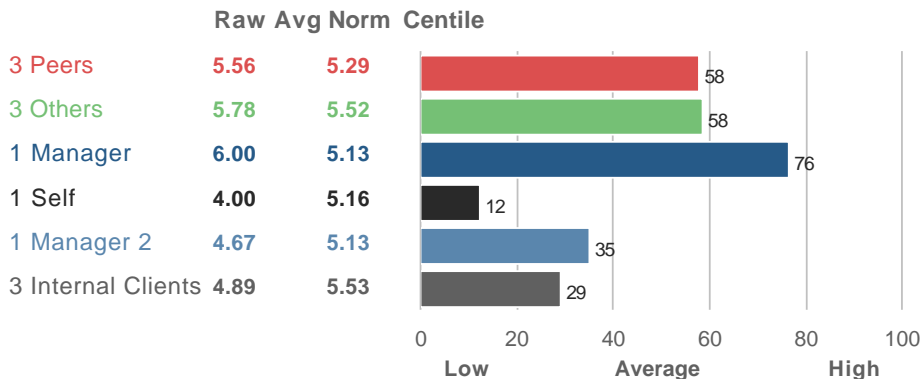
44. Takes advantage of training and development opportunities

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
5.00	---	.	.	.	.	.	3	.	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.
4.67	1.53	.	.	.	1	.	1	1	.

V. DRIVING TOWARD RESULTS

J. Coping With Stress and Ambiguity

Overall Scores



Question Scores

29. Manages crises in a calm, efficient manner

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
6.00	1.00	.	.	.	.	.	1	1	1
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
5.00	---	.	.	.	.	.	1	.	.
5.33	1.53	.	.	.	.	1	1	.	1

34. Faces unexpected problems in a reasonable manner without getting upset

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
6.00	1.00	.	.	.	.	.	1	1	1
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.
3.67	2.31	.	1	.	.	.	2	.	.

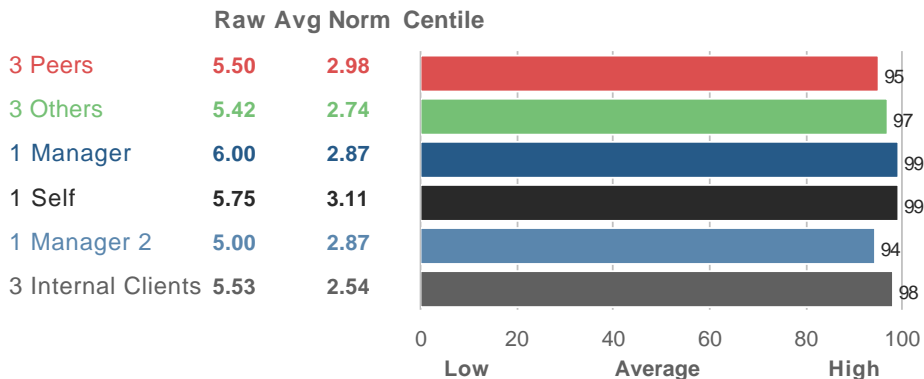
39. Handles stress in an even-tempered way

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	1.53	.	.	.	.	1	.	1	1
5.33	0.58	.	.	.	.	.	2	1	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
5.00	---	.	.	.	.	.	1	.	.
5.67	1.53	.	.	.	.	1	.	1	1

V. DRIVING TOWARD RESULTS

K. Pressure on Others (***)

Overall Scores



Question Scores

8. Insists that everything be done his or her way

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	1.15	.	.	.	.	.	1	.	2
5.67	1.15	.	.	.	.	.	2	.	1
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.
5.50	0.71	1	.	.	.	.	1	1	.

12. Tries to dominate a discussion to argue for his or her ideas

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
5.33	0.58	.	.	.	.	.	2	1	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	1.73	.	.	.	.	2	.	.	1

26. Gets upset when people do not accept his or her recommendations

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.00	---	.	.	.	.	.	3	.	.
5.67	1.15	.	.	.	.	.	2	.	1
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
4.00	---	.	.	.	.	1	.	.	.
6.33	0.58	.	.	.	.	.	.	2	1

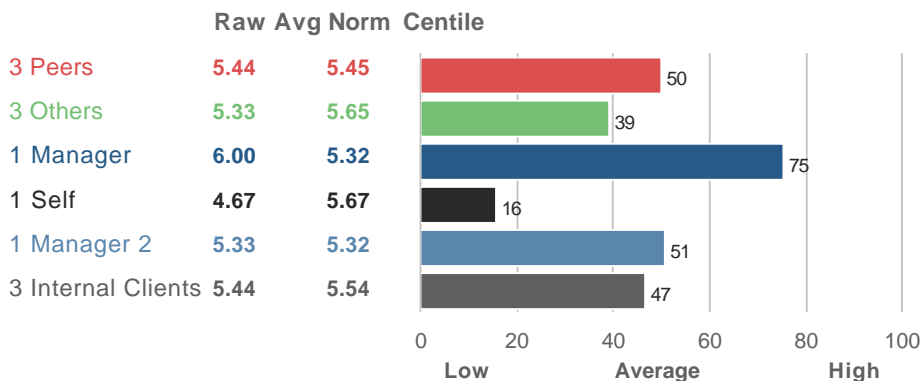
38. Complains vigorously when someone else makes a mistake

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	1.53	.	.	.	.	1	1	.	1
5.00	---	.	.	.	.	.	3	.	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
4.00	---	.	.	.	.	1	.	.	.
5.33	1.53	.	.	.	.	1	1	.	1

VI. RECOGNITION OF OTHERS

L. Acknowledging Others' Efforts

Overall Scores



Question Scores

4. Expresses appreciation to others for their efforts

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
5.67	1.15	.	.	.	.	.	2	.	1
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.
5.00	1.00	.	.	.	.	1	1	1	.

15. Shares credit for success

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
5.33	0.58	.	.	.	.	.	2	1	.
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
5.00	---	.	.	.	.	.	1	.	.
6.00	1.00	.	.	.	.	.	1	1	1

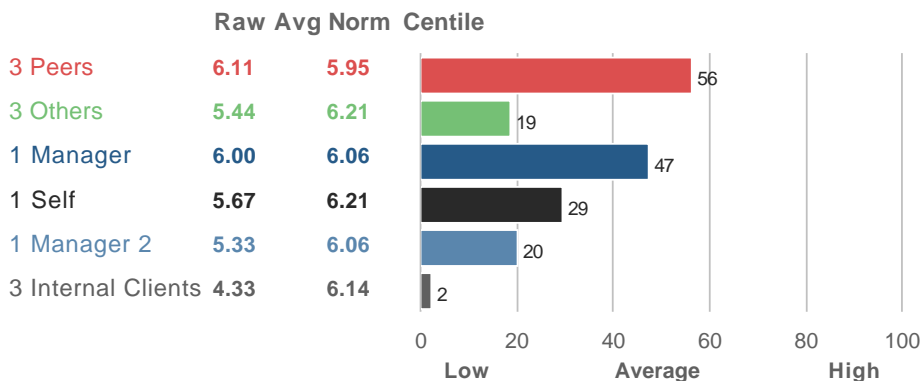
41. Openly acknowledges the good performance of co-workers

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.58	.	.	.	.	.	2	1	.
5.00	1.00	.	.	.	.	1	1	1	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
5.00	---	.	.	.	.	.	1	.	.
5.33	0.58	.	.	.	.	.	2	1	.

OUTCOMES

M. Personal Values

Overall Scores



Question Scores

9. Accepts others regardless of race, gender or ethnic background

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.67	0.58	.	.	.	.	.	.	1	2
6.00	1.00	.	.	.	.	.	1	1	1
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
5.00	---	.	.	.	.	.	1	.	.
4.00	2.65	.	1	.	.	.	1	1	.

21. Can be counted on to be fair and ethical in decisions and actions

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.00	.	.	.	.	.	1	1	1
5.00	1.00	.	.	.	.	1	1	1	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
5.00	---	.	.	.	.	.	1	.	.
4.67	2.08	.	.	.	1	1	.	.	1

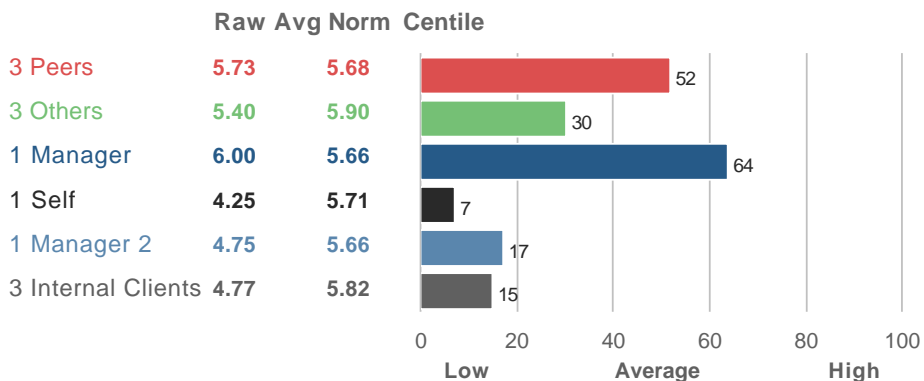
32. Is a person of integrity

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
5.33	0.58	.	.	.	.	.	2	1	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
4.33	2.89	.	1	.	.	.	.	2	.

OUTCOMES

N. Effectiveness

Overall Scores



Question Scores

6. Has very high standards of performance

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	1.15	.	.	.	.	.	1	.	2
5.67	1.15	.	.	.	.	.	2	.	1
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
4.00	---	.	.	.	.	1	.	.	.
4.67	2.52	.	.	1	.	.	1	.	1

24. Is a good role model for others

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.00	.	.	.	.	.	1	1	1
5.00	---	.	.	.	.	.	3	.	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.
5.33	0.58	.	.	.	.	.	2	1	.

30. Makes excellent contributions to the organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.00	---	.	.	.	.	.	3	.	.
5.67	1.15	.	.	.	.	.	2	.	1
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
4.00	---	.	.	.	.	1	.	.	.
5.67	2.31	.	.	.	1	.	.	.	2

35. Performs his or her work in a timely manner

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
5.33	0.58	.	.	.	.	.	2	1	.
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
5.00	---	.	.	.	.	.	1	.	.
4.00	1.73	.	.	1	.	.	2	.	.

48. Can be trusted to do what he or she says will be done

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	---	2	.	.	.	.	.	1	.
5.00	---	2	.	.	.	.	1	.	.
---	---	1	.	.	.	.	.	.	.
---	---	1	.	.	.	.	.	.	.
---	---	1	.	.	.	.	.	.	.
1.00	---	2	1	.	.	.	.	.	.

Comments

What does this person do that should be continued?

3 Peers

- Peer 1 continue
- Peers2 - comment 1
- peers3 - comment 1

3 Others

- Others2 - comment 1
- Other 1 Continue
- others3 - comment 1

1 Manager

- Mgr1 -comment 1

1 Self

- Self - comment 1

1 Manager 2

- Mgr2 - comment 1

3 Internal Clients

- IC 1 Continue
- IC2 - comment 1
- IC3 - comment 1

What should this person do to be more effective?

3 Peers

- Peer 1 effective
- Peers2 - comment 2
- peers3 - comment 2

3 Others

- Other 1 effective
- Others2 - comment 2
- others3 - comment 2

1 Manager

- Mgr1 -comment 2

1 Self

- Self - comment 2

1 Manager 2

- Mgr2 - comment 2

3 Internal Clients

- IC3 - comment 2
- IC2 - comment 2
- IC 1 effective

What does this person do that should be stopped?

3 Peers

- Peer 1 stop
- Peers2 - comment 3
- peers3 - comment 3

3 Others

- others3 - comment 3
- Others2 - comment 3
- other 1 stop

1 Manager

- Mgr1 -comment 3

1 Self

- Self - comment 3

1 Manager 2

- Mgr2 - comment 3

3 Internal Clients

- IC2 - comment 3
- IC 1 stop
- IC3 - comment 3

Development Plan Template



Print or photocopy this page for additional development items and/or actions.

Development Item

Development Action

What action are you going to take?

How will you know you're improving? (Success Indicators)

What resources do you need?

Complete action by