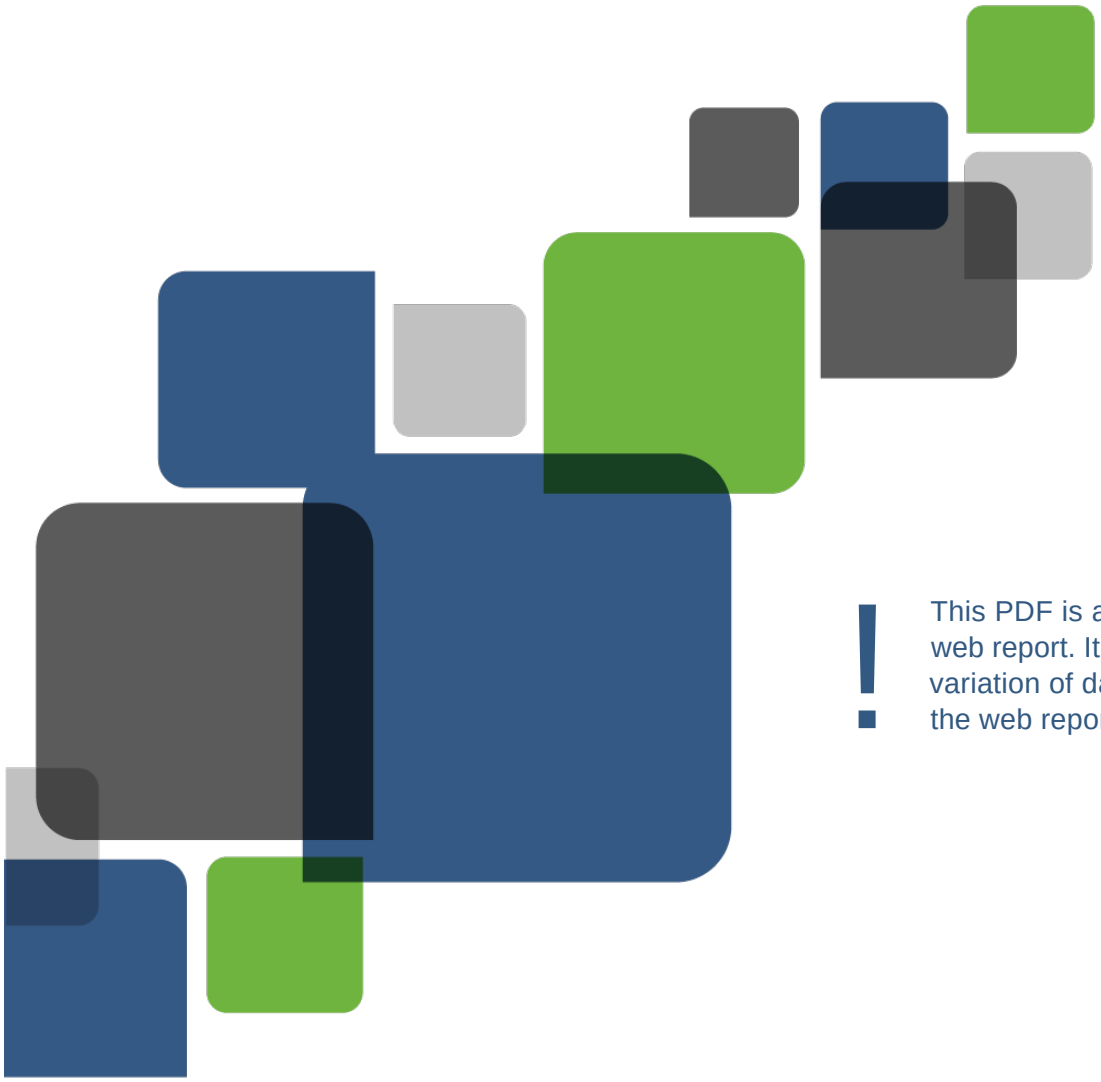
Individual Feedback Charts
Aspiring to Leadership

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.

TruScore®

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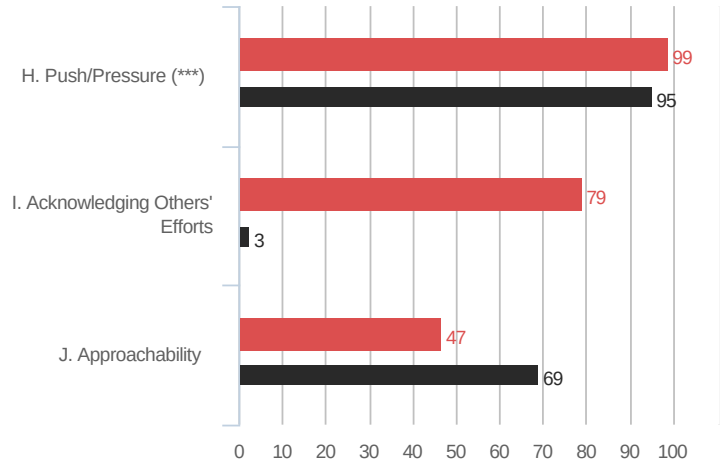
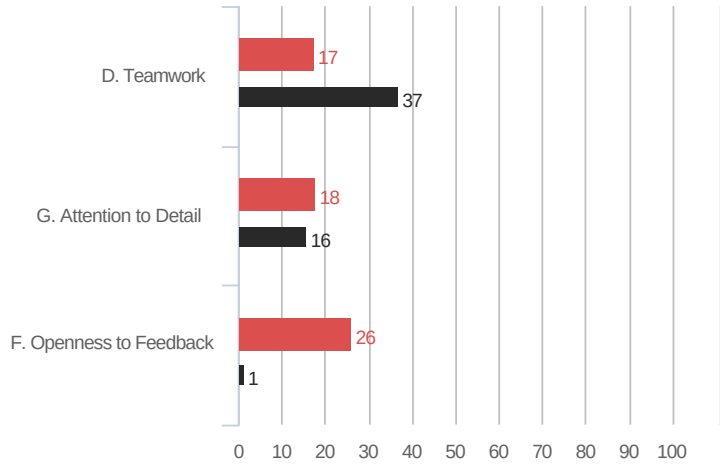
Highest and Lowest

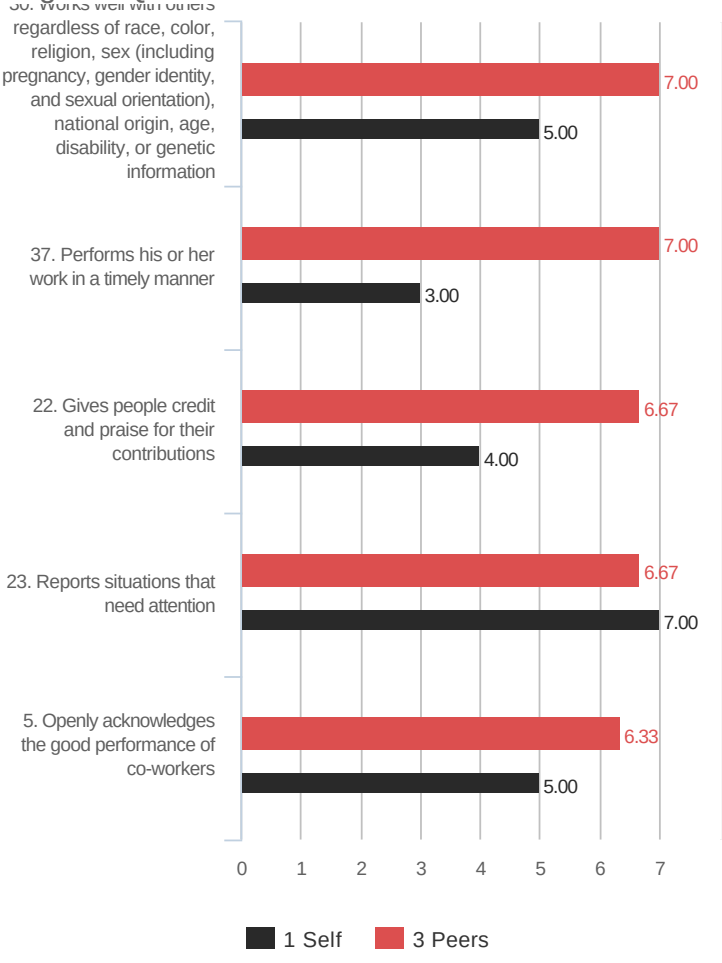
3 Highest Competencies



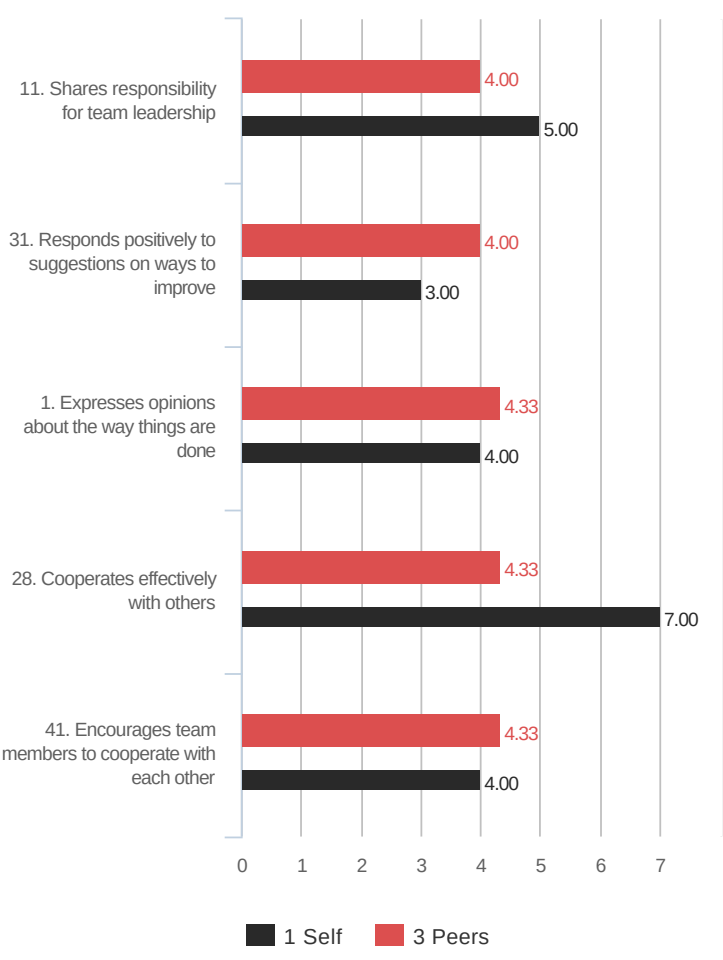
3 Lowest Competencies



5 Highest Questions



5 Lowest Questions



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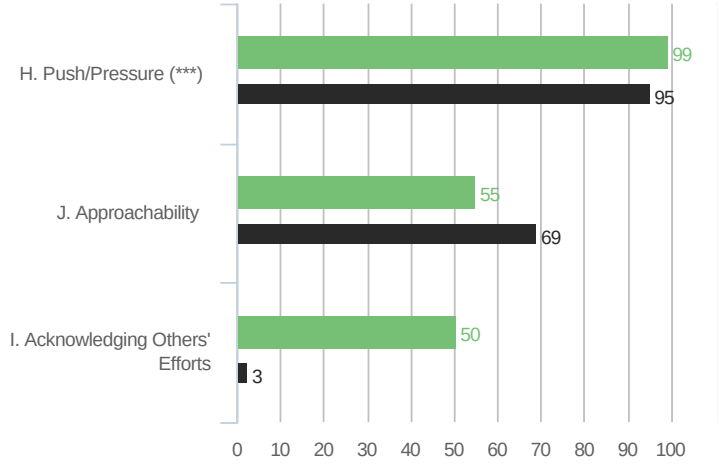
3 Highest Competencies



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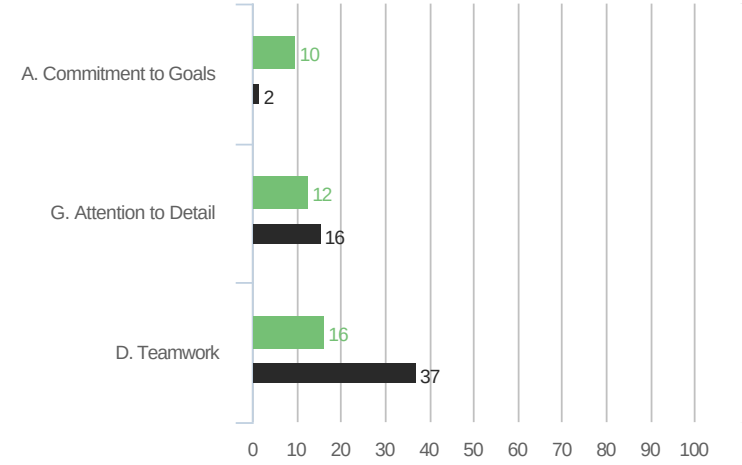
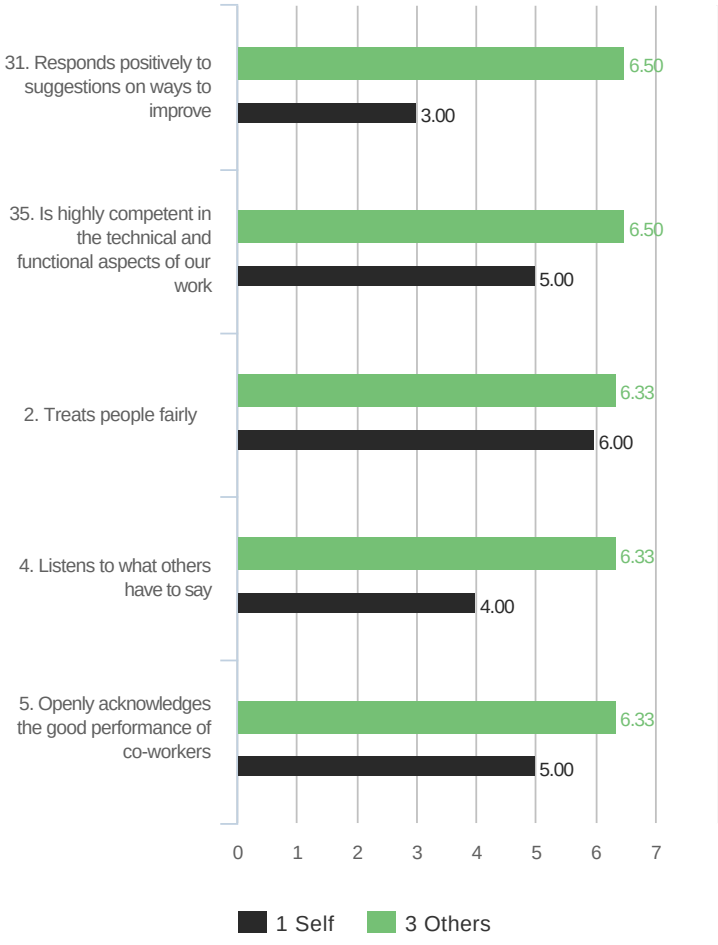
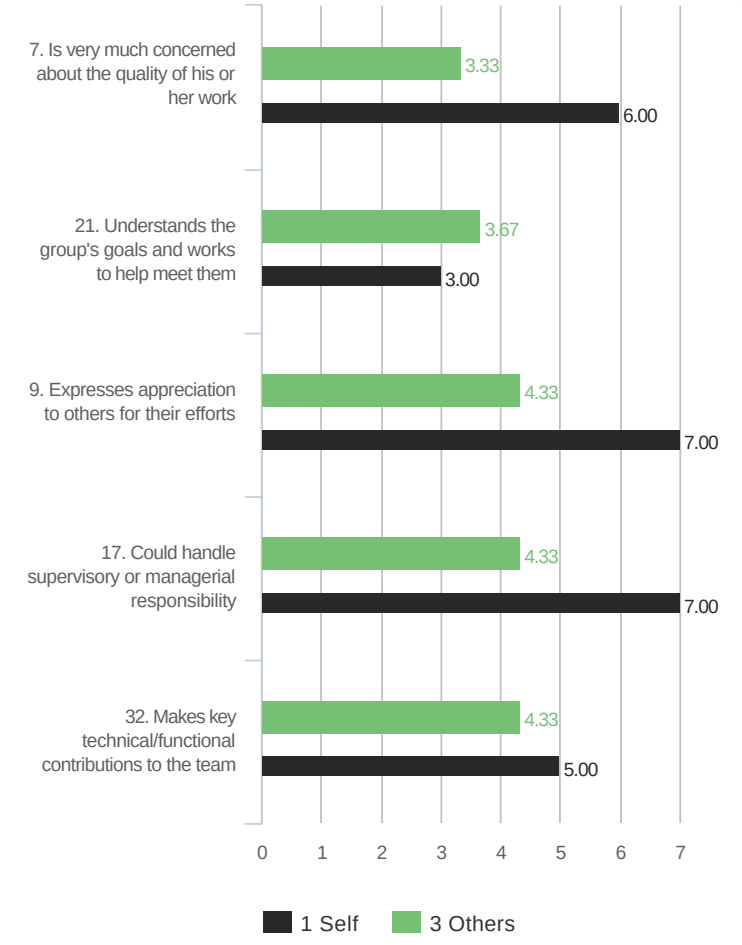


5 Highest Questions



5 Lowest Questions



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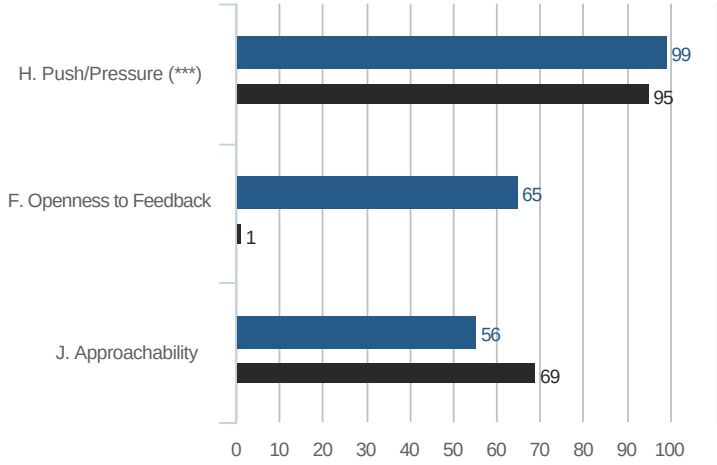
3 Highest Competencies



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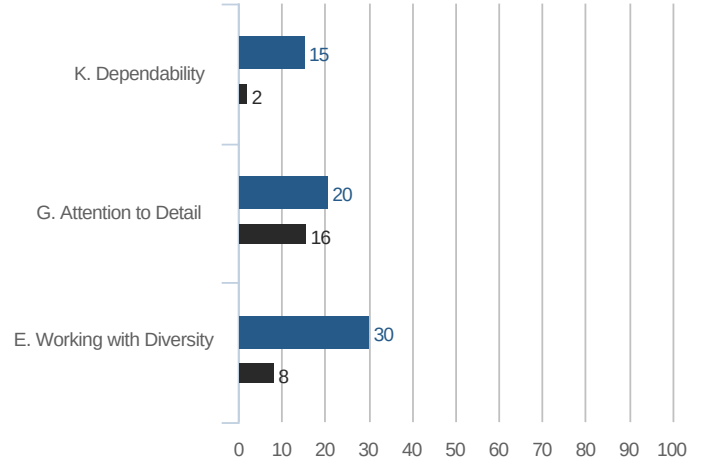
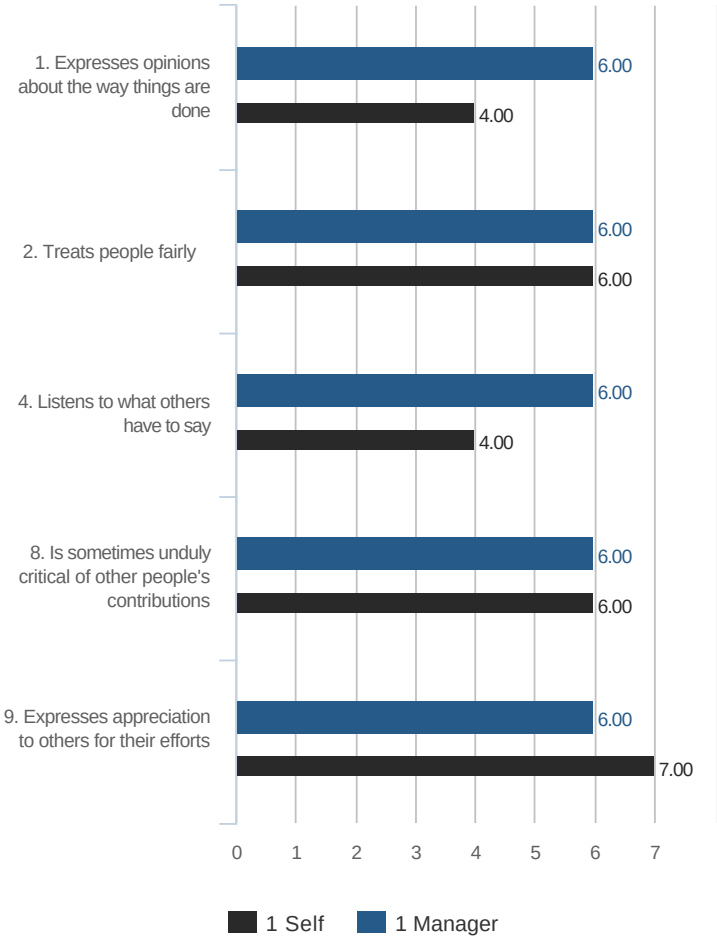


5 Highest Questions



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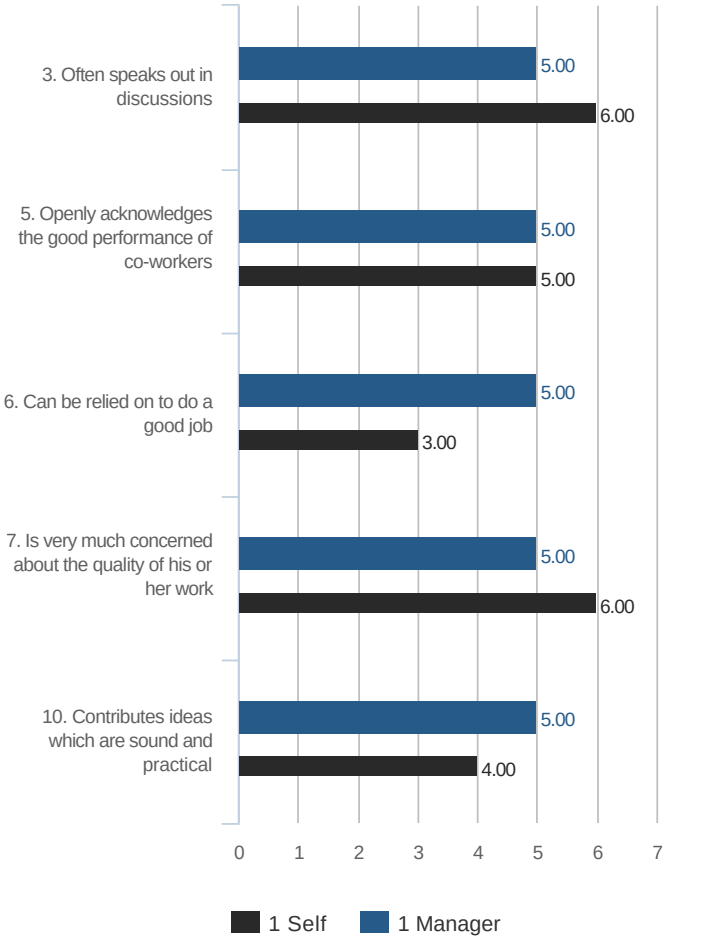

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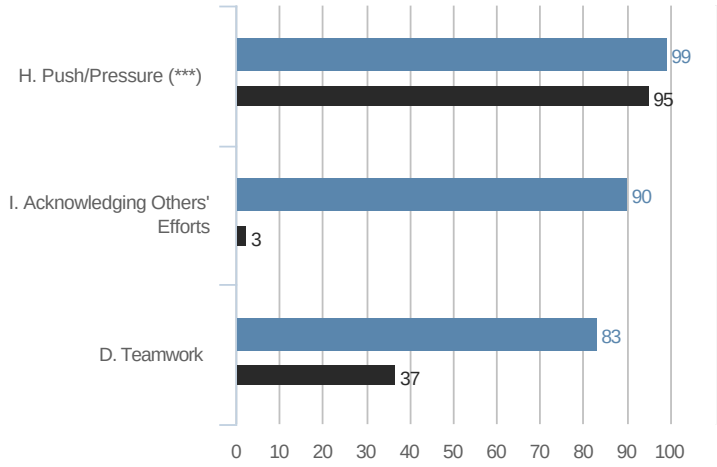
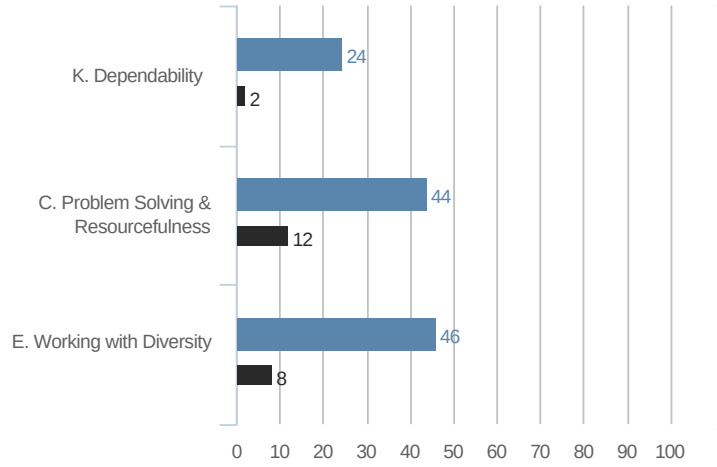
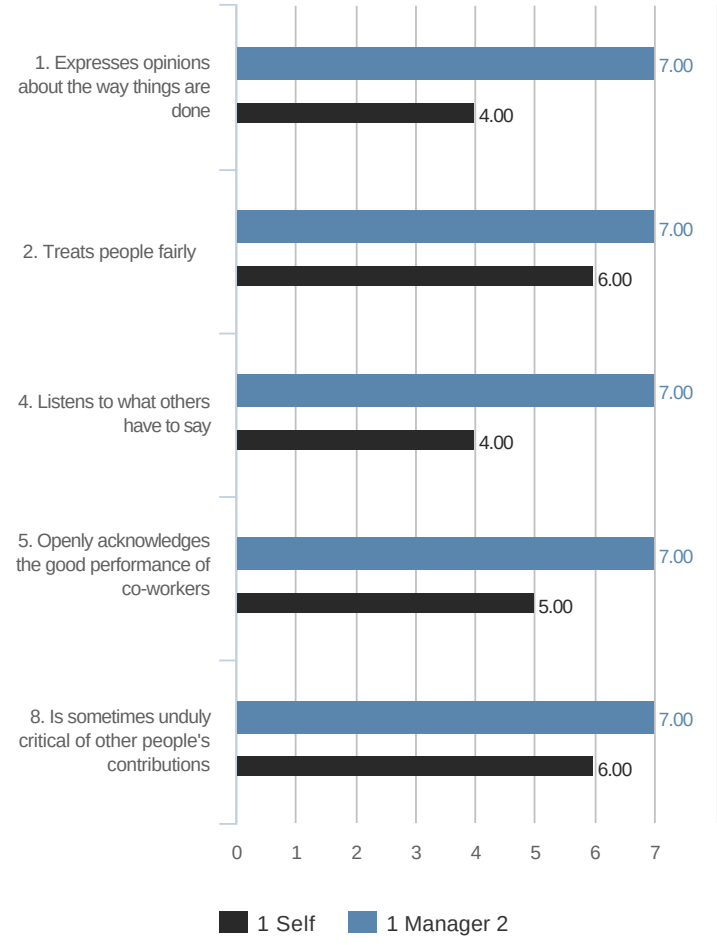
3 Highest Competencies



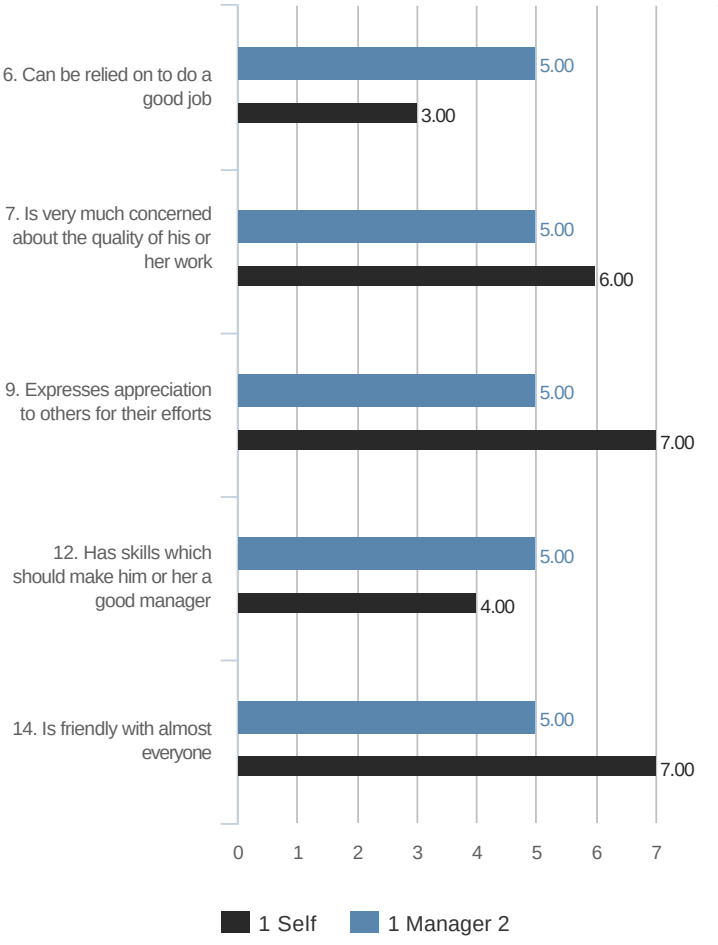
3 Lowest Competencies



5 Highest Questions



5 Lowest Questions



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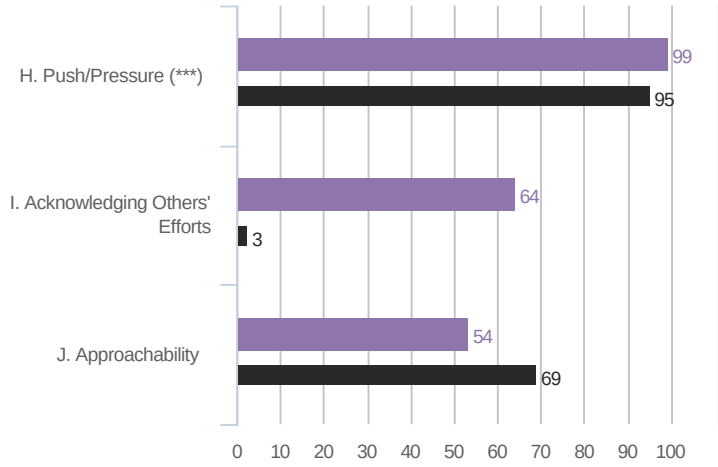
3 Highest Competencies



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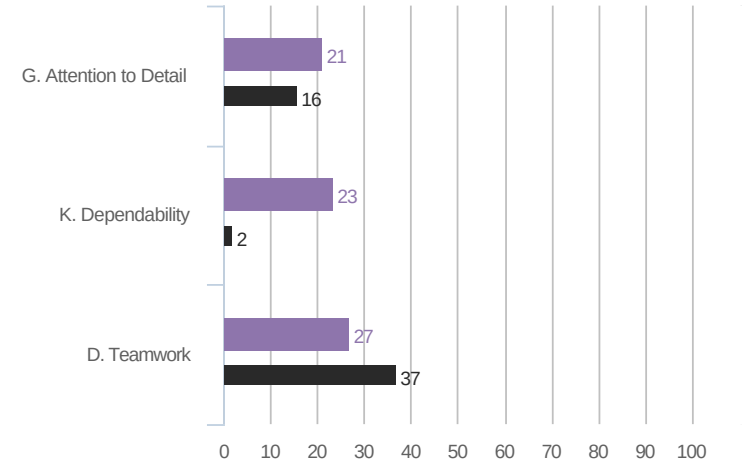
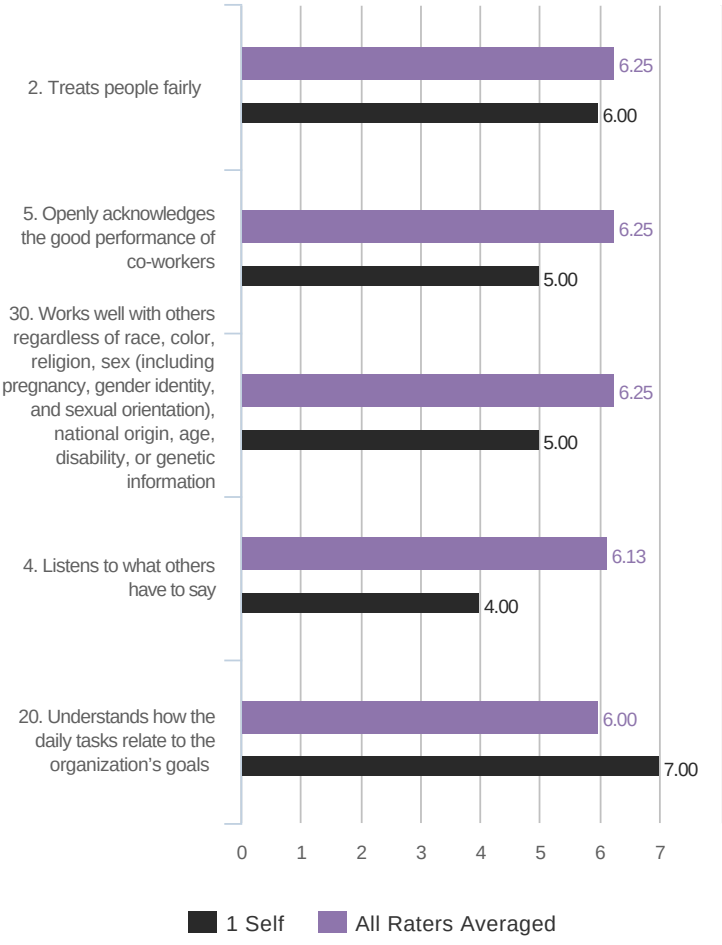
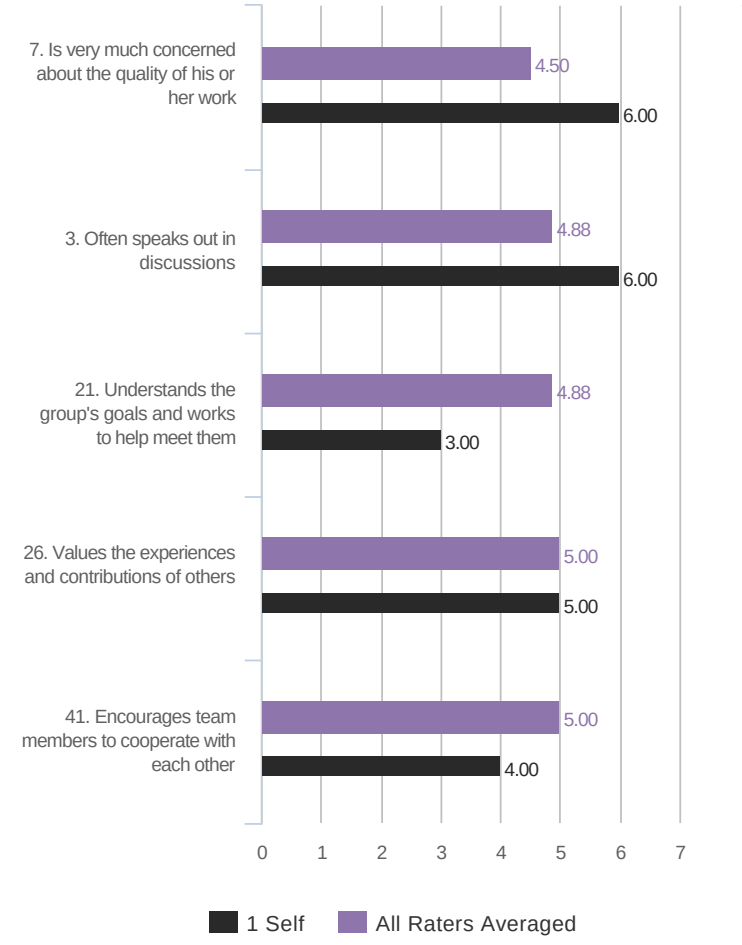


5 Highest Questions



5 Lowest Questions



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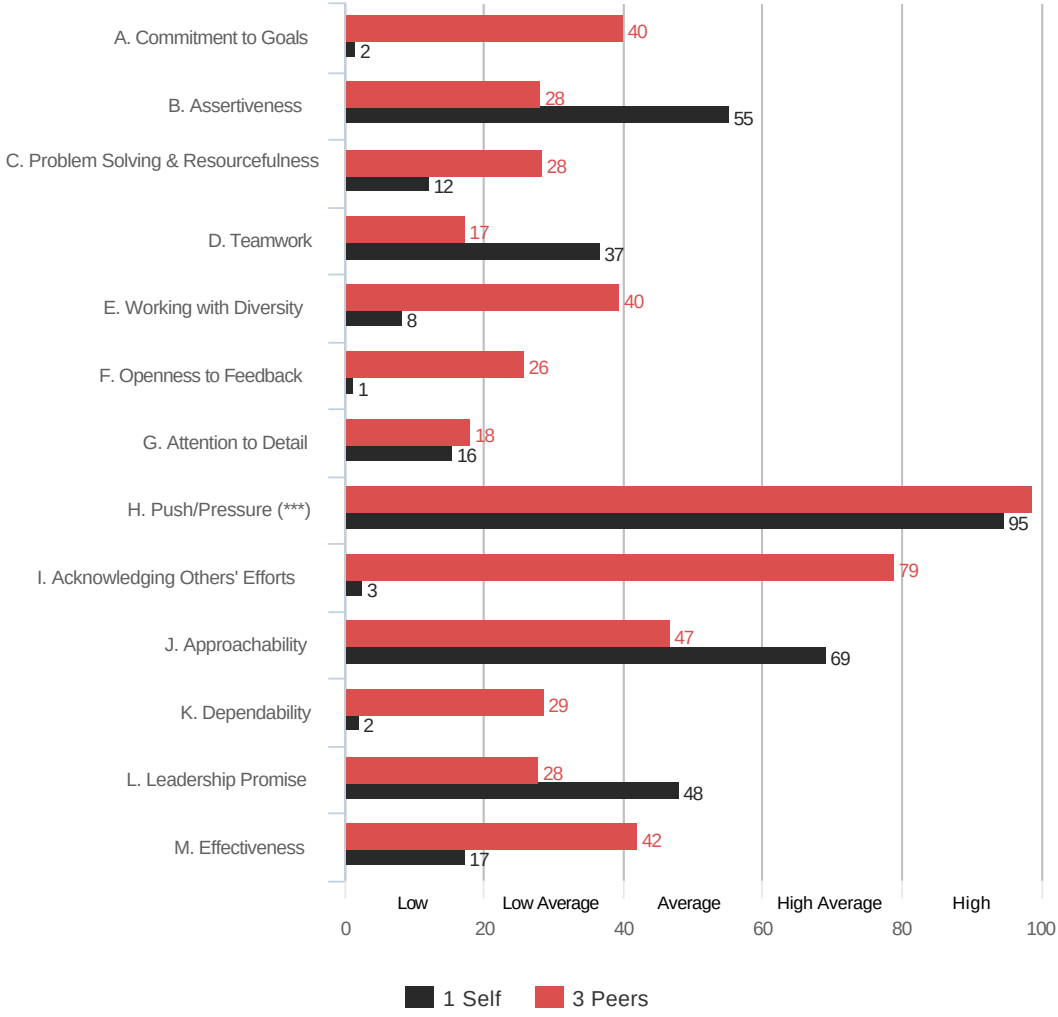
Blind Spot Analysis



UNREALIZED STRENGTH

BLIND SPOT

SOFT SPOT

SOFT SPOT

SOFT SPOT

SOFT SPOT

SOFT SPOT

UNREALIZED STRENGTH

VISIBLE STRENGTH

SOFT SPOT

BLIND SPOT

UNREALIZED STRENGTH

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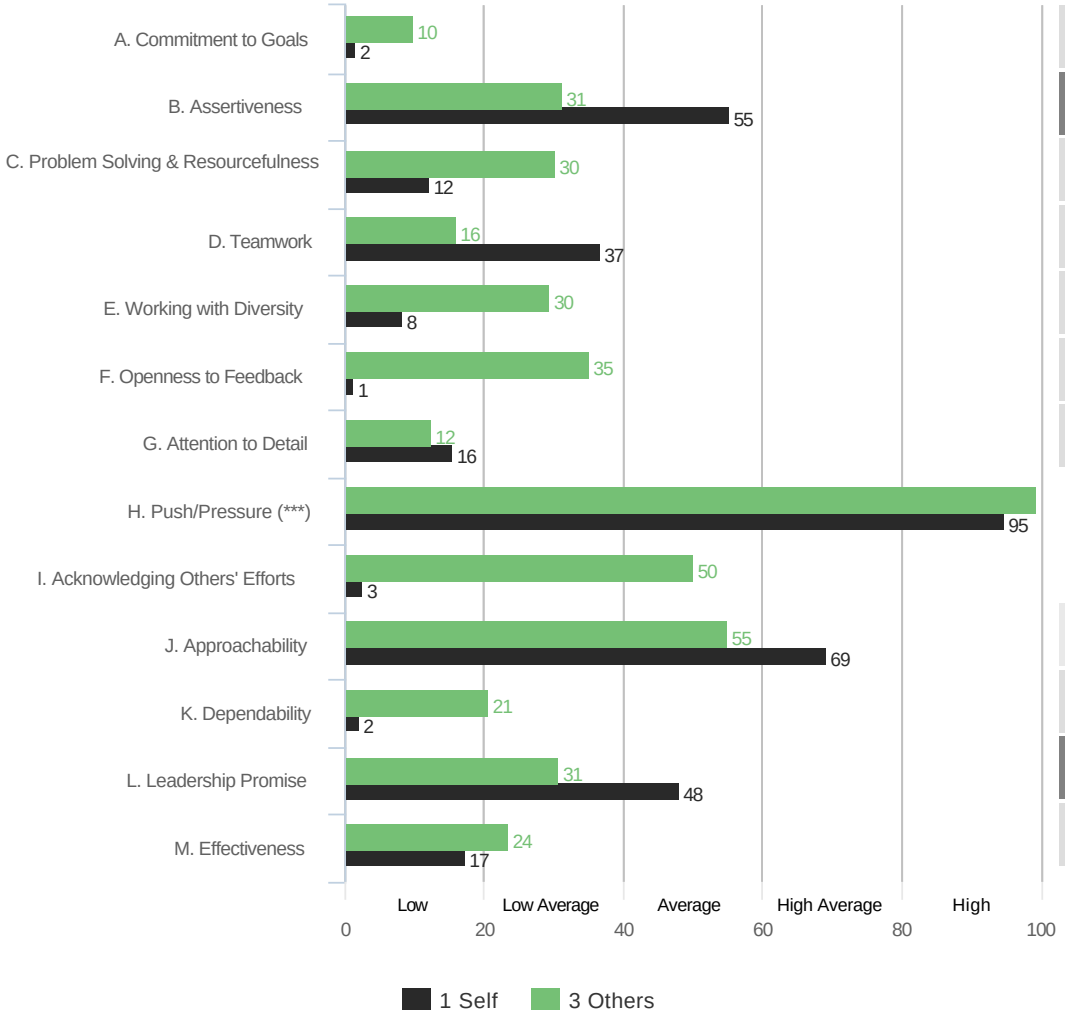

SOFT SPOT

BLIND SPOT

SOFT SPOT

SOFT SPOT

SOFT SPOT

SOFT SPOT

SOFT SPOT

UNREALIZED STRENGTH

VISIBLE STRENGTH

SOFT SPOT

BLIND SPOT

SOFT SPOT

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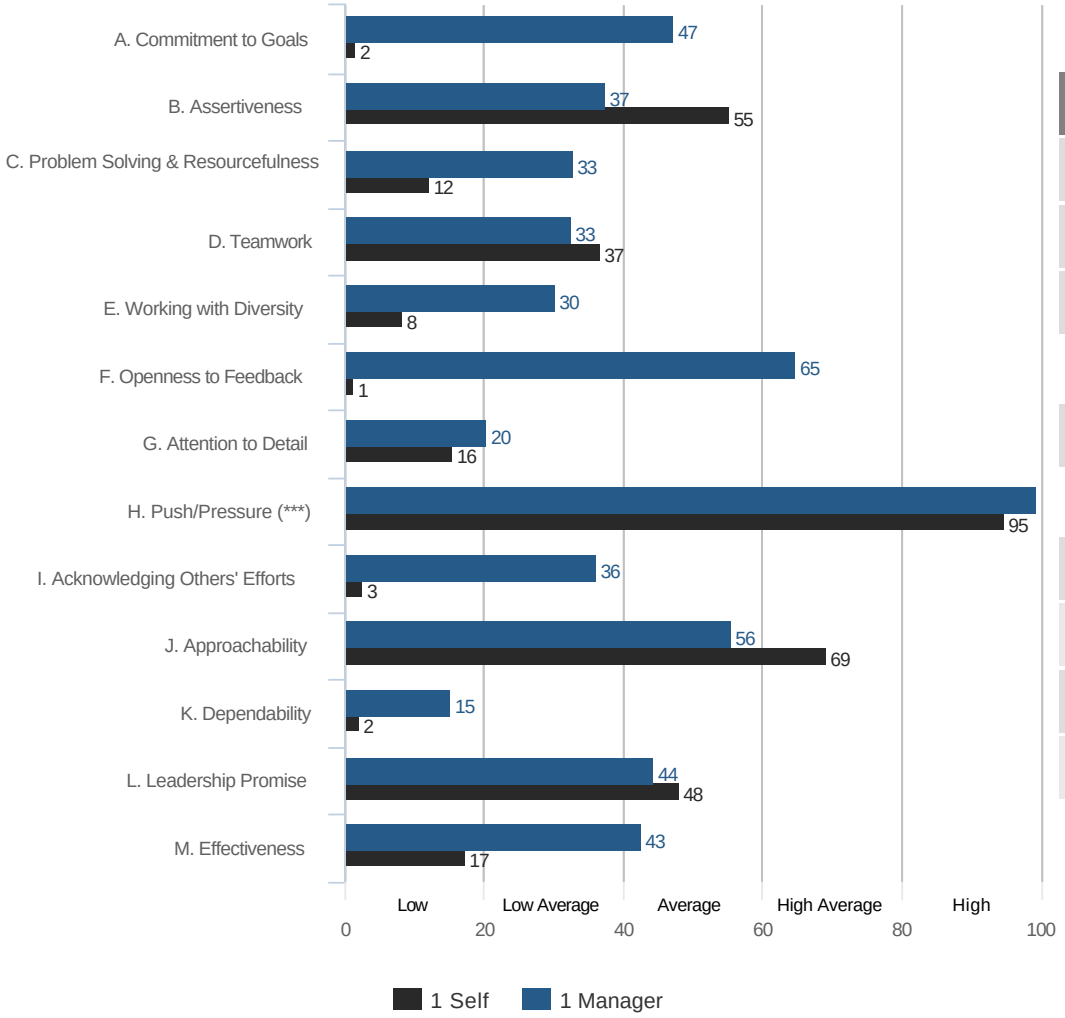

A. Commitment to Goals	UNREALIZED STRENGTH
B. Assertiveness	BLIND SPOT
C. Problem Solving & Resourcefulness	SOFT SPOT
D. Teamwork	SOFT SPOT
E. Working with Diversity	SOFT SPOT
F. Openness to Feedback	UNREALIZED STRENGTH
G. Attention to Detail	SOFT SPOT
H. Push/Pressure (***)	---
I. Acknowledging Others' Efforts	SOFT SPOT
J. Approachability	VISIBLE STRENGTH
K. Dependability	SOFT SPOT
L. Leadership Promise	VISIBLE STRENGTH
M. Effectiveness	UNREALIZED STRENGTH

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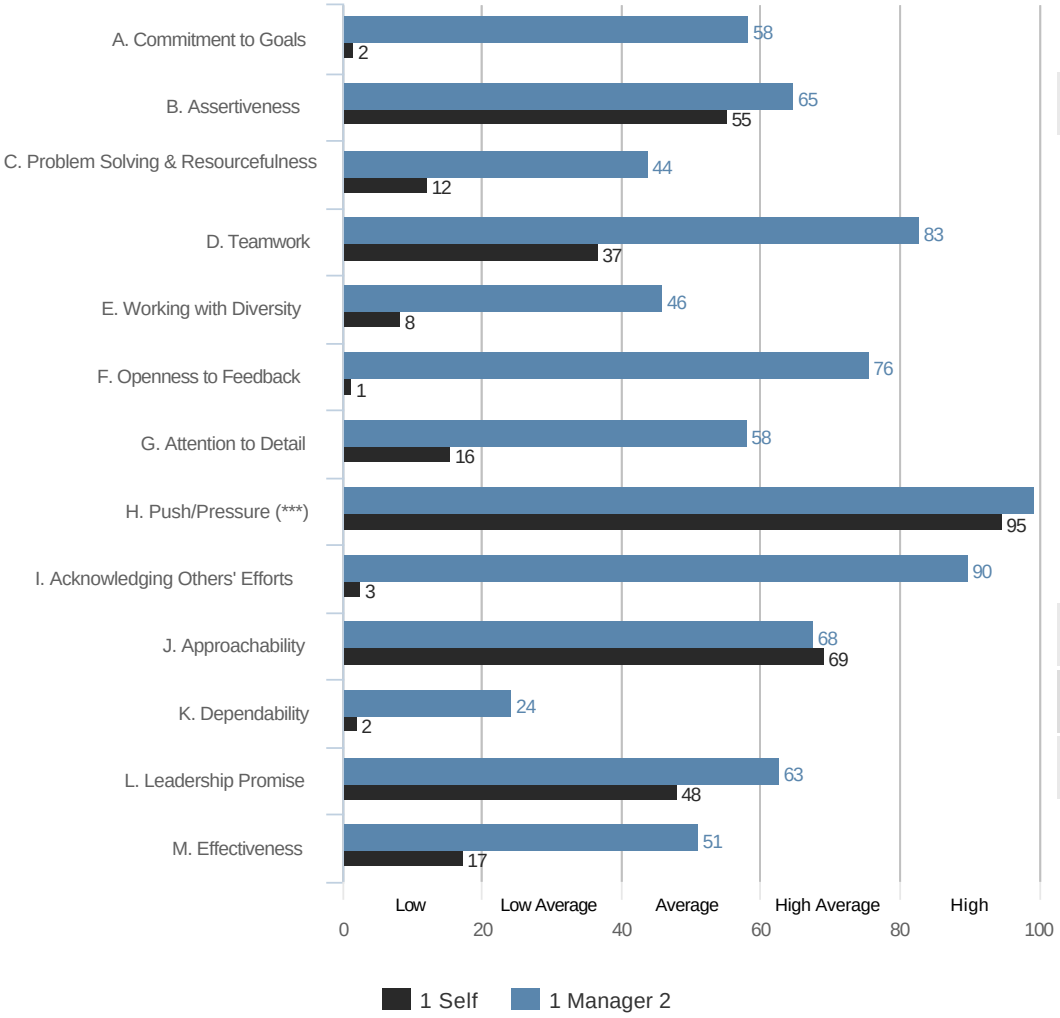

A. Commitment to Goals	UNREALIZED STRENGTH
B. Assertiveness	VISIBLE STRENGTH
C. Problem Solving & Resourcefulness	UNREALIZED STRENGTH
D. Teamwork	UNREALIZED STRENGTH
E. Working with Diversity	UNREALIZED STRENGTH
F. Openness to Feedback	UNREALIZED STRENGTH
G. Attention to Detail	UNREALIZED STRENGTH
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I. Acknowledging Others' Efforts	UNREALIZED STRENGTH
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K. Dependability	SOFT SPOT
L. Leadership Promise	VISIBLE STRENGTH
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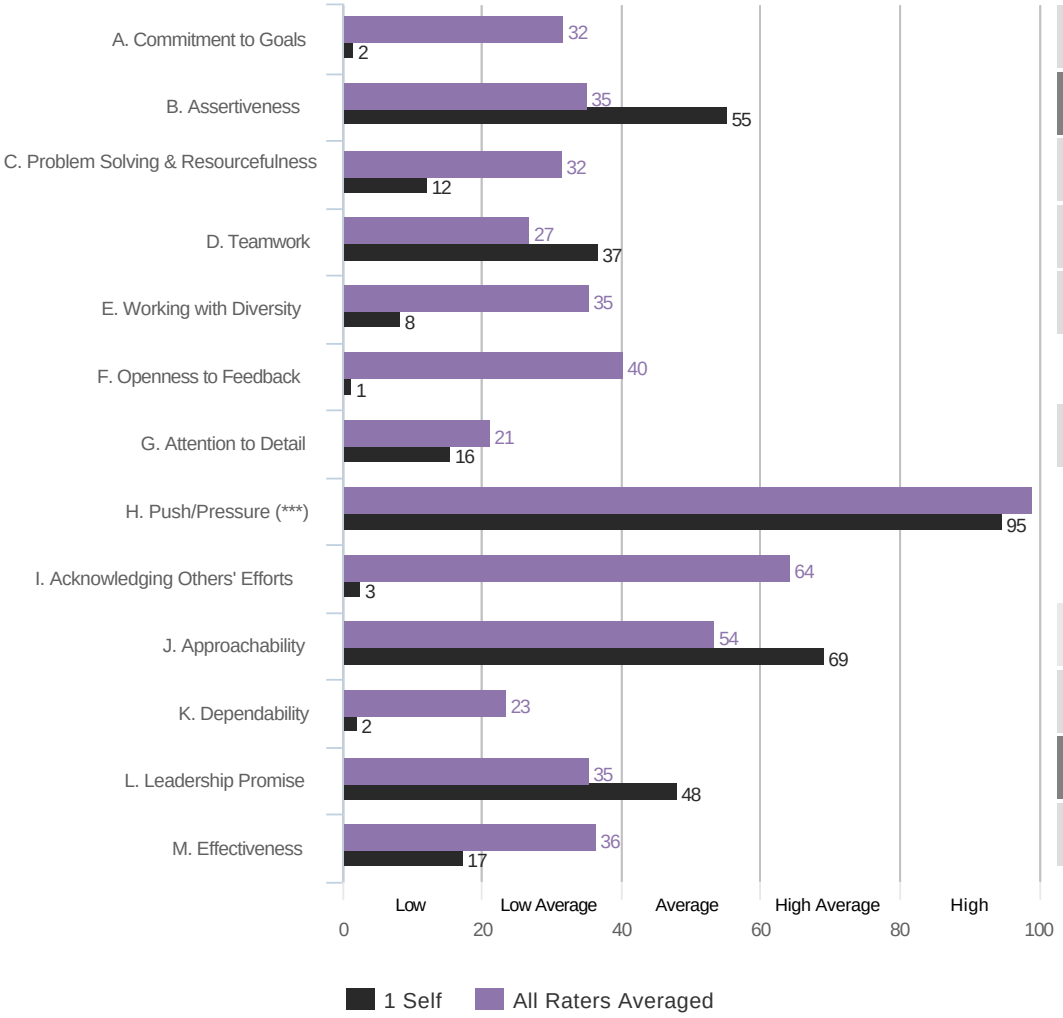

SOFT SPOT
BLIND SPOT
SOFT SPOT
SOFT SPOT
SOFT SPOT
UNREALIZED STRENGTH
SOFT SPOT

UNREALIZED STRENGTH
VISIBLE STRENGTH
SOFT SPOT
BLIND SPOT
SOFT SPOT

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Overall Scores

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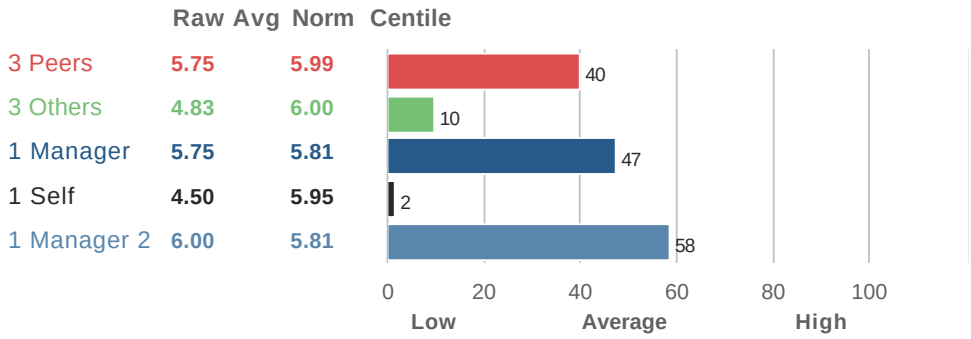
I. GOALS

A. Commitment to Goals

Overall Scores



Question Scores

13. Understands his or her role and responsibilities

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	1.53	.	.	.	.	1	.	1	1
5.33	1.53	.	.	.	.	1	1	.	1
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
7.00	---	.	.	.	.	.	.	.	1

20. Understands how the daily tasks relate to the organization's goals

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

21. Understands the group's goals and works to help meet them

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
3.67	2.52	.	1	.	.	1	.	1	.
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
5.00	---	.	.	.	.	.	1	.	.

36. Knows what is expected and does it

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	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

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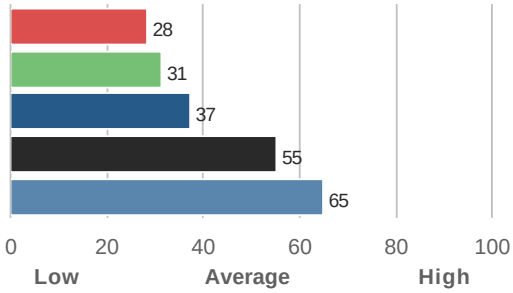
II. INITIATIVE

B. Assertiveness

Overall Scores

	Raw Avg	Norm
3 Peers	5.22	5.78
3 Others	5.28	5.75
1 Manager	5.33	5.64
1 Self	5.67	5.55
1 Manager 2	6.00	5.64



Question Scores

1. Expresses opinions about the way things are done

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.33	2.52	.	.	1	.	1	.	.	1
6.00	---	1	.	.	.	.	.	2	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
7.00	---	.	.	.	.	.	.	.	1

3. Often speaks out in discussions

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

23. Reports situations that need attention

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.67	0.58	.	.	.	.	.	.	1	2
5.33	1.15	.	.	.	.	1	.	2	.
5.00	---	.	.	.	.	.	1	.	.
7.00	---	.	.	.	.	.	.	.	1
5.00	---	.	.	.	.	.	1	.	.

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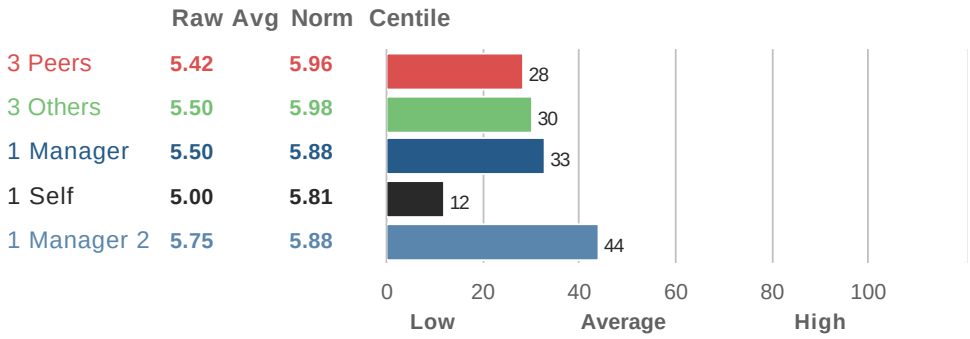
II. INITIATIVE

C. Problem Solving & Resourcefulness

Overall Scores



Question Scores

10. Contributes ideas which are sound and practical

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.00	1.73	.	.	.	1	.	.	2	.
5.33	1.53	.	.	.	.	1	1	.	1
5.00	---	.	.	.	.	.	1	.	.
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.

32. Makes key technical/functional contributions to the team

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	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

35. Is highly competent in the technical and functional aspects of our work

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	1.53	.	.	.	.	1	.	1	1
6.50	0.71	1	.	.	.	.	.	1	1
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

40. Knows how to get things done or figures out how to do them

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

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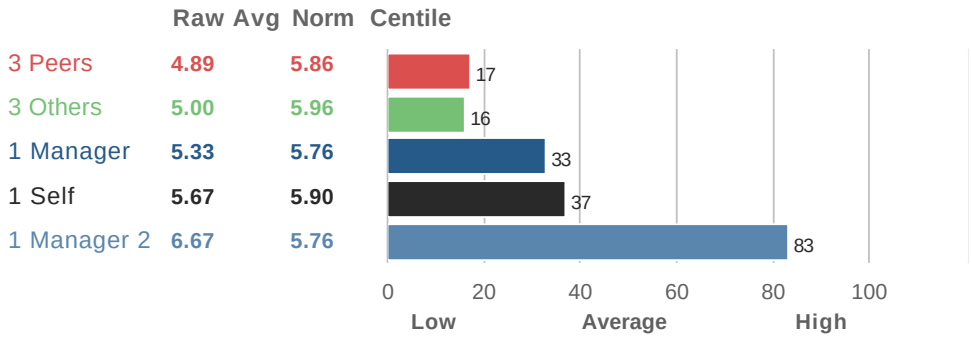
III. TEAMWORK

D. Teamwork

Overall Scores



Question Scores

24. Willingly helps other people

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.00	.	.	.	.	.	1	1	1
4.67	2.31	.	.	1	.	.	.	2	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.

28. Cooperates effectively with others

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.33	3.06	.	1	.	.	.	1	.	1
5.33	0.58	.	.	.	.	.	2	1	.
5.00	---	.	.	.	.	.	1	.	.
7.00	---	.	.	.	.	.	.	.	1
7.00	---	.	.	.	.	.	.	.	1

41. Encourages team members to cooperate with each other

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.33	1.53	.	.	.	1	1	.	1	.
5.00	1.00	.	.	.	.	1	1	1	.
5.00	---	.	.	.	.	.	1	.	.
4.00	---	.	.	.	.	1	.	.	.
7.00	---	.	.	.	.	.	.	.	1

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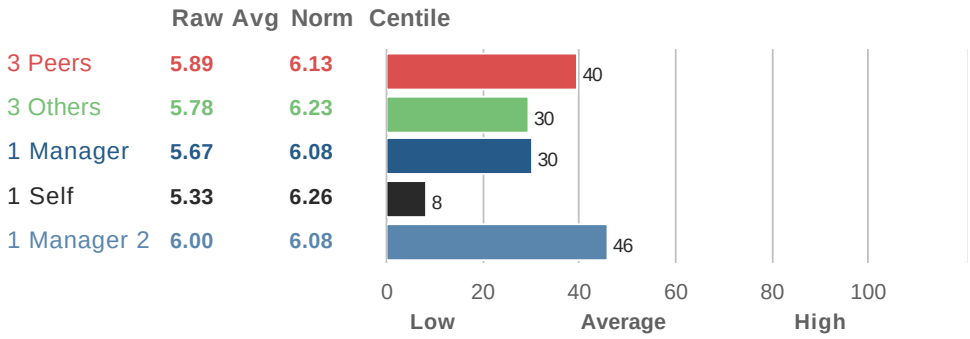
III. TEAMWORK

E. Working with Diversity

Overall Scores



Question Scores

2. Treats people fairly

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.00	.	.	.	.	.	1	1	1
6.33	0.58	.	.	.	.	.	.	2	1
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1

26. Values the experiences and contributions of others

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	2.31	.	.	1	.	.	.	2	.
4.67	1.15	.	.	.	.	2	.	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

30. Works well with others regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, or genetic information

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

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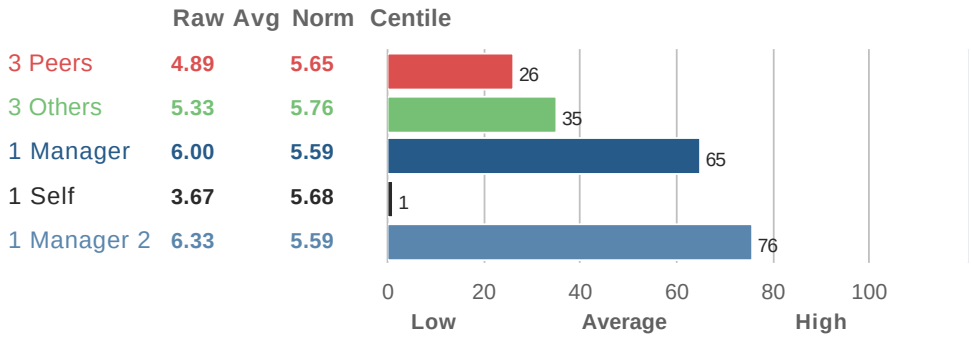
IV. PERSONAL AWARENESS

F. Openness to Feedback

Overall Scores



Question Scores

25. Is open to feedback and uses it to improve

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
5.33	1.53	.	.	.	.	1	1	.	1
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
6.00	---	.	.	.	.	.	.	1	.

31. Responds positively to suggestions on ways to improve

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.00	2.00	.	.	1	.	1	.	1	.
6.50	0.71	1	.	.	.	.	.	1	1
6.00	---	.	.	.	.	.	.	1	.
3.00	---	.	.	.	1	.	.	.	.
6.00	---	.	.	.	.	.	.	1	.

38. Welcomes co-workers' ideas even if they differ from his or hers

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

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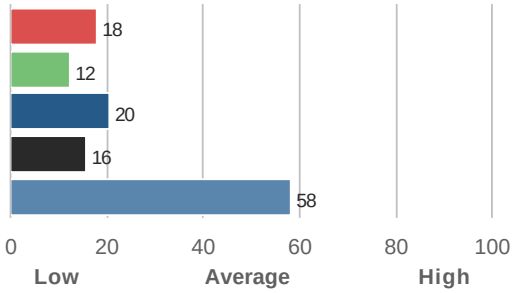
V. SELF-CONTROL

G. Attention to Detail

Overall Scores

	Raw Avg	Norm	Centile
3 Peers	5.11	6.00	18
3 Others	4.89	6.01	12
1 Manager	5.00	5.80	20
1 Self	5.00	5.81	16
1 Manager 2	6.00	5.80	58



Question Scores

7. Is very much concerned about the quality of his or her work

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	1.15	.	.	.	.	1	.	2	.
3.33	2.08	.	1	.	.	1	1	.	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.

42. Documents the important details of the work

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	1.53	.	.	.	.	1	1	.	1
5.67	0.58	.	.	.	.	.	1	2	.
5.00	---	.	.	.	.	.	1	.	.
3.00	---	.	.	.	1	.	.	.	.
6.00	---	.	.	.	.	.	.	1	.

44. Attends to all the important details when doing a job

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	1.53	.	.	.	1	.	1	1	.
5.67	1.53	.	.	.	.	1	.	1	1
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1

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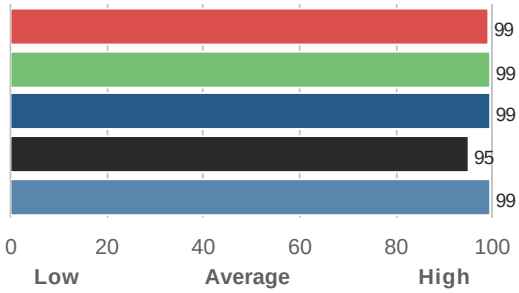
V. SELF-CONTROL

H. Push/Pressure (***)

Overall Scores

	Raw Avg	Norm	Centile
3 Peers	5.50	2.35	99
3 Others	5.75	2.10	99
1 Manager	5.75	2.48	99
1 Self	4.50	2.65	95
1 Manager 2	5.75	2.48	99



Question Scores

8. Is sometimes unduly critical of other people's contributions

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	2.89	.	.	1	.	.	.	.	2
6.00	---	.	.	.	.	.	.	3	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1

19. Complains vigorously when someone else makes a mistake

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

29. Can be overly aggressive

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

34. Is so competitive that cooperation is difficult

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

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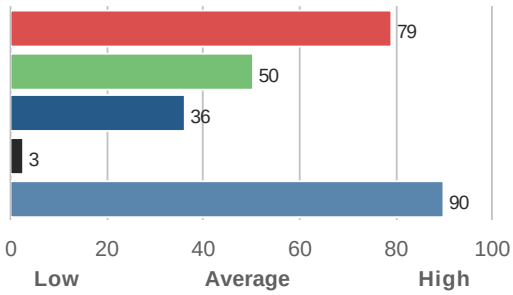
VI. RECOGNITION

I. Acknowledging Others' Efforts

Overall Scores

	Raw Avg	Norm	Centile
3 Peers	6.44	5.53	79
3 Others	5.67	5.66	50
1 Manager	5.00	5.36	36
1 Self	4.00	5.72	3
1 Manager 2	6.67	5.36	90



Question Scores

5. Openly acknowledges the good performance of co-workers

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

16. Compliments other people who perform well

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	0.58	.	.	.	.	.	.	2	1
5.33	0.58	.	.	.	.	.	2	1	.
5.00	---	.	.	.	.	.	1	.	.
3.00	---	.	.	.	1	.	.	.	.
7.00	---	.	.	.	.	.	.	.	1

22. Gives people credit and praise for their contributions

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.67	0.58	.	.	.	.	.	.	1	2
5.33	1.15	.	.	.	.	1	.	2	.
5.00	---	.	.	.	.	.	1	.	.
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.

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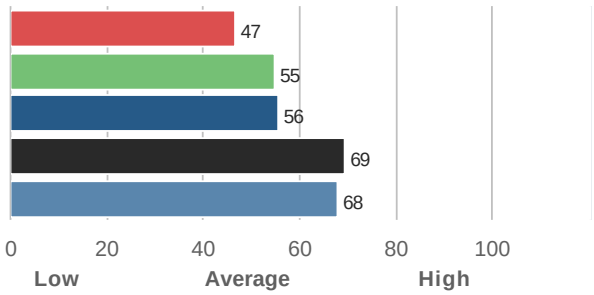
OUTCOMES

J. Approachability

Overall Scores

	Raw Avg	Norm	Centile
3 Peers	5.56	5.65	47
3 Others	5.89	5.76	55
1 Manager	5.67	5.52	56
1 Self	6.00	5.58	69
1 Manager 2	6.00	5.52	68



Question Scores

4. Listens to what others have to say

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

14. Is friendly with almost everyone

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	2.31	.	.	.	1	.	.	.	2
5.67	1.53	.	.	.	.	1	.	1	1
5.00	---	.	.	.	.	.	1	.	.
7.00	---	.	.	.	.	.	.	.	1
5.00	---	.	.	.	.	.	1	.	.

43. Makes it easy for people to say what is on their minds

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	1.15	.	.	.	.	1	.	2	.
5.67	1.53	.	.	.	.	1	.	1	1
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.

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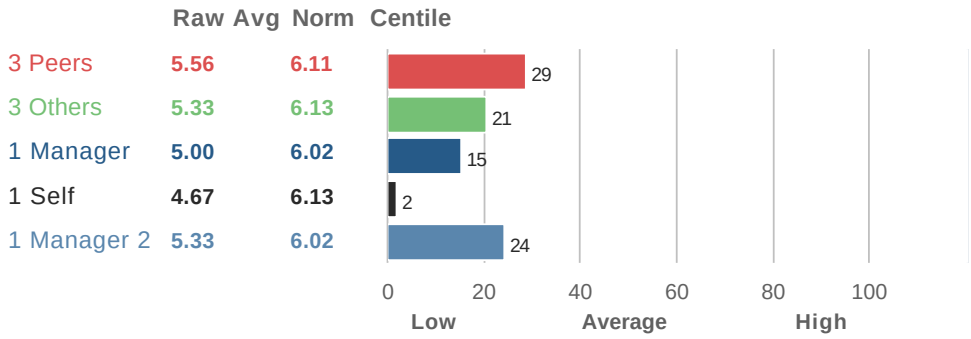
OUTCOMES

K. Dependability

Overall Scores



Question Scores

6. Can be relied on to do a good job

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	2.31	.	.	.	1	.	.	.	2
5.00	1.00	.	.	.	.	1	1	1	.
5.00	---	.	.	.	.	.	1	.	.
3.00	---	.	.	.	1	.	.	.	.
5.00	---	.	.	.	.	.	1	.	.

39. Can be counted on to do what he or she says will be done

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	2.08	.	.	.	1	.	.	1	1
5.67	0.58	.	.	.	.	.	1	2	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

45. Can be depended on to fulfill commitments

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	1.53	.	.	.	.	1	.	1	1
5.33	1.15	.	.	.	.	1	.	2	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.

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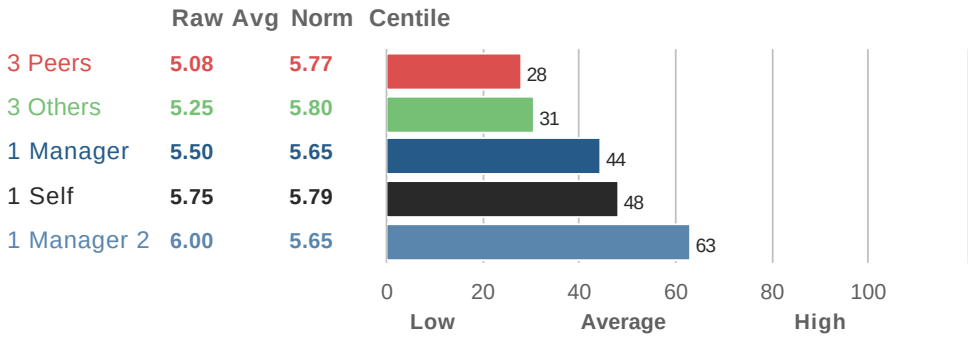
OUTCOMES

L. Leadership Promise

Overall Scores



Question Scores

11. Shares responsibility for team leadership

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.00	3.00	.	1	.	.	1	.	.	1
6.00	1.00	.	.	.	.	.	1	1	1
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.
7.00	---	.	.	.	.	.	.	.	1

12. Has skills which should make him or her a good manager

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

15. Shows promise of having a successful career in this organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	2.31	.	.	1	.	.	.	2	.
5.00	1.00	.	.	.	.	1	1	1	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.

17. Could handle supervisory or managerial responsibility

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	1.53	.	.	.	.	1	.	1	1
4.33	2.08	.	.	1	.	.	1	1	.
5.00	---	.	.	.	.	.	1	.	.
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.

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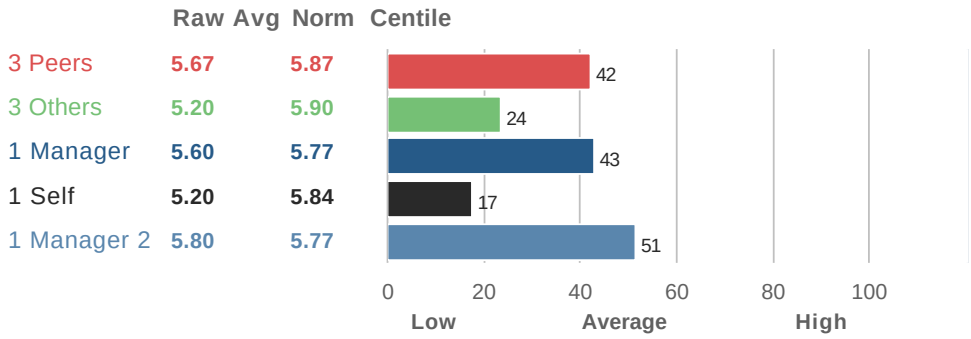
OUTCOMES

M. Effectiveness

Overall Scores



Question Scores

9. Expresses appreciation to others for their efforts

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

18. Has the personal qualities of a leader among peers

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	1.15	.	.	.	.	2	.	1	.
4.67	2.08	.	.	.	1	1	.	.	1
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
7.00	---	.	.	.	.	.	.	.	1

27. Is a good role model for others

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	2.52	.	.	1	.	.	1	.	1
6.00	1.00	.	.	.	.	.	1	1	1
5.00	---	.	.	.	.	.	1	.	.
3.00	---	.	.	.	1	.	.	.	.
7.00	---	.	.	.	.	.	.	.	1

33. Has very high standards of performance

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	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.

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37. Performs his or her work in a timely manner

Raw Avg	SD	NA	1	2	3	4	5	6	7
7.00	---	.	.	.	.	.	.	.	3
5.33	1.15	.	.	.	.	1	.	2	.
5.00	---	.	.	.	.	.	1	.	.
3.00	---	.	.	.	1	.	.	.	.
5.00	---	.	.	.	.	.	1	.	.

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Comments

What does this person do that should be continued?

3 Peers

- peer continue
- Peers3 - comment 1
- Peers2 - comment 1

3 Others

- Others3 - comment 1
- other continue
- Others2 - comment 1

1 Manager

- Mgr1- comment 1

1 Self

- Self - comment 1

1 Manager 2

- Mgr2 - comment 1

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What should this person do to be more effective?

3 Peers

- Peers2 - comment 2
- peer effective
- Peers3 - comment 2

3 Others

- Others2 - comment 2
- Others3 - comment 2
- other effective

1 Manager

- Mgr1- comment 2

1 Self

- Self - comment 2

1 Manager 2

- Mgr2 - comment 2

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What does this person do that should be stopped?

3 Peers

- peer stop
- Peers2 - comment 3
- Peers3 - comment 3

3 Others

- Others2 - comment 3
- Others3 - comment 3
- other stop

1 Manager

- Mgr1- comment 3

1 Self

- Self - comment 3

1 Manager 2

- Mgr2 - comment 3

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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

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