

Report For

Barbera Try

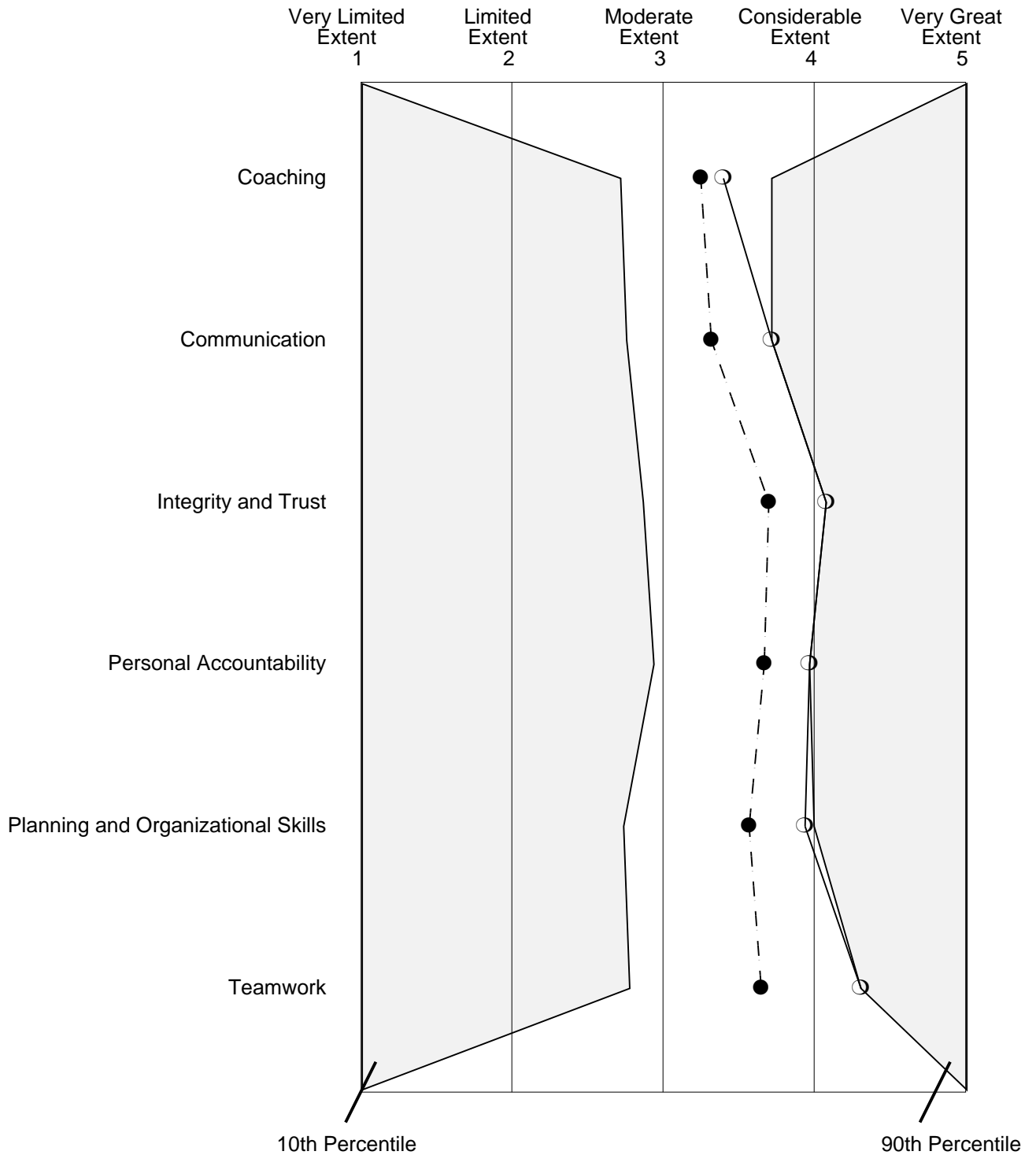
April 2006

Company ABC Multi-Rater Feedback Survey

Company ABC Multi-Rater Feedback Survey

Normative Comparison

○ = Overall ● = Division C Average

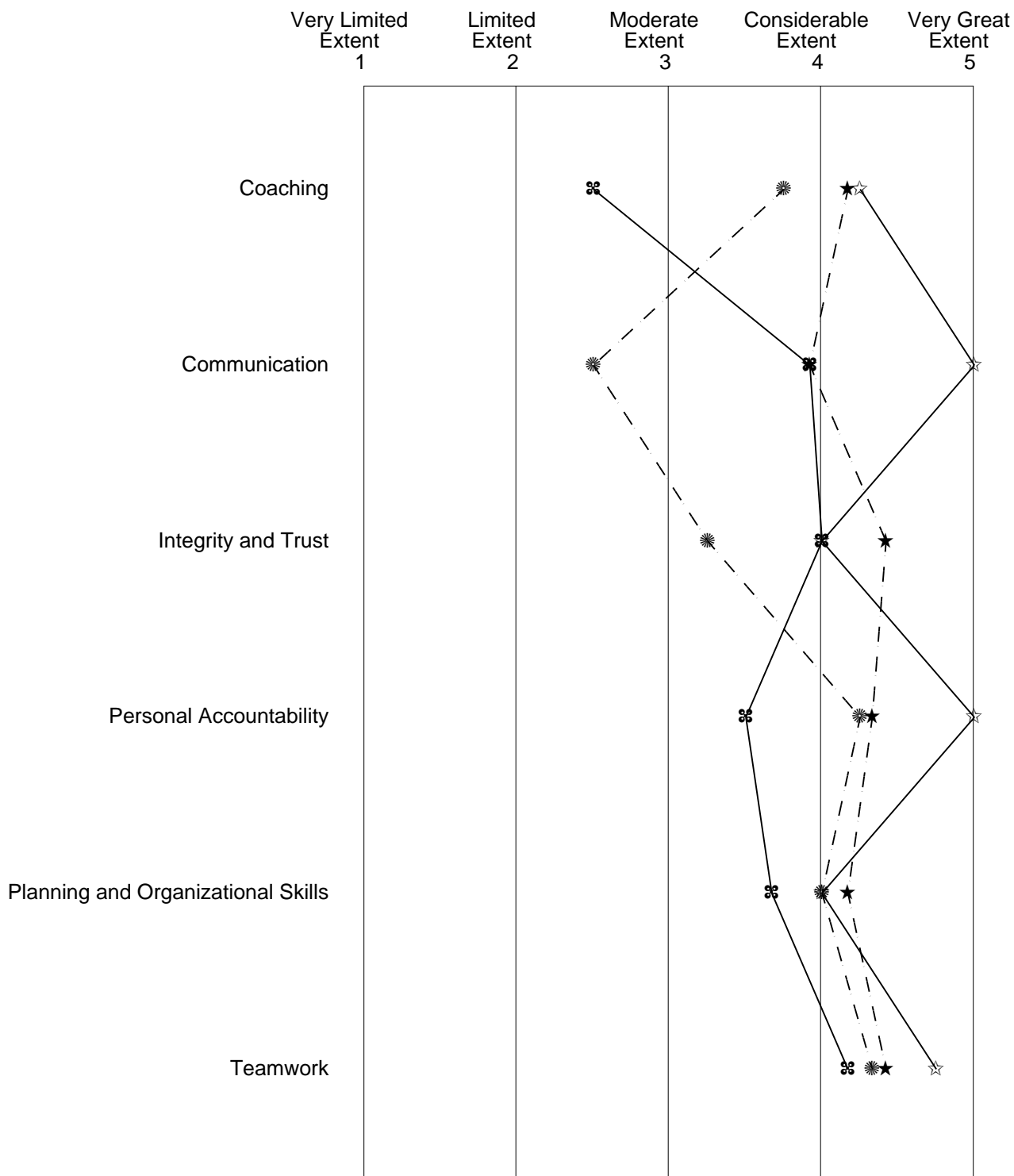


Shaded area represents Overall 10th and 90th percentile scores.

Company ABC Multi-Rater Feedback Survey

Theme Summary

☆ = Self ☼ = Supervisor ☼ = Peer ★ = Direct Reports



Company ABC Multi-Rater Feedback Survey

Highest Rated Questions

	Self	Supervisor	Peer	Direct Reports
#1	24. Recognizes and rewards collaborative team behavior. 5.00	14. Accepts responsibility for the results of his/her decisions and actions. 5.00	21. Translates long-term goals into concrete plans for action. 4.67	24. Recognizes and rewards collaborative team behavior. 4.67
#2	14. Accepts responsibility for the results of his/her decisions and actions. 5.00	15. Delivers on commitments. 5.00	12. Speaks convincingly and persuasively. 4.33	14. Accepts responsibility for the results of his/her decisions and actions. 4.67
#3	15. Delivers on commitments. 5.00	23. Works effectively with others regardless of level, background, race, ethnicity,... 5.00	9. Communicates candidly and openly. 4.33	12. Speaks convincingly and persuasively. 4.67
#4	21. Translates long-term goals into concrete plans for action. 5.00	22. Treats others with dignity and respect. 5.00	24. Recognizes and rewards collaborative team behavior. 4.00	9. Communicates candidly and openly. 4.67
#5	23. Works effectively with others regardless of level, background, race, ethnicity,... 5.00	20. Manages multiple tasks simultaneously without loss of attention to detail. 5.00	15. Delivers on commitments. 4.00	3. Motivates others to achieve their highest level of performance. 4.67

Lowest Rated Questions

	Self	Supervisor	Peer	Direct Reports
#1	1. Provides and supports opportunities for career development. 3.00	9. Communicates candidly and openly. 2.00	1. Provides and supports opportunities for career development. 2.00	5. Follows up with direct reports to ensure performance expectations... 3.33
#2	17. Adapts easily to new ideas or suggestions. 4.00	6. Gives candid feedback when others are not performing to expectations. 2.00	3. Motivates others to achieve their highest level of performance. 2.33	6. Gives candid feedback when others are not performing to expectations. 3.33
#3	10. Informs others of trends and events that are relevant to their areas of... 4.00	13. Accepts and acts on feedback received from others. 3.00	2. Encourages others to express dissenting views and opinions. 2.33	2. Encourages others to express dissenting views and opinions. 4.00
#4	19. Balances group concerns with those of the broader organization. 4.00	17. Adapts easily to new ideas or suggestions. 3.00	11. Listens attentively and respectfully to what others are saying. 3.00	13. Accepts and acts on feedback received from others. 4.00
#5	11. Listens attentively and respectfully to what others are saying. 4.00	10. Informs others of trends and events that are relevant to their areas of... 3.00	13. Accepts and acts on feedback received from others. 3.00	4. Promotes an environment in which others feel free to suggest... 4.00

Company ABC Multi-Rater Feedback Survey

		Very Limited Extent	Limited Extent	Moderate Extent	Considerable Extent	Very Great Extent	10th Percentile	90th Percentile	
		1	2	3	4	5			
Coaching	Self (1)	4.25				▲	3.00	5.00	
	Supervisor (1)	3.75			▲		1.50	4.00	
	Peer (3)	2.50							
	Direct Reports (3)	4.17							
	Overall (7)	3.39			▲		2.71	3.71	
1. Provides and supports opportunities for career development.	Self (1)	3.00			▲		3.00	5.00	
	Supervisor (1)	4.00			▲		2.00	5.00	
	Peer (3)	2.00							
	Direct Reports (3)	4.00							
	Overall (7)	3.14			▲		2.14	3.71	
2. Encourages others to express dissenting views and opinions.	Self (1)	4.00				▲	3.00	5.00	
	Supervisor (1)	3.00		▲			1.00	4.00	
	Peer (3)	2.33							
	Direct Reports (3)	4.00							
	Overall (7)	3.14			▲		2.71	3.29	
3. Motivates others to achieve their highest level of performance.	Self (1)	5.00					▲	3.00	5.00
	Supervisor (1)	4.00			▲		1.00	4.00	
	Peer (3)	2.33							
	Direct Reports (3)	4.67							
	Overall (7)	3.57			▲		2.86	4.00	
4. Promotes an environment in which others feel free to suggest changes and improvements.	Self (1)	5.00					▲	3.00	5.00
	Supervisor (1)	4.00			▲		2.00	4.00	
	Peer (3)	3.33		▲					
	Direct Reports (3)	4.00							
	Overall (7)	3.71			▲		3.00	3.86	

▲ = Division C Average

Company ABC Multi-Rater Feedback Survey

		Very Limited Extent	Limited Extent	Moderate Extent	Considerable Extent	Very Great Extent	10th Percentile	90th Percentile	
		1	2	3	4	5			
Communication	Self (1)	5.00						3.75	5.00
	Supervisor (1)	2.50						2.25	4.00
	Peer (3)	3.92							
	Direct Reports (3)	3.92							
	Overall (7)	3.71						2.75	3.71
5. Follows up with direct reports to ensure performance expectations are met.	Self (1)	5.00						4.00	5.00
	Supervisor (0)	Insufficient Sample Size						2.00	4.00
	Peer (3)	3.67							
	Direct Reports (3)	3.33							
	Overall (6)	3.50						3.00	3.50
6. Gives candid feedback when others are not performing to expectations.	Self (1)	5.00						3.00	5.00
	Supervisor (1)	2.00						2.00	4.00
	Peer (3)	4.00							
	Direct Reports (3)	3.33							
	Overall (7)	3.43						2.43	3.43
7. Holds direct reports accountable for creating or enhancing shareholder value.	Self (1)	5.00						4.00	5.00
	Supervisor (0)	Insufficient Sample Size						1.00	4.00
	Peer (3)	4.00							
	Direct Reports (3)	4.33							
	Overall (6)	4.17						2.67	4.17
8. Clearly articulates roles, expectations and priorities.	Self (1)	5.00						4.00	5.00
	Supervisor (1)	3.00						2.00	4.00
	Total Others (5)	4.40						3.17	4.40
	Overall (6)	4.17						3.00	4.17

▲ = Division C Average

Company ABC Multi-Rater Feedback Survey

		Very Limited Extent	Limited Extent	Moderate Extent	Considerable Extent	Very Great Extent	10th Percentile	90th Percentile
		1	2	3	4	5		
Integrity and Trust	Self (1)	4.00				▲	3.00	4.00
	Supervisor (1)	3.25			▲		2.00	4.50
	Peer (3)	4.00						
	Direct Reports (3)	4.42						
	Overall (7)	4.07				▲	2.86	4.07
9. Communicates candidly and openly.	Self (1)	4.00				▲	3.00	4.00
	Supervisor (1)	2.00			▲		2.00	5.00
	Peer (3)	4.33						
	Direct Reports (3)	4.67						
	Overall (7)	4.14				▲	3.14	4.14
10. Informs others of trends and events that are relevant to their areas of responsibility.	Self (1)	4.00				▲	3.00	4.00
	Supervisor (1)	3.00			▲		3.00	5.00
	Total Others (5)	4.00			▲		2.83	4.00
	Overall (6)	3.83				▲	2.86	3.83
11. Listens attentively and respectfully to what others are saying.	Self (1)	4.00				▲	3.00	4.00
	Supervisor (1)	5.00				▲	1.00	5.00
	Peer (3)	3.00						
	Direct Reports (3)	4.33						
	Overall (7)	3.86				▲	2.71	4.14
12. Speaks convincingly and persuasively.	Self (1)	4.00				▲	3.00	4.00
	Supervisor (1)	3.00			▲		2.00	4.00
	Peer (3)	4.33						
	Direct Reports (3)	4.67						
	Overall (7)	4.29				▲	2.71	4.29

▲ = Division C Average

Company ABC Multi-Rater Feedback Survey

		Very Limited Extent	Limited Extent	Moderate Extent	Considerable Extent	Very Great Extent	10th Percentile	90th Percentile	
		1	2	3	4	5			
Personal Accountability	Self (1)	5.00						3.00	5.00
	Supervisor (1)	4.25						1.75	4.25
	Peer (3)	3.50							
	Direct Reports (3)	4.33							
	Overall (7)	3.96						2.93	3.96
13. Accepts and acts on feedback received from others.	Self (1)	5.00						3.00	5.00
	Supervisor (1)	3.00						1.00	4.00
	Peer (3)	3.00							
	Direct Reports (3)	4.00							
	Overall (7)	3.43						2.50	3.86
14. Accepts responsibility for the results of his/her decisions and actions.	Self (1)	5.00						3.00	5.00
	Supervisor (1)	5.00						2.00	5.00
	Peer (3)	3.67							
	Direct Reports (3)	4.67							
	Overall (7)	4.29						3.29	4.29
15. Delivers on commitments.	Self (1)	5.00						3.00	5.00
	Supervisor (1)	5.00						3.00	5.00
	Peer (3)	4.00							
	Direct Reports (3)	4.33							
	Overall (7)	4.29						3.14	4.29
16. Leads in a way that creates credibility and trust.	Self (1)	5.00						3.00	5.00
	Supervisor (1)	4.00						1.00	5.00
	Peer (3)	3.33							
	Direct Reports (3)	4.33							
	Overall (7)	3.86						2.57	4.00

▲ = Division C Average

Company ABC Multi-Rater Feedback Survey

		Very Limited Extent	Limited Extent	Moderate Extent	Considerable Extent	Very Great Extent	10th Percentile	90th Percentile
		1	2	3	4	5		
Planning and Organizational Skills	Self (1)	4.00				▲	4.00	5.00
	Supervisor (1)	4.00				▲	1.75	4.75
	Peer (3)	3.67						
	Direct Reports (3)	4.17						
	Overall (7)	3.93				▲	2.73	3.99
17. Adapts easily to new ideas or suggestions.	Self (1)	4.00				▲	4.00	5.00
	Supervisor (1)	3.00				▲	1.00	5.00
	Peer (3)	3.33						
	Direct Reports (3)	4.33						
	Overall (7)	3.71				▲	2.14	4.57
18. Anticipates the consequences of decisions and plans accordingly.	Self (1)	4.00				▲	4.00	5.00
	Supervisor (1)	4.00				▲	2.00	5.00
	Peer (3)	4.00						
	Direct Reports (3)	4.00						
	Overall (7)	4.00				▲	2.50	4.17
19. Balances group concerns with those of the broader organization.	Self (1)	4.00				▲	4.00	5.00
	Supervisor (1)	4.00				▲	1.00	5.00
	Peer (3)	3.33						
	Direct Reports (3)	4.33						
	Overall (7)	3.86				▲	2.86	3.86
20. Manages multiple tasks simultaneously without loss of attention to detail.	Self (1)	4.00				▲	4.00	5.00
	Supervisor (1)	5.00				▲	3.00	5.00
	Peer (3)	4.00						
	Direct Reports (3)	4.00						
	Overall (7)	4.14				▲	3.29	4.14

▲ = Division C Average

Company ABC Multi-Rater Feedback Survey

		Very Limited Extent	Limited Extent	Moderate Extent	Considerable Extent	Very Great Extent			
		1	2	3	4	5	10th Percentile	90th Percentile	
Teamwork	Self (1)	4.75						3.75	4.75
	Supervisor (1)	4.33						1.75	4.33
	Peer (3)	4.17							
	Direct Reports (3)	4.42							
	Overall (7)	4.30						2.77	4.30
21. Translates long-term goals into concrete plans for action.	Self (1)	5.00						4.00	5.00
	Supervisor (1)	3.00						1.00	4.00
	Peer (3)	4.67							
	Direct Reports (3)	4.33							
	Overall (7)	4.29						2.29	4.29
22. Treats others with dignity and respect.	Self (1)	4.00						4.00	4.00
	Supervisor (1)	5.00						1.00	5.00
	Peer (3)	4.00							
	Direct Reports (3)	4.33							
	Overall (7)	4.29						2.71	4.29
23. Works effectively with others regardless of level, background, race, ethnicity, etc.	Self (1)	5.00						3.00	5.00
	Supervisor (1)	5.00						3.00	5.00
	Peer (3)	4.00							
	Direct Reports (3)	4.33							
	Overall (7)	4.29						3.33	4.29
24. Recognizes and rewards collaborative team behavior.	Self (1)	5.00						4.00	5.00
	Supervisor (0)	Insufficient Sample Size						1.00	4.00
	Peer (3)	4.00							
	Direct Reports (3)	4.67							
	Overall (6)	4.33						2.86	4.33

▲ = Division C Average

What are the 3 greatest strengths of this person?

professional
positive attitude

Enthusiastic, hard working, direct, responsible, firm, kind, supportive, collaborative.

Calm, confident, credible, responsible.

Gives timely feedback, sticks to his decisions, supports others when he believes in them.

strong willed

Always gets the work done. Committed and very responsible. Extremely kind and respectful.

Brilliant, has great ideas, not afraid to express his point of view, precise, always thinking about aiming higher.

Is considerate, efficient, supportive.

Company ABC Multi-Rater Feedback Survey

What are the 3 most important area that this person needs to change?

communication

Nothing, he's great!!!

Timely feedback.

I think he can be even better now with better organizational support from the company. He's only half as effective due to all the organizational red tape he has to go through.

strong willed

Is too quiet and shy! She needs to speak up more, lead discussions with her ideas. Seems to be fearful at times about public speaking. I've seen her hold back several times.

He's incredibly intelligent, but his closedmindedness makes it very difficult to work with him. Its always his way or the highway. Not that he doesn't respect others, he just won't listen to people b/c he already knows that his ideas her better.

Should be more motivated, take more chances and seek new ideas.

Other comments?

Best manager i've ever worked with!

None.

Seriously he can be very efficient, he seems to have some brilliant ideas and suggestions. But half the time he can never get around to them b/c of all the administrative tasks and process that he "has to accomplish"

being strong willed is both a strength and a weakness

A wonderful person; bright, smart. She just needs to be more expressive and open.

Its a difficult situation with him b/c he really is an asset to our organization; but peers find it extremely difficult to be collaborative with him.

Other than that, a pleasure to work with.