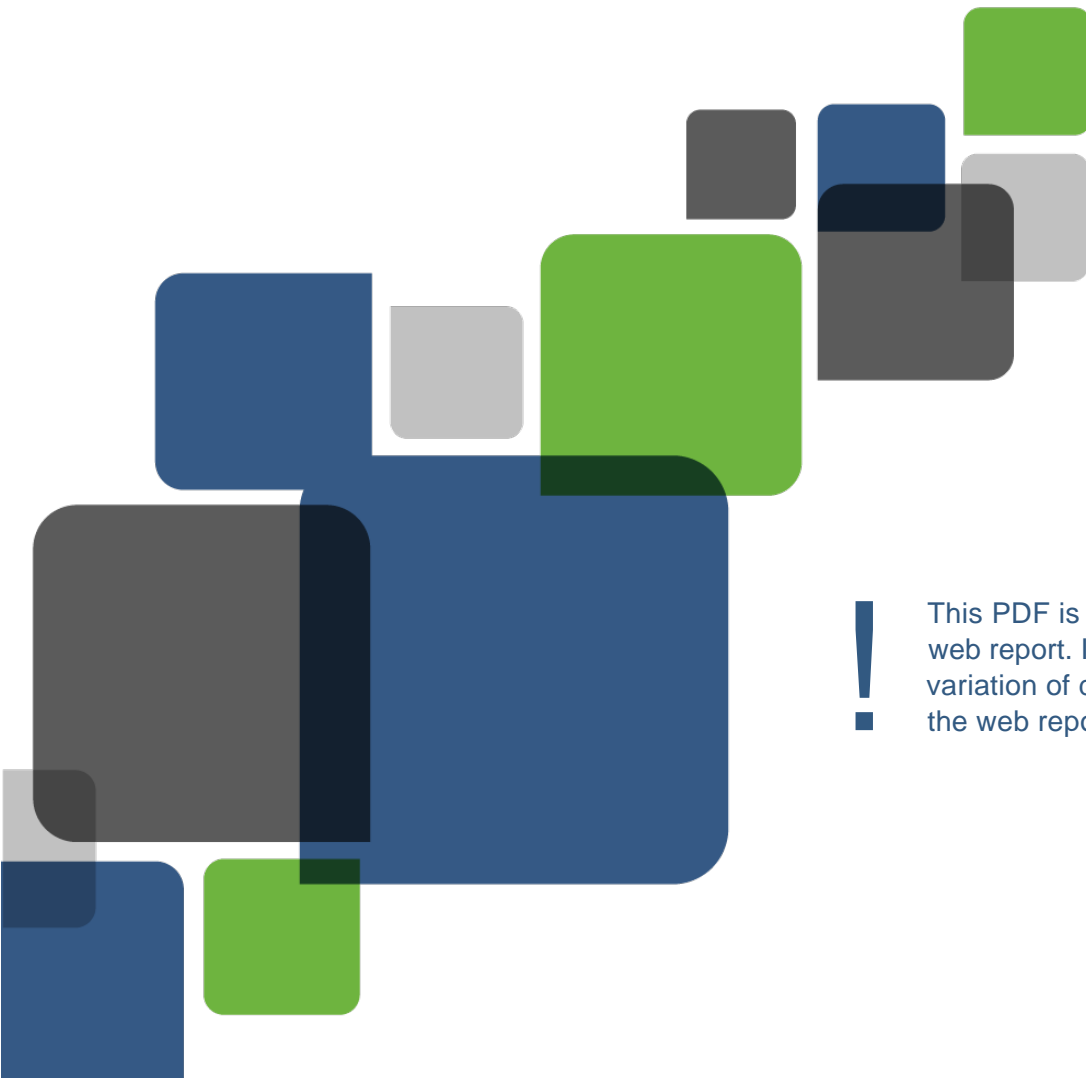


Individual Feedback Charts

Advanced Management Practices

AMP-C Archetype A
June 2018
TruScore

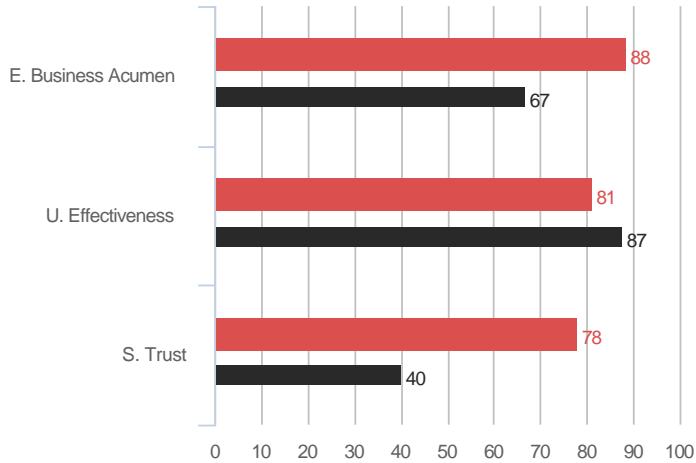


! This PDF is a simplified version of the web report. It does not contain every variation of data/charts contained within the web report.

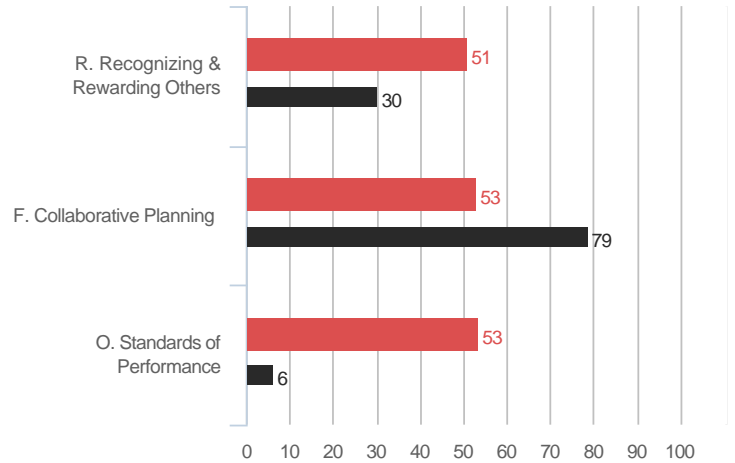


Highest and Lowest

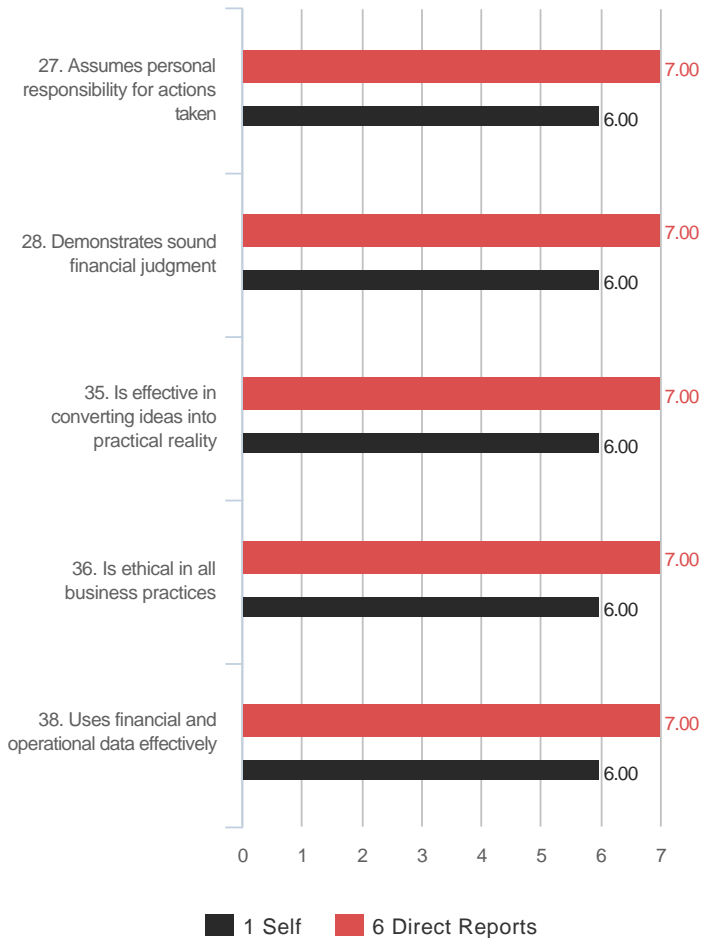
3 Highest Competencies



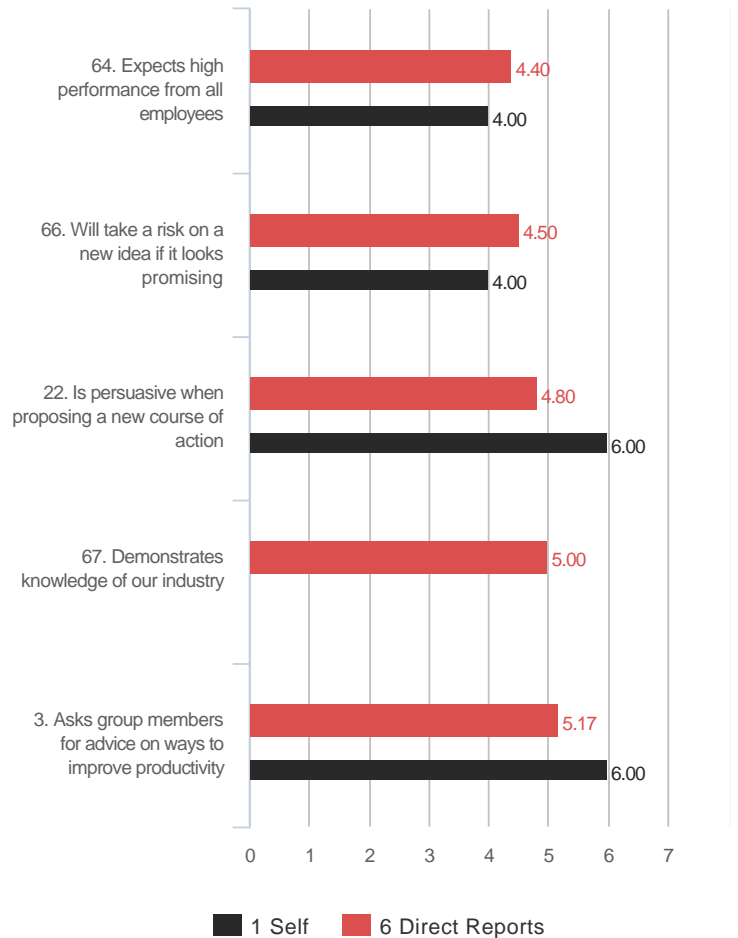
3 Lowest Competencies



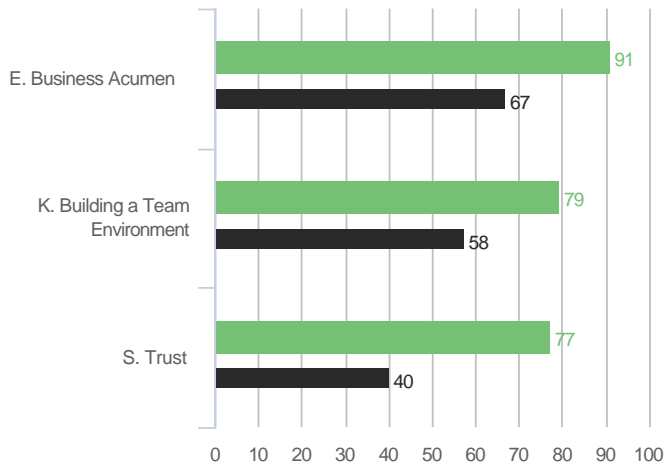
5 Highest Questions



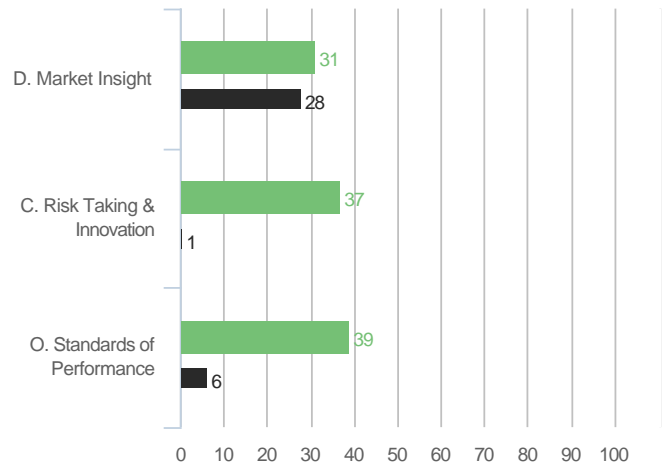
5 Lowest Questions



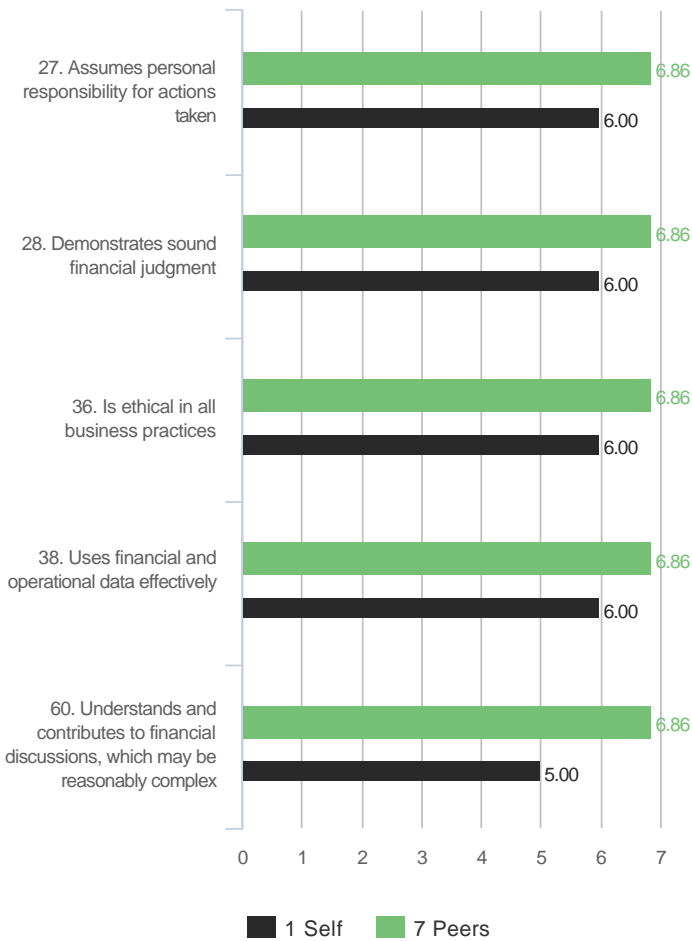
3 Highest Competencies



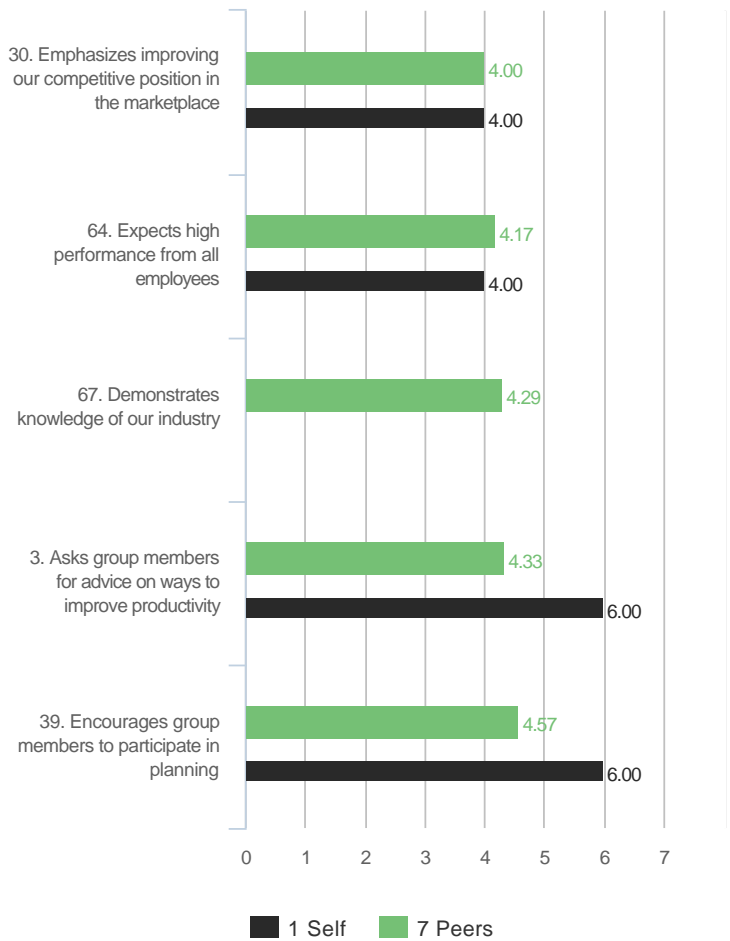
3 Lowest Competencies



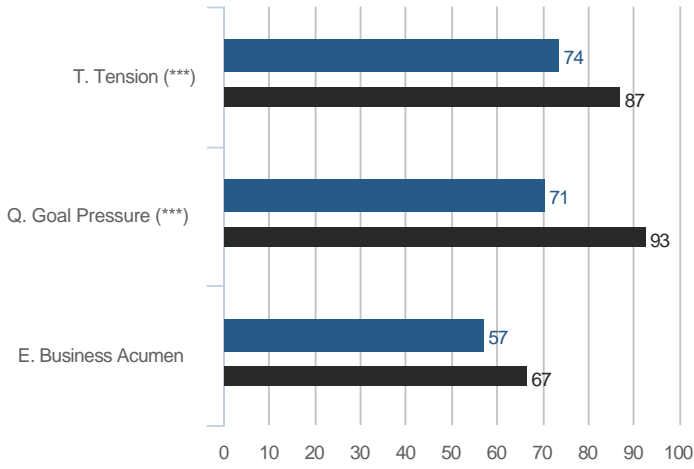
5 Highest Questions



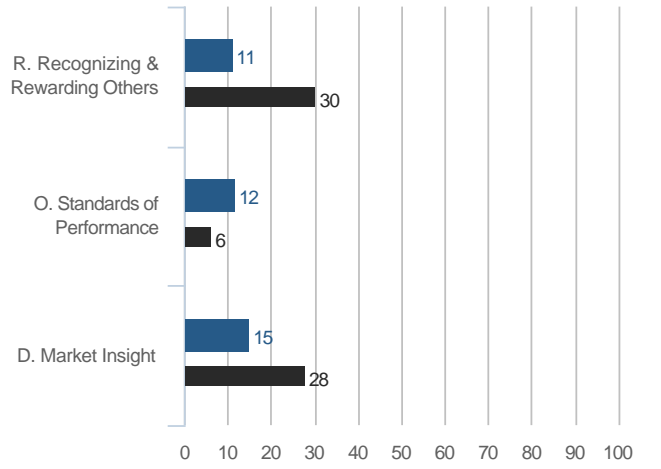
5 Lowest Questions



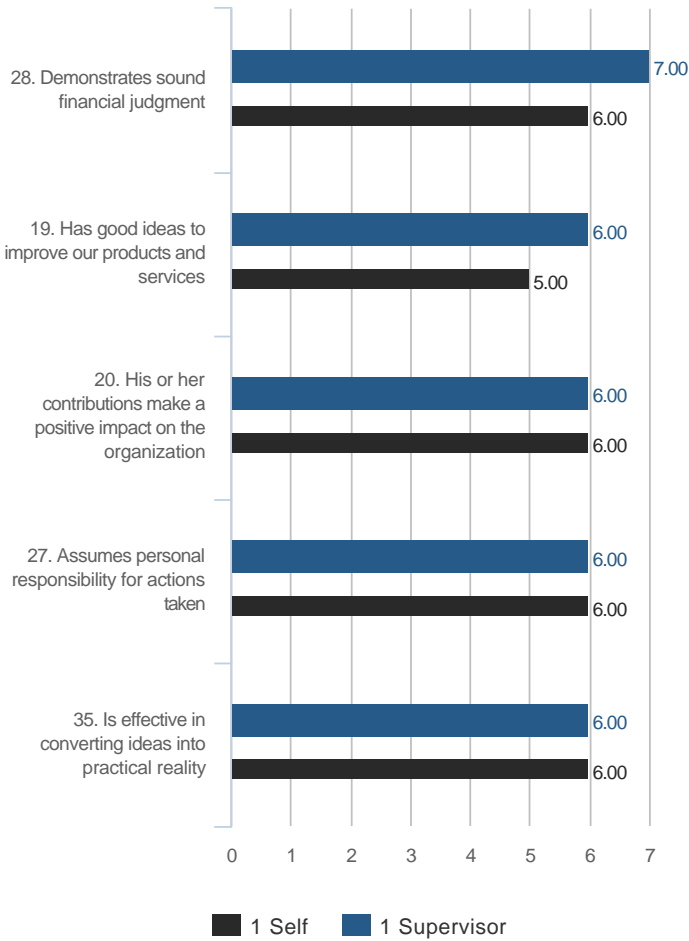
3 Highest Competencies



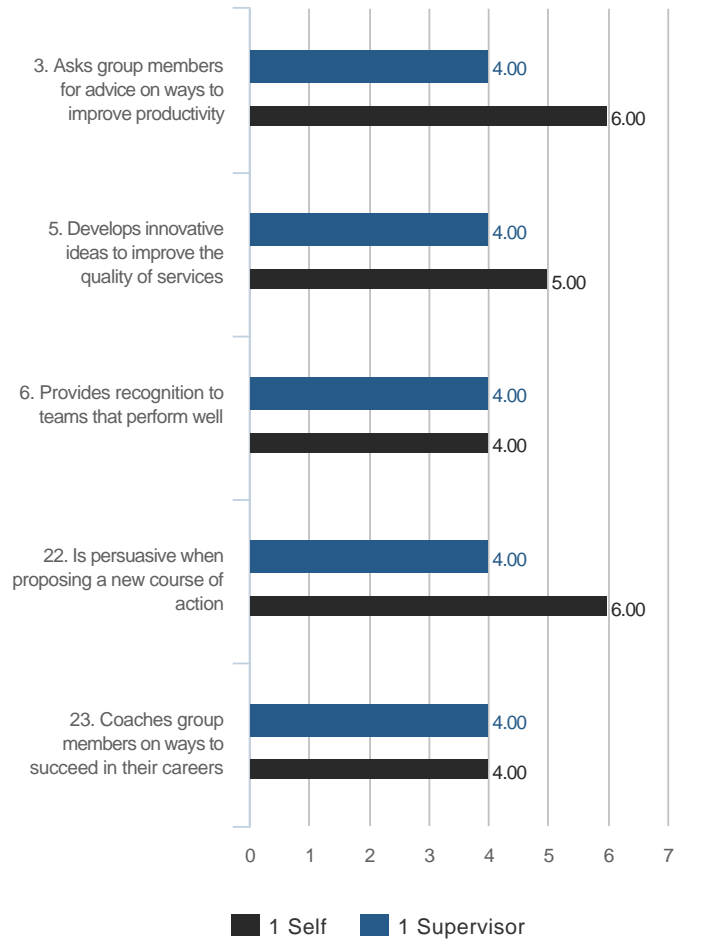
3 Lowest Competencies



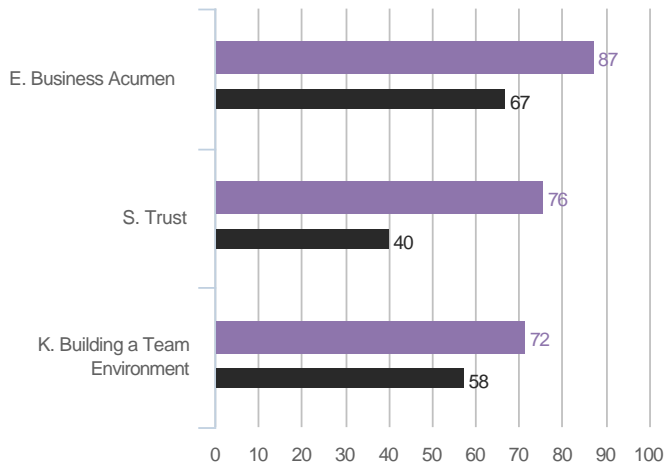
5 Highest Questions



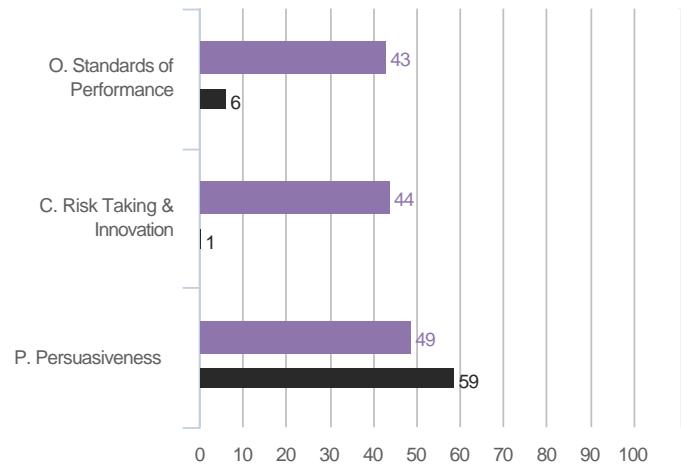
5 Lowest Questions



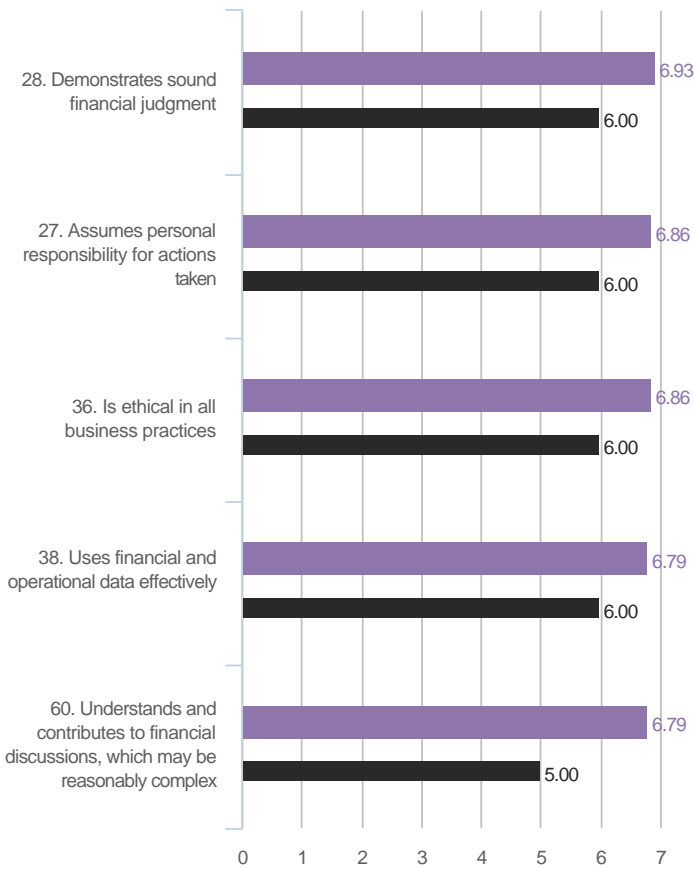
3 Highest Competencies



3 Lowest Competencies



5 Highest Questions



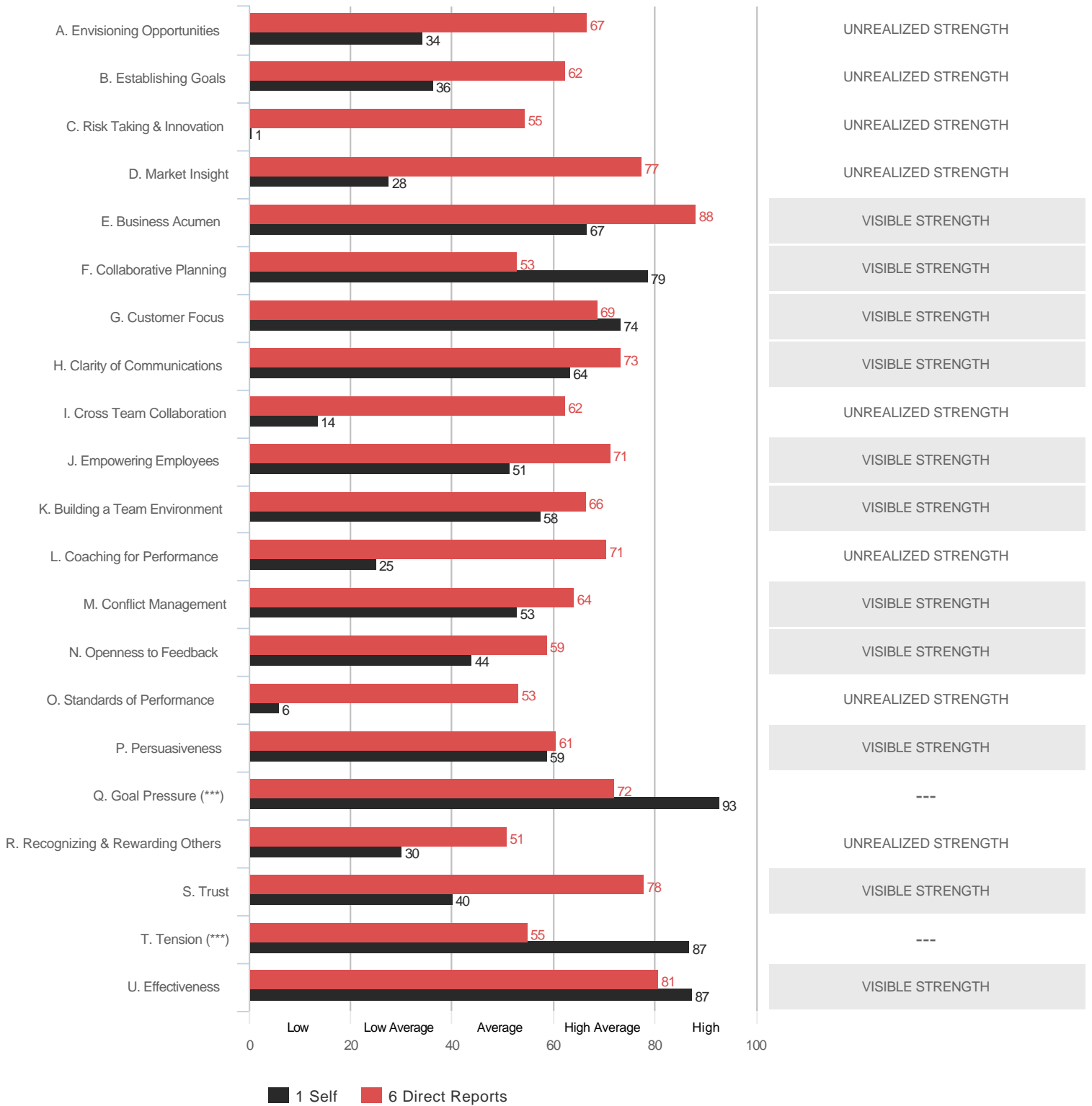
■ 1 Self ■ All Raters Averaged

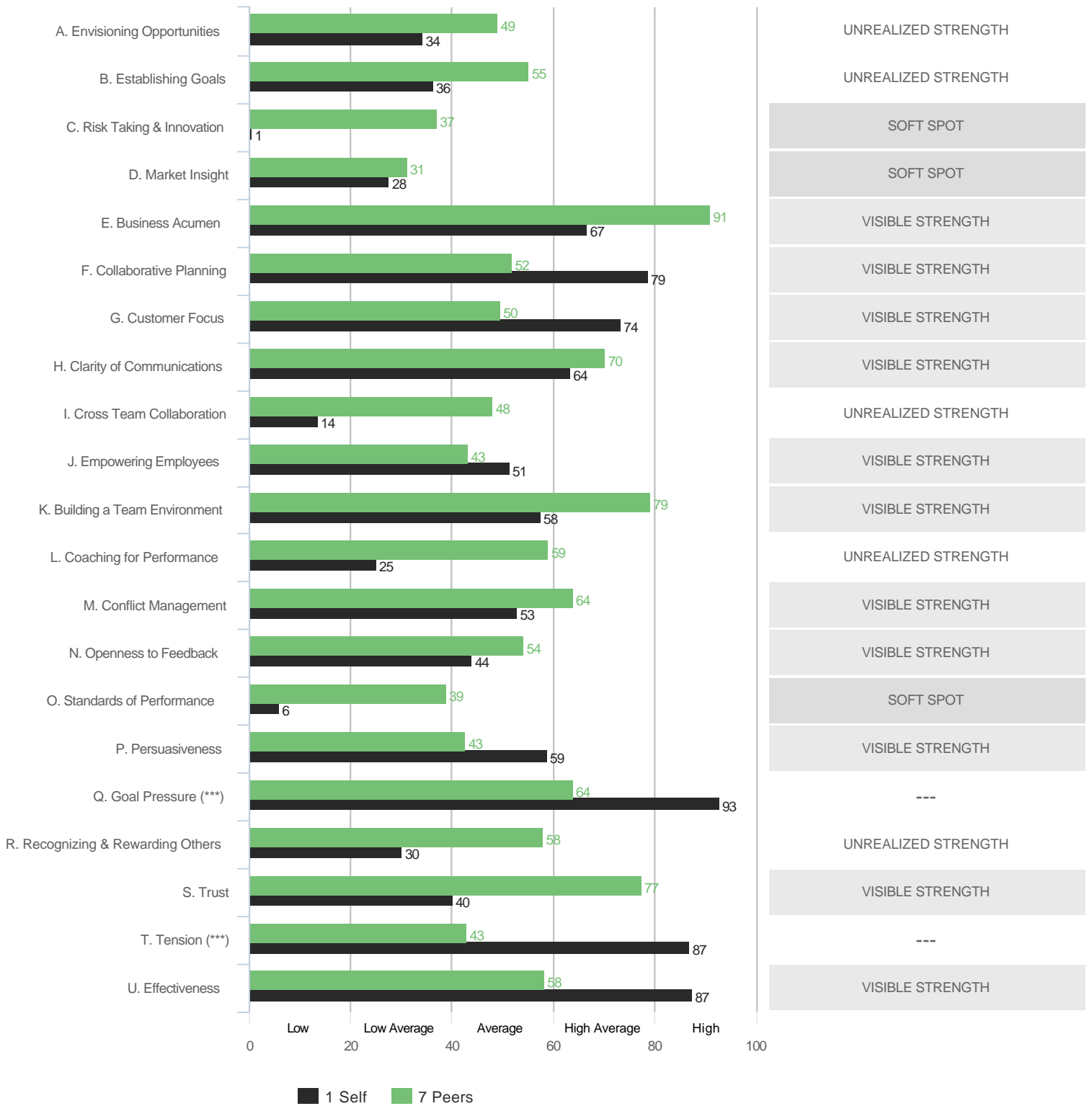
5 Lowest Questions

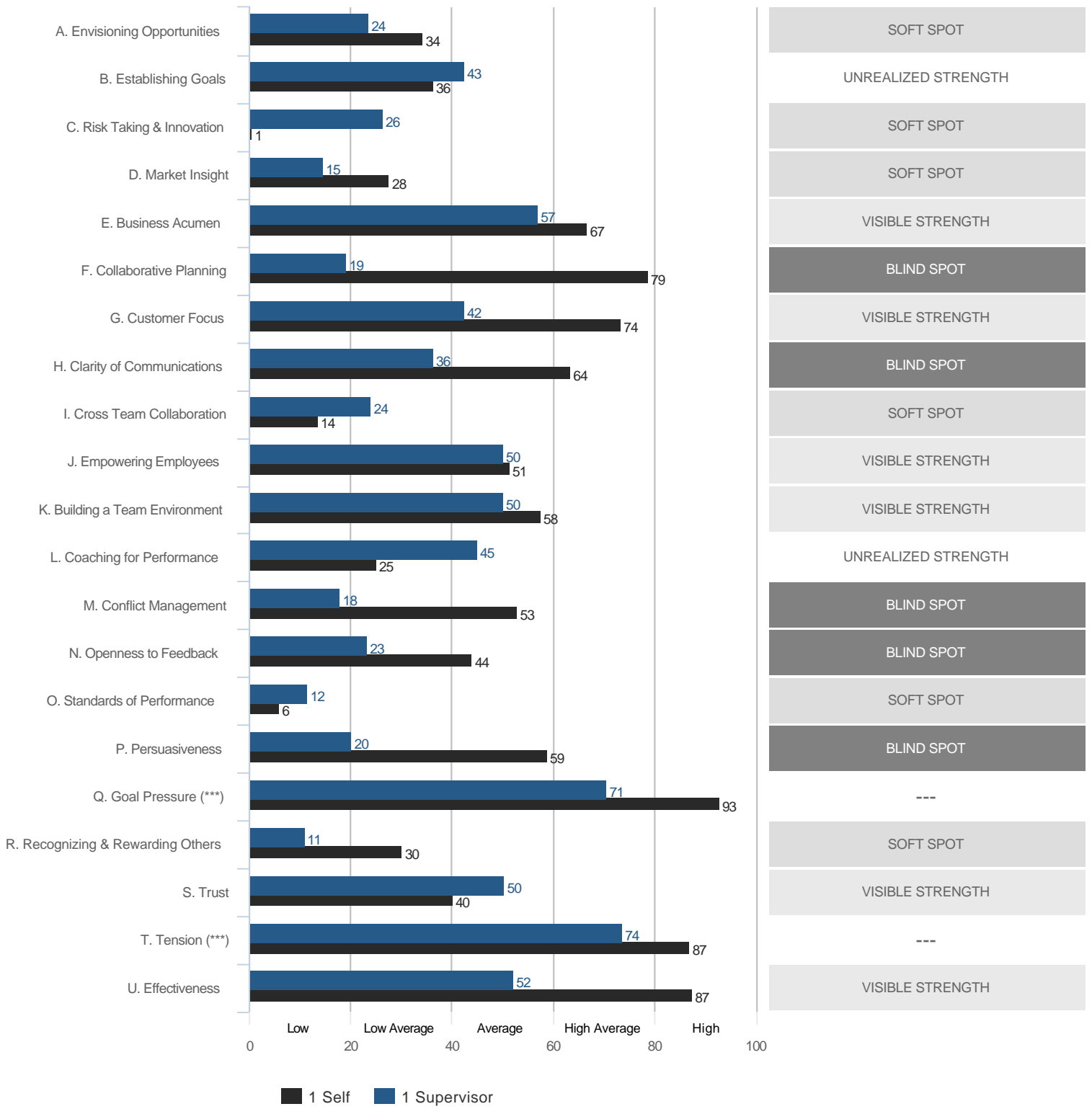


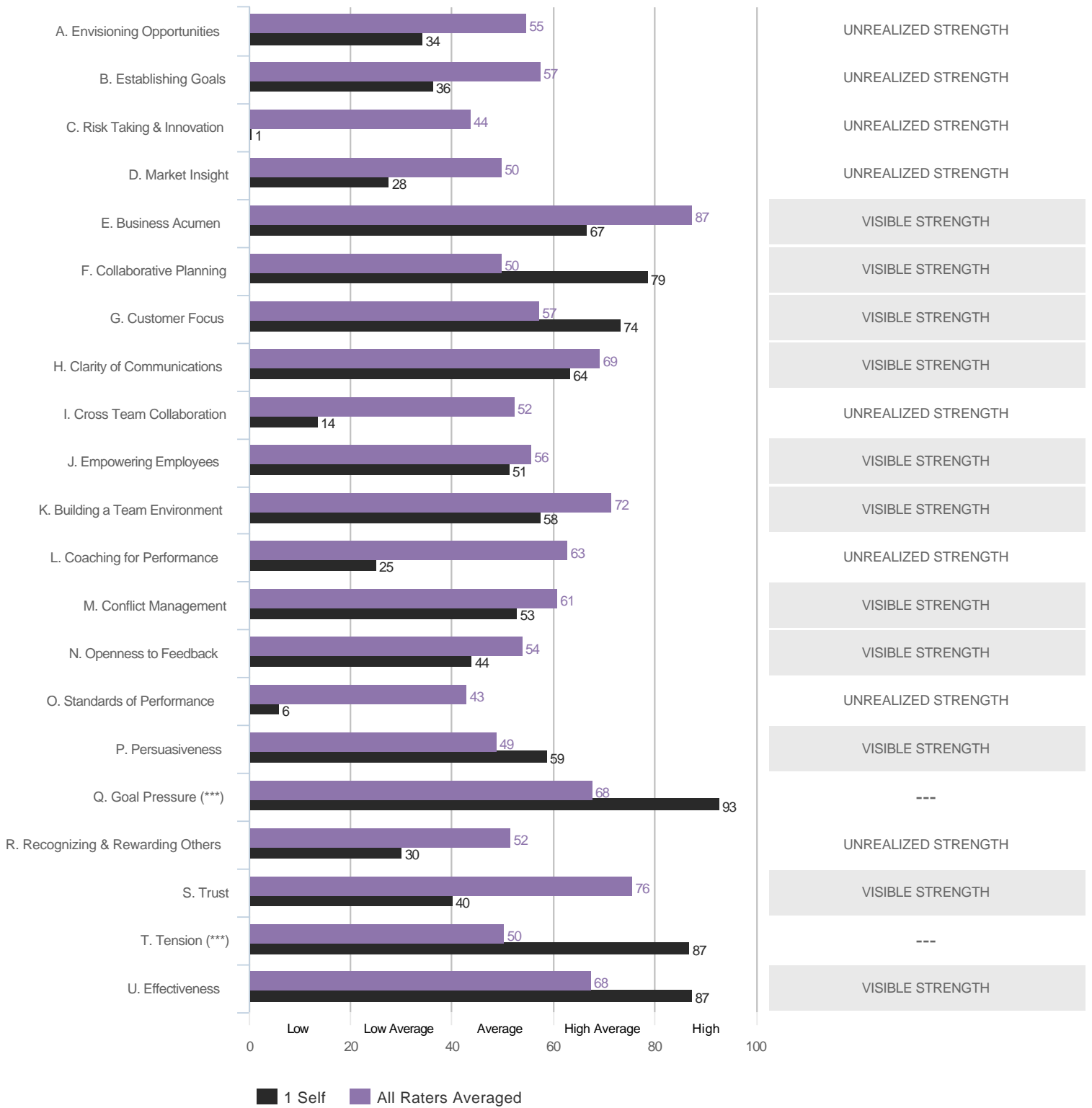
■ 1 Self ■ All Raters Averaged

Blind Spot Analysis









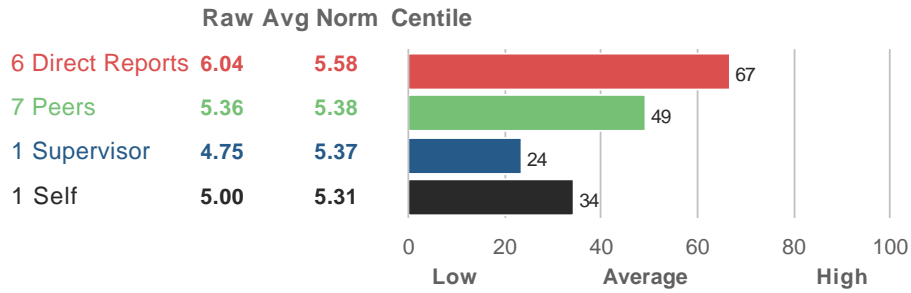
Overall Scores



I. ENTREPRENEURIAL VISION

A. Envisioning Opportunities

Overall Scores



Question Scores

5. Develops innovative ideas to improve the quality of services

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.83	0.75	.	.	.	.	.	2	3	1
5.43	1.27	.	.	.	1	.	2	3	1
4.00	---	.	.	.	.	1	.	.	.
5.00	---	.	.	.	.	.	1	.	.

19. Has good ideas to improve our products and services

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.67	0.52	.	.	.	.	.	.	2	4
6.43	0.79	.	.	.	.	.	1	2	4
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.

40. Anticipates changes that will be needed in the future

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	1.03	.	.	.	.	.	2	.	4
5.17	0.75	1	.	.	.	1	3	2	.
4.00	---	.	.	.	.	1	.	.	.
5.00	---	.	.	.	.	.	1	.	.

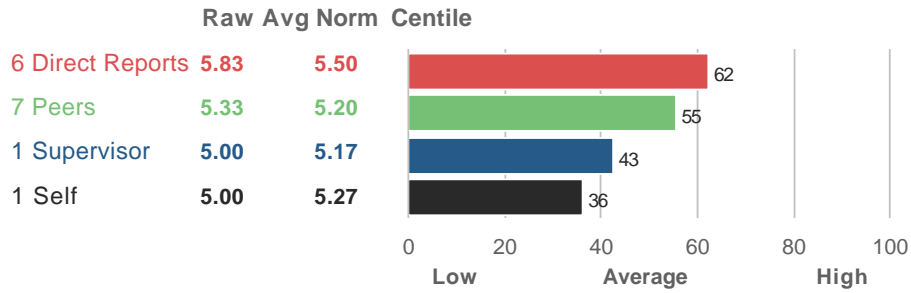
67. Demonstrates knowledge of our industry

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.00	0.82	2	.	.	.	1	2	1	.
4.29	0.49	.	.	.	.	5	2	.	.
5.00	---	.	.	.	.	.	1	.	.
---	---	1	.	.	.	.	.	.	.

I. ENTREPRENEURIAL VISION

B. Establishing Goals

Overall Scores



Question Scores

2. Makes sure that long term and strategic goals are understood by employees

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	0.89	.	.	.	.	.	2	2	2
4.71	0.95	.	.	.	.	4	1	2	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

18. Makes sure each person in the unit or department knows what is expected of him or her

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.10	.	.	.	.	.	3	.	3
5.57	0.98	.	.	.	.	1	2	3	1
---	---	1	.	.	.	.	.	.	.
4.00	---	.	.	.	.	1	.	.	.

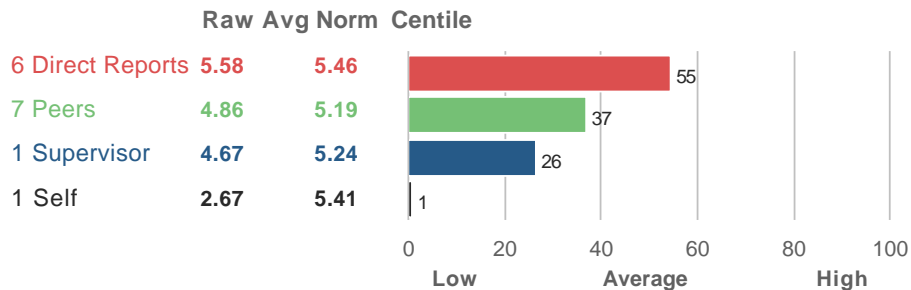
49. Sets performance goals that engage employees

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.50	1.22	.	.	.	.	2	.	3	1
5.71	0.49	.	.	.	.	.	2	5	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

I. ENTREPRENEURIAL VISION

C. Risk Taking & Innovation

Overall Scores



Question Scores

8. Challenges self and others to develop new ideas

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	0.82	.	.	.	.	.	5	.	1
4.86	0.38	.	.	.	.	1	6	.	.
5.00	---	.	.	.	.	.	1	.	.
2.00	---	.	.	1	.	.	.	.	.

31. Encourages employees to support a proposal for change

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.50	0.55	.	.	.	.	.	.	3	3
5.14	0.38	.	.	.	.	.	6	1	.
5.00	---	.	.	.	.	.	1	.	.
2.00	---	.	.	1	.	.	.	.	.

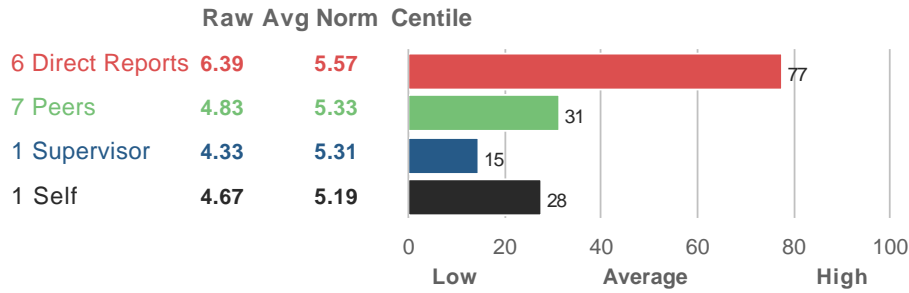
66. Will take a risk on a new idea if it looks promising

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.50	1.00	2	.	.	1	.	3	.	.
4.57	1.27	.	.	.	2	1	2	2	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

II. PLANNING FOR THE FUTURE

D. Market Insight

Overall Scores



Question Scores

30. Emphasizes improving our competitive position in the marketplace

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.41	.	.	.	.	.	.	5	1
4.00	---	.	.	.	.	7	.	.	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

42. Successfully brings new ideas and concepts to the marketplace

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.50	0.55	.	.	.	.	.	.	3	3
5.67	0.52	1	.	.	.	.	2	4	.
5.00	---	.	.	.	.	.	1	.	.
4.00	---	.	.	.	.	1	.	.	.

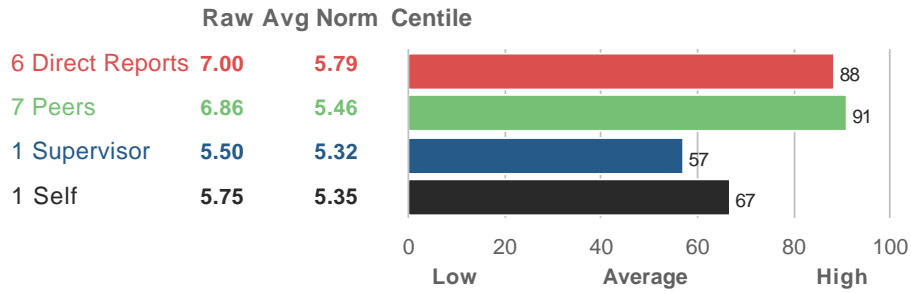
59. Strives to maintain state-of-the-art knowledge of our industry

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.50	0.55	.	.	.	.	.	.	3	3
5.00	1.41	3	.	.	1	.	1	2	.
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.

II. PLANNING FOR THE FUTURE

E. Business Acumen

Overall Scores



Question Scores

28. Demonstrates sound financial judgment

Raw Avg	SD	NA	1	2	3	4	5	6	7
7.00	---	.	.	.	.	.	.	.	6
6.86	0.38	.	.	.	.	.	.	1	6
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.

38. Uses financial and operational data effectively

Raw Avg	SD	NA	1	2	3	4	5	6	7
7.00	---	.	.	.	.	.	.	.	6
6.86	0.38	.	.	.	.	.	.	1	6
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

60. Understands and contributes to financial discussions, which may be reasonably complex

Raw Avg	SD	NA	1	2	3	4	5	6	7
7.00	---	.	.	.	.	.	.	.	6
6.86	0.38	.	.	.	.	.	.	1	6
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

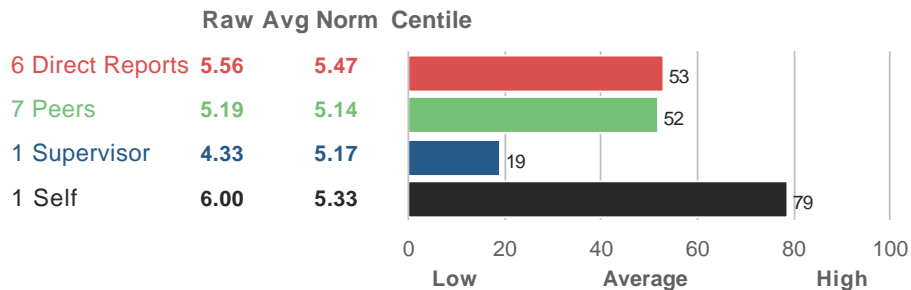
65. Analyzes numerical information effectively

Raw Avg	SD	NA	1	2	3	4	5	6	7
7.00	---	.	.	.	.	.	.	.	6
6.86	0.38	.	.	.	.	.	.	1	6
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

II. PLANNING FOR THE FUTURE

F. Collaborative Planning

Overall Scores



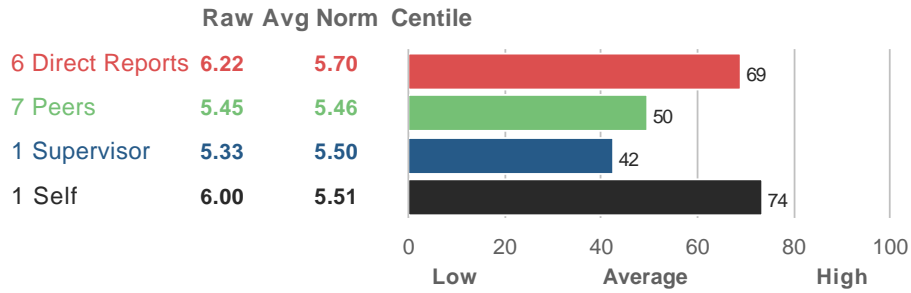
Question Scores

Question	Raw Avg	SD	NA	1	2	3	4	5	6	7
3. Asks group members for advice on ways to improve productivity	5.17	1.33	.	.	.	.	3	.	2	1
	4.33	0.58	4	.	.	.	2	1	.	.
	4.00	---	.	.	.	.	1	.	.	.
	6.00	---	.	.	.	.	.	.	1	.
39. Encourages group members to participate in planning	6.00	0.89	.	.	.	.	.	2	2	2
	4.57	0.53	.	.	.	.	3	4	.	.
	5.00	---	.	.	.	.	.	1	.	.
	6.00	---	.	.	.	.	.	.	1	.
57. Asks group members for input on how to achieve goals	5.20	1.10	1	.	.	.	2	.	3	.
	6.00	0.82	.	.	.	.	.	2	3	2
	4.00	---	.	.	.	.	1	.	.	.
	6.00	---	.	.	.	.	.	.	1	.

II. PLANNING FOR THE FUTURE

G. Customer Focus

Overall Scores



Question Scores

10. Anticipates future customer needs, rather than just reacting to them

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.41	.	.	.	.	.	.	5	1
5.20	0.84	2	.	.	.	1	2	2	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

50. Clearly understands the customers' expectations

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.98	.	.	.	.	.	2	1	3
5.86	1.07	.	.	.	.	1	1	3	2
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.

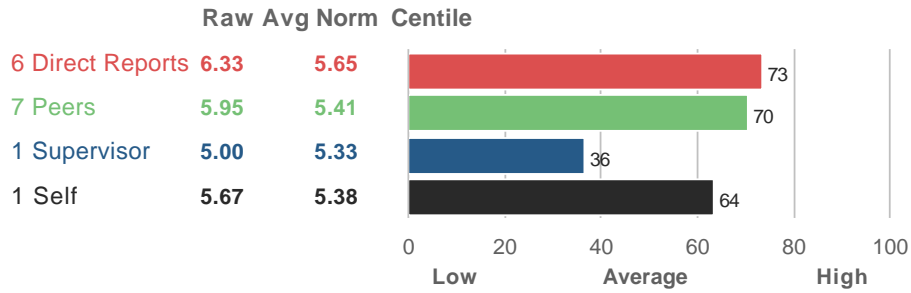
56. Is an effective advocate for meeting customer needs

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	0.52	.	.	.	.	.	.	4	2
5.29	0.76	.	.	.	.	1	3	3	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

II. PLANNING FOR THE FUTURE

H. Clarity of Communications

Overall Scores



Question Scores

12. Writes clearly and concisely

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.98	.	.	.	.	.	2	1	3
5.71	1.11	.	.	.	.	1	2	2	2
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

26. Communicates important information in ways that are easily understood

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.41	.	.	.	.	.	.	5	1
6.71	0.49	.	.	.	.	.	.	2	5
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

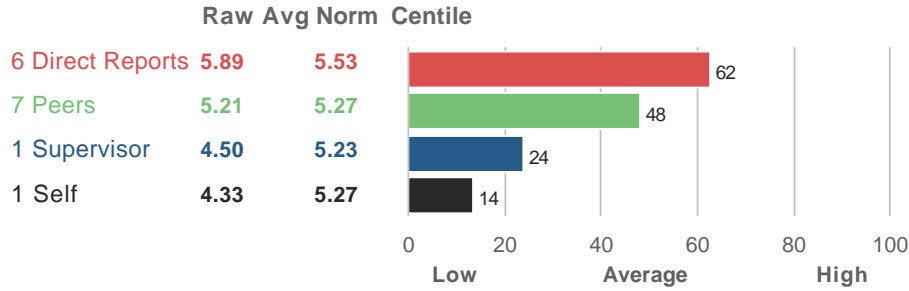
43. Successfully presents information to a wide variety of audiences

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.67	0.52	.	.	.	.	.	.	2	4
5.43	1.51	.	.	.	1	1	1	2	2
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

III. MAXIMIZING TALENT

I. Cross Team Collaboration

Overall Scores



Question Scores

13. Builds and maintains strong, collaborative partnerships with other organizational leaders, customers, and partners

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.10	.	.	.	.	.	3	.	3
5.60	1.14	2	.	.	.	1	1	2	1
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

29. Generates "win-win" strategies to gain influence across boundaries

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.20	1.10	1	.	.	.	2	.	3	.
5.33	0.82	1	.	.	.	1	2	3	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

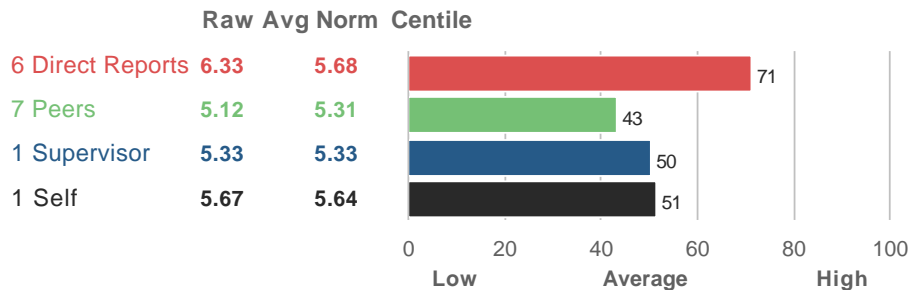
46. Utilizes formal and informal networks to improve collaboration among organizational members

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.41	.	.	.	.	.	.	5	1
4.67	0.82	1	.	.	.	3	2	1	.
---	---	1	.	.	.	.	.	.	.
4.00	---	.	.	.	.	1	.	.	.

III. MAXIMIZING TALENT

J. Empowering Employees

Overall Scores



Question Scores

17. Encourages employees to speak up with ideas for improving services, solutions, and procedures

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.41	.	.	.	.	.	.	5	1
4.60	1.14	2	.	.	1	1	2	1	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

47. Creates an atmosphere that supports the open expression of ideas

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.98	.	.	.	.	.	2	1	3
5.00	1.00	.	.	.	.	2	4	.	1
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.

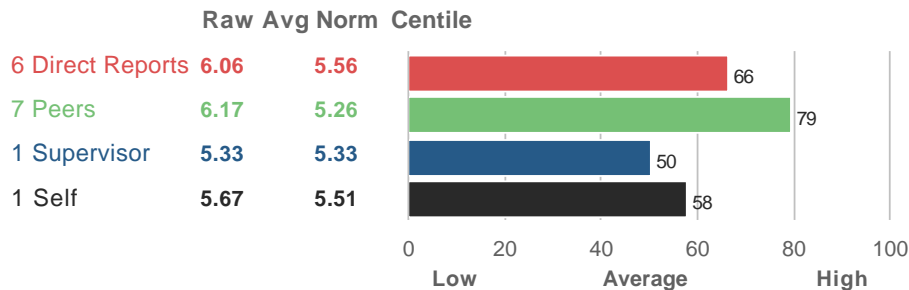
63. Encourages cooperation across organizations

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.67	0.82	.	.	.	.	.	1	.	5
5.43	0.53	.	.	.	.	.	4	3	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

III. MAXIMIZING TALENT

K. Building a Team Environment

Overall Scores



Question Scores

11. Encourages individuals to work as a team

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.41	.	.	.	.	.	.	5	1
6.14	0.38	.	.	.	.	.	.	6	1
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

48. Actively promotes cooperation across organizational units

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.82	.	.	.	.	.	3	2	1
5.75	1.26	3	.	.	.	1	.	2	1
5.00	---	.	.	.	.	.	1	.	.
4.00	---	.	.	.	.	1	.	.	.

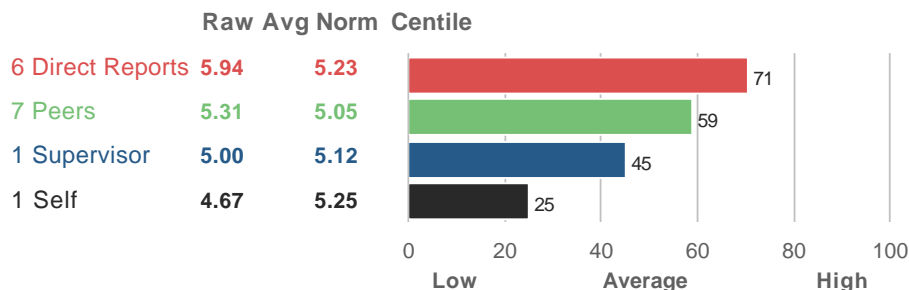
62. Initiates and supports programs for developing teamwork throughout the organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	0.82	.	.	.	.	.	1	2	3
6.43	0.98	.	.	.	.	.	2	.	5
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1

III. MAXIMIZING TALENT

L. Coaching for Performance

Overall Scores



Question Scores

23. Coaches group members on ways to succeed in their careers

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.20	1.10	1	.	.	.	2	.	3	.
4.75	0.96	3	.	.	.	2	1	1	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

45. Actively coaches group members to meet standards of performance

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.83	0.75	.	.	.	.	.	2	3	1
5.67	0.52	1	.	.	.	.	2	4	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

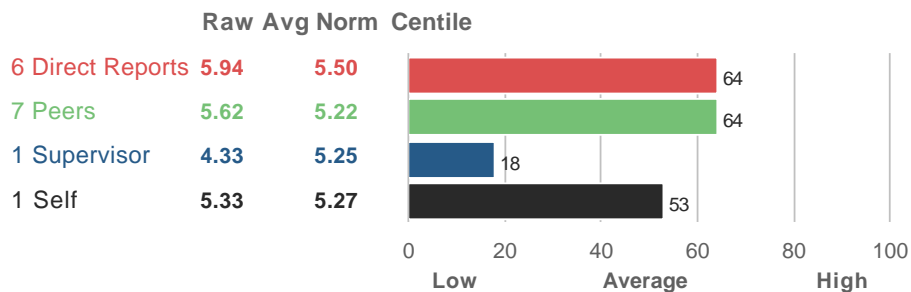
61. Skillfully coaches group members on handling difficult situations

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.50	0.55	.	.	.	.	.	.	3	3
5.29	1.11	.	.	.	.	2	2	2	1
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.

III. MAXIMIZING TALENT

M. Conflict Management

Overall Scores



Question Scores

24. Gets employees to resolve differences in a constructive, timely way

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.50	1.64	.	.	.	.	3	.	.	3
6.40	0.89	2	.	.	.	.	1	1	3
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.

41. Is a respected, trusted negotiator in conflict situations

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	3	.	.	.	.	1	2	.
5.33	0.52	1	.	.	.	.	4	2	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

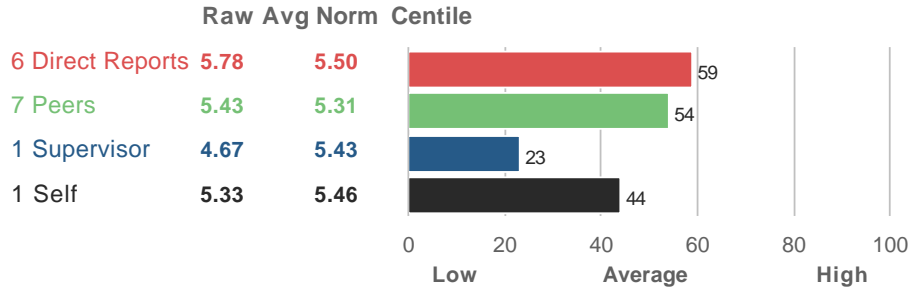
53. Manages crises in a calm, efficient manner

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.41	.	.	.	.	.	.	5	1
5.00	1.15	3	.	.	.	2	.	2	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

IV. FEEDBACK

N. Openness to Feedback

Overall Scores



Question Scores

1. Listens carefully and openly when given negative feedback

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.20	0.45	1	.	.	.	.	.	4	1
4.80	0.84	2	.	.	.	2	2	1	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

34. Seeks out advice and feedback from those who are knowledgeable

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.82	.	.	.	.	.	3	2	1
5.43	1.27	.	.	.	1	.	2	3	1
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

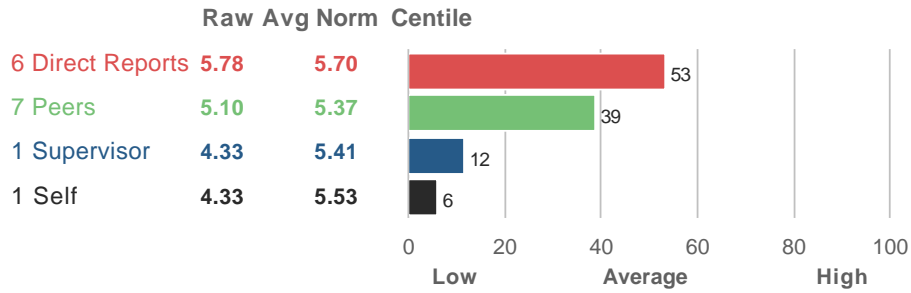
44. Appreciates candid comments about his/her behavior

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	1.21	.	.	.	.	2	1	2	1
5.50	1.00	3	.	.	.	1	.	3	.
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.

V. DRIVING TOWARD SUCCESS

O. Standards of Performance

Overall Scores



Question Scores

14. Expects individuals to plan for their personal development

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.40	0.55	1	.	.	.	.	.	3	2
5.29	1.11	.	.	.	1	.	2	4	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

25. Lets employees know that whatever they do must be done well

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	0.89	.	.	.	.	.	2	2	2
5.57	0.79	.	.	.	.	.	4	2	1
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

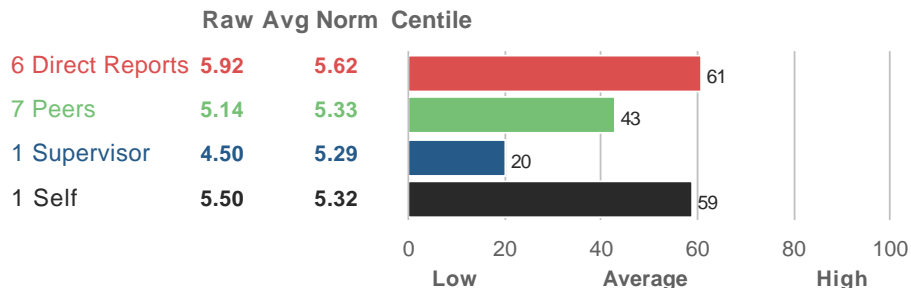
64. Expects high performance from all employees

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.40	1.34	1	.	.	2	.	2	1	.
4.17	1.17	1	.	.	2	2	1	1	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

V. DRIVING TOWARD SUCCESS

P. Persuasiveness

Overall Scores



Question Scores

9. Recognizes situations where persuasion is required

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.15	2	.	.	.	.	2	.	2
5.29	0.76	.	.	.	.	1	3	3	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

15. Is persuasive when encouraging others to take a different point of view

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.41	.	.	.	.	.	.	5	1
4.86	1.21	.	.	.	.	4	1	1	1
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.

22. Is persuasive when proposing a new course of action

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.80	0.45	1	.	.	.	1	4	.	.
4.75	0.96	3	.	.	.	2	1	1	.
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.

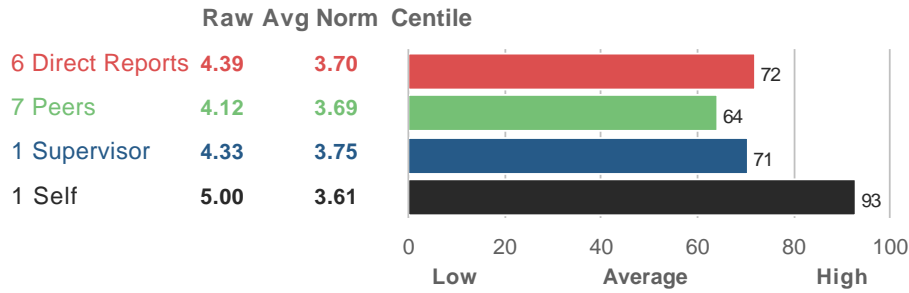
54. Is able to incorporate multiple points of view in discussions

Raw Avg	SD	NA	1	2	3	4	5	6	7
7.00	---	2	.	.	.	.	.	.	4
5.57	0.53	.	.	.	.	.	3	4	.
4.00	---	.	.	.	.	1	.	.	.
6.00	---	.	.	.	.	.	.	1	.

V. DRIVING TOWARD SUCCESS

Q. Goal Pressure (***)

Overall Scores



Question Scores

7. Unduly criticizes employees who make mistakes

Raw Avg	SD	NA	1	2	3	4	5	6	7
1.00	---	.	6	.	.	.	.	.	.
2.29	1.25	.	3	.	3	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

33. Applies pressure to get results

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.83	0.41	.	.	.	.	.	.	1	5
6.00	1.00	.	.	.	.	1	.	4	2
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

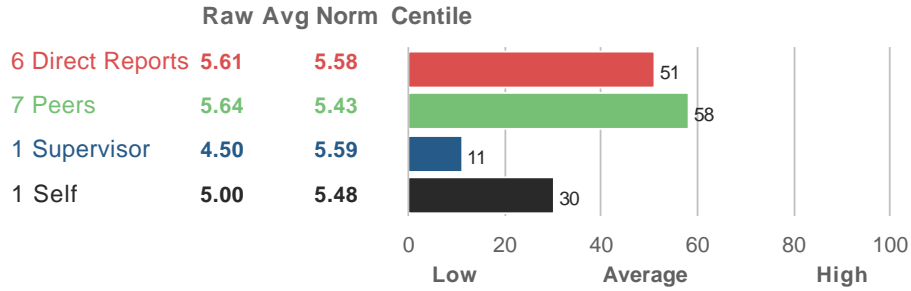
52. Closely directs employees in the performance of each task

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.33	1.51	.	.	.	1	.	3	.	2
4.50	0.71	5	.	.	.	1	1	.	.
4.00	---	.	.	.	.	1	.	.	.
5.00	---	.	.	.	.	.	1	.	.

VI. RECOGNITION

R. Recognizing & Rewarding Others

Overall Scores



Question Scores

6. Provides recognition to teams that perform well

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.17	1.17	.	.	.	.	2	2	1	1
5.83	0.75	1	.	.	.	.	2	3	1
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

32. Acknowledges the good work of employees who perform well

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.52	.	.	.	.	.	2	4	.
5.50	0.55	1	.	.	.	.	3	3	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

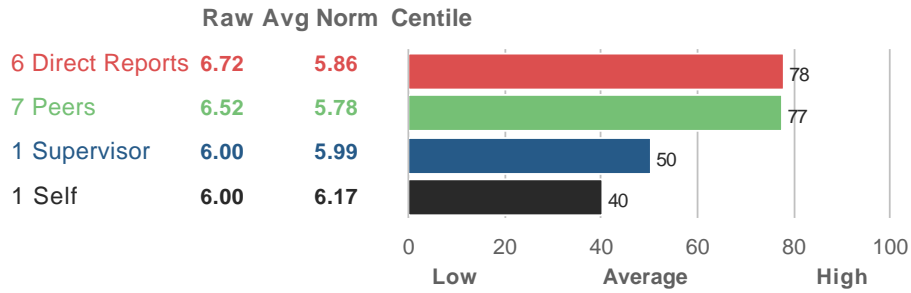
55. Lets employees know their efforts are appreciated

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	0.63	.	.	.	.	.	1	4	1
5.50	1.29	3	.	.	.	1	1	1	1
---	---	1	.	.	.	.	.	.	.
5.00	---	.	.	.	.	.	1	.	.

OUTCOMES

S. Trust

Overall Scores



Question Scores

27. Assumes personal responsibility for actions taken

Raw Avg	SD	NA	1	2	3	4	5	6	7
7.00	---	.	.	.	.	.	.	.	6
6.86	0.38	.	.	.	.	.	.	1	6
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.

36. Is ethical in all business practices

Raw Avg	SD	NA	1	2	3	4	5	6	7
7.00	---	.	.	.	.	.	.	.	6
6.86	0.38	.	.	.	.	.	.	1	6
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.

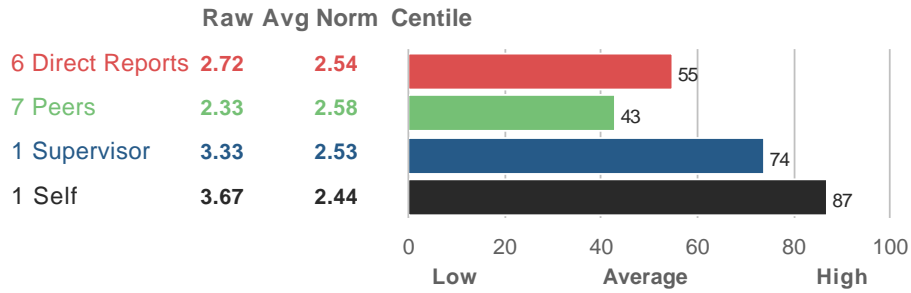
51. Treats group members fairly

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.75	.	.	.	.	.	1	3	2
5.86	1.07	.	.	.	.	1	1	3	2
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.

OUTCOMES

T. Tension (***)

Overall Scores



Question Scores

4. Permits the work situation to be in a constant state of crisis

Raw Avg	SD	NA	1	2	3	4	5	6	7
1.67	0.52	.	2	4	.	.	.	.	.
1.43	0.79	.	5	1	1	.	.	.	.
2.00	---	.	.	1	.	.	.	.	.
4.00	---	.	.	.	.	1	.	.	.

21. Creates tension among those who work with him or her

Raw Avg	SD	NA	1	2	3	4	5	6	7
3.00	---	.	.	.	6	.	.	.	.
2.43	1.51	.	2	3	.	1	1	.	.
4.00	---	.	.	.	.	1	.	.	.
3.00	---	.	.	.	1	.	.	.	.

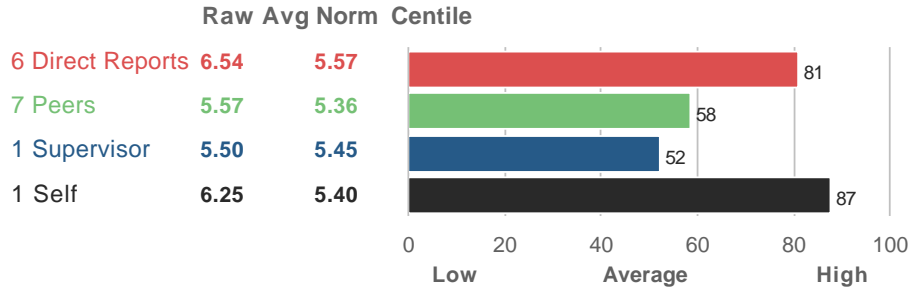
37. Allows unproductive tension to develop in the unit

Raw Avg	SD	NA	1	2	3	4	5	6	7
3.50	0.55	.	.	.	3	3	.	.	.
3.14	1.35	.	1	1	2	2	1	.	.
4.00	---	.	.	.	.	1	.	.	.
4.00	---	.	.	.	.	1	.	.	.

OUTCOMES

U. Effectiveness

Overall Scores



Question Scores

16. Displays enthusiasm that motivates and inspires others

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.33	0.52	.	.	.	.	.	.	4	2
5.71	0.49	.	.	.	.	.	2	5	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.

20. His or her contributions make a positive impact on the organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	---	.	.	.	.	.	.	6	.
5.71	0.49	.	.	.	.	.	2	5	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.

35. Is effective in converting ideas into practical reality

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

58. Fosters high levels of commitment in others throughout the organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.83	0.41	.	.	.	.	.	.	1	5
4.86	0.38	.	.	.	.	1	6	.	.
5.00	---	.	.	.	.	.	1	.	.
7.00	---	.	.	.	.	.	.	.	1

Comments

What does this person do that should be continued?

6 Direct Reports

- *Survey received, no comment provided (3)*
- She should continue supporting and advocating for her team. She supports in a way that is not overbearing, but instead provides an environment for her team to try and succeed on their own until they ask for additional support from her. By doing this she builds confidence in her team and demonstrates she trusts them. She should also continue supporting her employee's career development. She is constantly looking for ways to expand knowledge and experiences for her team to allow them to grow professionally. She also has really sound advice for how to tackle challenging situations and is always willing to make time to talk. She cultivates a good team environment and strong work ethic. She ensures everyone is aligned from a company-wide perspective down to the team and works to make sure everyone knows how they are supporting company goals. She inspires other people to do their best work and is a great person to learn from.
- She encourages the team, provides perspective from management and really cares about the well-being of her group. She collaborates well with other departments.
- I appreciate that she takes time out of her busy schedule to have regular one on one meetings with me. I also appreciate that she helps me manage competing priorities. She makes every member of the team feel welcome and valued.

7 Peers

- Hard worker, never have I questioned her commitment to the job or the company
- She has a very high level of integrity. Many leaders enjoy working with her because she exemplifies all four of our corporate values and is always seeking to do the right thing for the company, in the right way. She's a very collaborative leader, and is an excellent listener. She is incredibly smart, easy to work with and brings a great attitude to the company. She has clearly earned respect from many different contributors (at all levels) across the organization.
- *Survey received, no comment provided (2)*
- - great execution of her function - drives cross-functional / company-wide initiatives - seems to work really well across org boundaries
- She is incredibly smart and easily identifies areas of opportunity & improvement. She's been effective in driving new initiatives into the company.
- Continue being process and numbers driven. Continue to lead and inspire change and growth. Continue to help with process improvement.

1 Supervisor

- Lead her team, invest in her team, and be thoughtful about how her team needs to evolve to serve our business over time.

1 Self

- *Survey received, no comment provided*

What should this person do to be more effective?

6 Direct Reports

- Be direct and succinct.
- Try and manager her calendar a little better to ensure she's not spread too thin and also allow time for her to be in her office and available for questions or discussions at certain points during the day.
- *Survey received, no comment provided (3)*
- Delegate work and encourage others to delegate when our newly created roles are filled.

7 Peers

- *Survey received, no comment provided (2)*
- - "own the room" when speaking
- She could build stronger relationships outside of finance and the people who she has worked with strongly in the past. Has strong affiliations with the group and should work to deepen her relationships with new executives. She can help them come up to speed quickly with her knowledge of both the company and her expertise in our financials. She's a good partner but people will not always go to her for partnership since she can seem somewhat aloof. She should be more direct with people in terms of what's working and what's not working - especially other leaders who are impacting what her team delivers. she should make certain that she's actively involved with all members of her team all the way down into the organization. This will give her more insight into the team dynamics and help her know where to coach her leadership team.
- Continue to practice influence. Especially stretch into areas beyond your domain expertise. Your financial perspective and discipline can help improve others. Sometimes you can give up on a topic ending in frustrated silence. Maybe to increase your effectiveness you can push through frustration with more communication
- She can often times operate in a reactive mode, rather than proactive. Being more proactive in engaging other groups to solve problems that relate to her organization (instead of waiting for other groups to come to her) could be very beneficial for all, especially for the company. she could be perceived as a stronger leader if she were more persuasive and passionate when sharing her ideas or when challenging the ideas of others. Sharing her vision for her organization would be another way to show her leadership. With recent personnel changes on her team, I'm not sure if most of her stakeholders and fellow leaders understand who does what in her organization, who reports to whom and how the rest of us should engage with her organization to be most effective on a regular basis.
- Shows stress a little too much, less inspiring because of it

1 Supervisor

- Be a bigger voice in our company - look for opportunities to take on even more cross-functional leadership. Initiatives she has led, have been wildly successful, and she can really coach and teach our company on this level of leadership

1 Self

- *Survey received, no comment provided*

What does this person do that should be stopped?

6 Direct Reports

- *Survey received, no comment provided (5)*
- She should stop updating calendar invites for the entire team extremely late at night. These are sent to the entire team and can send the wrong message.

7 Peers

- Guard against becoming jaded (too harsh of word) and snap opinions - tenor can be a trap where we ask fewer questions before drawing conclusions.
- *Survey received, no comment provided (3)*
- Nothing that I can think of.
- Nothing stands out as a major deficiency that should be stopped.
- - Nothing notable

1 Supervisor

- Focus on bigger issues, and learn to let the little things that are annoying (and always will be) go, move big rocks

1 Self

- *Survey received, no comment provided*

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