



Feedback Results
Your CompanyName Here
2025

Sample Employee

Results Generated by HR-Survey

January 2025

Introduction

What you will find in this report

This report contains the results of the feedback collected for you. These results are presented to help you identify your strengths, areas for development, and areas where your ratings may diverge with individuals providing you feedback.

We hope that you remember from your own experience how difficult it can be to provide others with this type of feedback, be open to considering their opinions, and be willing to use their feedback in your development.

Goals of the 360 Degree Feedback

Multi-Source Feedback presents a more complete picture of an individual's behavior and performance by drawing information from different perspectives within the work environment. It gives recipients a resource to guide their development, and reviewers' additional input.

Feedback from multiple sources helps you in several ways, including increasing awareness of your strengths, how you are perceived by others in different roles, and providing input for your professional development.

Receiving Feedback

Receiving feedback is a tremendous opportunity to discover how you are perceived by others which may be similar or dissimilar to how you perceive yourself. It is important to reflect on your feedback as a tool to help you set specific goals for professional development. This can be done when you see the feedback as it is, a perspective on where you may improve your performance and working relationships. It is important to realize that seeking and receiving constructive feedback is the only way we can see our "blind spots." This feedback may help us to understand the negative impact our actions may unintentionally have on others.

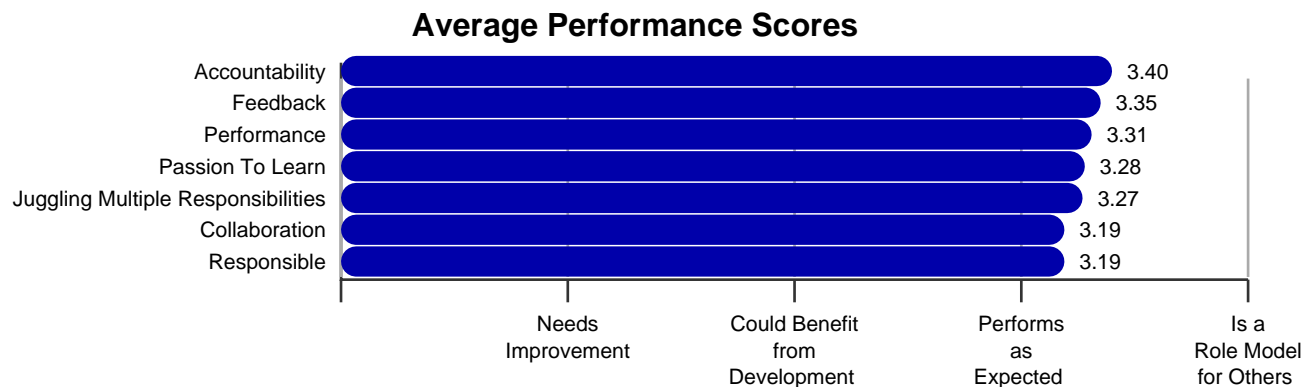
What to Do with Your Feedback

Use your feedback to help you develop awareness and set goals for developing your effectiveness. This can be done if you see the feedback as multiple perspectives on where you are already strong or can improve in the defined areas of effectiveness.

Summary

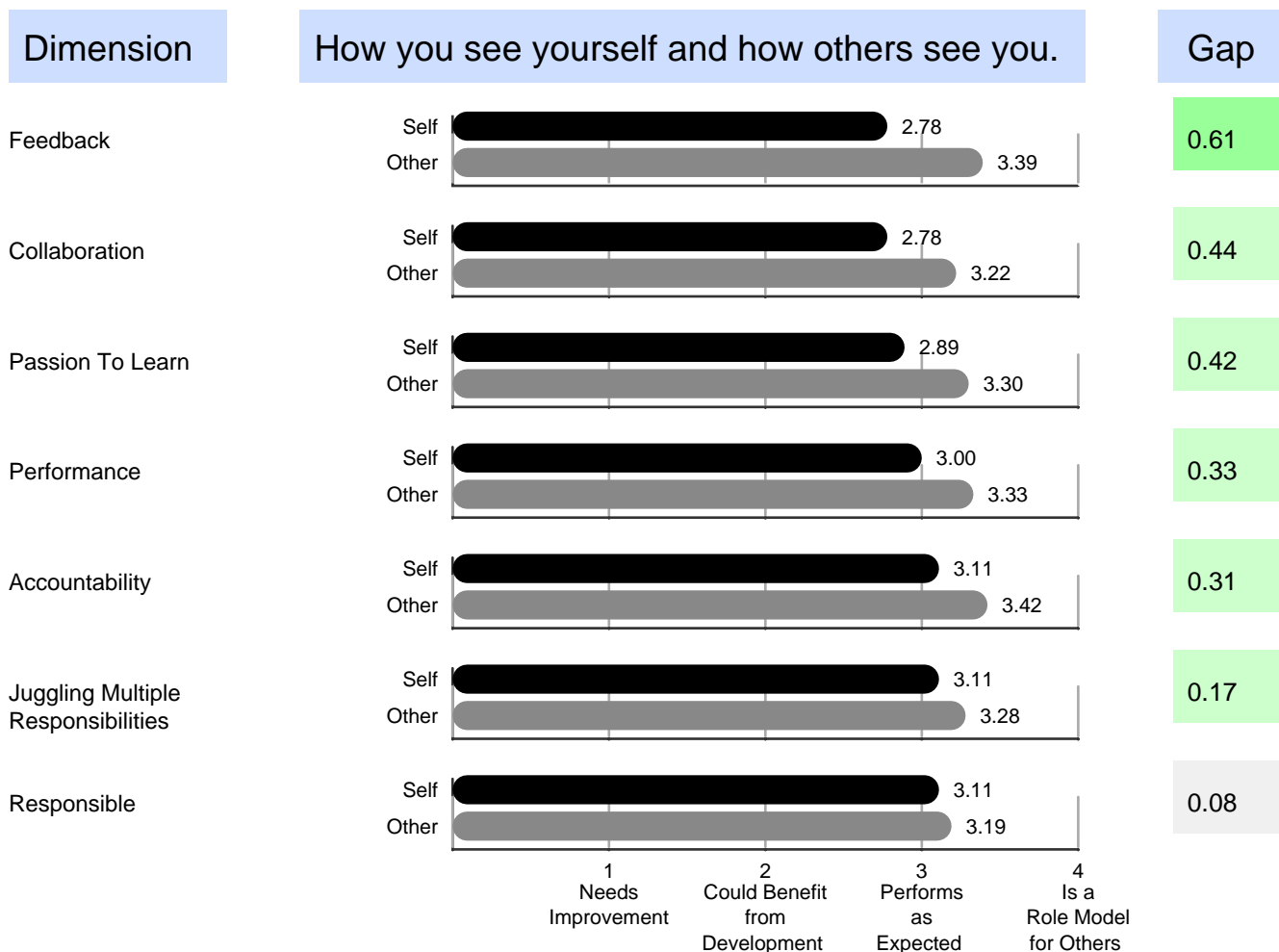
The questionnaire items used in this feedback process asked respondents to rate specific behaviors and competencies identified by [Your Company Name] current leaders. These behaviors and competencies fall into 7 major dimensions of leadership.

The summary scores for each dimension shown below were calculated by averaging all respondents' scores for all of the questions within that dimension. These dimension summary scores are sorted from high to low, with the highest shown at the top. The dimensions toward the bottom may need the most development.



Gap Analysis

The following table graphically displays the "Gap," or difference between your average rating on each competency (labeled "Self") and the average score of all other respondents (labeled "Others") who provided you with feedback. This can help you identify blind spots, or areas where you were rated more favorably by other respondents than by yourself. The Gaps for these competencies are colored in shades of green. Conversely, the graph can also help you identify your opportunities for improvement, or areas where you rated yourself higher than others did. The Gaps for these dimensions are colored in shades of red. The darker the shade of green or red, the larger the Gap. Finally, if a dimension's Gap is not shaded with a specific color, it indicates an area of agreement between yourself and others.



Accountability

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Is a Role Model for Others).

Item	n	Avg	LOA	Needs Improvement	Could Benefit from Development	Performs as Expected	Is a Role Model for Others
1. Works to achieve established goals.	15	3.20	93.3	7%	67%		27%
2. Takes charge of addressing and solving problems.	15	3.87	100.0	13%	87%		
3. Always keeps the supervisor informed of relevant information.	15	3.33	93.3	7%	53%		40%
4. Accepts responsibility to lead efforts to solving critical problems.	15	3.60	93.3	7%	27%	67%	
5. Takes personal responsibility for the quality of their work.	15	3.33	93.3	7%	53%		40%
6. Acts like an owner when they make decisions.	15	3.20	93.3	7%	60%		33%
7. Makes sure the supervisor is always informed of any important events.	15	3.20	86.7	13%	53%		33%
8. Acknowledges errors and takes the steps necessary to rectify them.	15	3.40	93.3	7%	47%		47%
9. Encourages employees to take on greater responsibilities.	15	3.47	93.3	7%	40%		53%

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2023	2024	Change
1. Works to achieve established goals.	3.29	3.20	-0.09 ▼
2. Takes charge of addressing and solving problems.	3.65	3.87	+0.22 ▲
3. Always keeps the supervisor informed of relevant information.	3.18	3.33	+0.16 ▲
4. Accepts responsibility to lead efforts to solving critical problems.	3.41	3.60	+0.19 ▲
5. Takes personal responsibility for the quality of their work.	3.24	3.33	+0.10 ▲
6. Acts like an owner when they make decisions.	3.24	3.20	-0.04 ▼
7. Makes sure the supervisor is always informed of any important events.	3.41	3.20	-0.21 ▼
8. Acknowledges errors and takes the steps necessary to rectify them.	3.24	3.40	+0.16 ▲
9. Encourages employees to take on greater responsibilities.	3.18	3.47	+0.29 ▲

Comments:

- Staff expressed concern early this year about frustrations with quantity and boundaries for work, roles of staff and more.
- I think we have a great team. _____ does his best to accommodate the needs of staff which in turn helps the morale stay high in our department.
- He tends to ask for feedback in group settings, such as Core Competencies, where people are afraid to speak up or do not want to seem disrespectful.

- _____ is thorough with his candidate screenings and really focuses on hiring for talent and experience.
I know what he expects from me. He will step up to take action when others do not and this is because he is a team player and really wants us to succeed.
- _____ needs no improvement
- I appreciate the straight forward style of leadership _____ uses.

Passion To Learn

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Is a Role Model for Others).

Item	n	Avg	LOA	Needs Improvement	Could Benefit from Development	Performs as Expected	Is a Role Model for Others
10. Demonstrates through personal behavior the commitment to high standards of performance.	15	3.47	93.3	7%	40%	53%	
11. Recognizes own areas for development and consciously seeks assignments that will provide practice in areas of developmental need.	15	3.53	100.0		47%	53%	
12. Enjoys learning new skills and techniques.	15	3.27	100.0		73%	27%	
13. Holds self and associates accountable for goal achievement.	15	3.33	100.0		67%	33%	
14. Is committed to enhancing their own knowledge and skills.	15	3.13	86.7	13%	60%	27%	
15. Takes initiative for own learning and development.	15	3.07	80.0	20%	53%	27%	
16. Creates an environment that supports personal development and exploration.	15	3.40	93.3	7%	47%	47%	
17. Embraces new technology and procedures.	15	3.27	93.3	7%	60%	33%	
18. Constantly enhances product knowledge through experimentation and play.	14	3.00	92.9	7%	79%	14%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2023	2024	Change
10. Demonstrates through personal behavior the commitment to high standards of performance.	3.35	3.47	+0.11 ▲
11. Recognizes own areas for development and consciously seeks assignments that will provide practice in areas of developmental need.	3.47	3.53	+0.06 ▲
12. Enjoys learning new skills and techniques.	3.47	3.27	-0.20 ▼
13. Holds self and associates accountable for goal achievement.	3.35	3.33	-0.02 ▼
14. Is committed to enhancing their own knowledge and skills.	3.18	3.13	-0.04 ▼
15. Takes initiative for own learning and development.	3.00	3.07	+0.07 ▲
16. Creates an environment that supports personal development and exploration.	3.65	3.40	-0.25 ▼
17. Embraces new technology and procedures.	3.47	3.27	-0.20 ▼
18. Constantly enhances product knowledge through experimentation and play.	3.12	3.00	-0.12 ▼

Comments:

- Each member feels they are a part of the team and knows their contribution is valued.
- _____ sets high standards for his team and ensures they perform professionally.
-

The same communication struggles translate into sometimes not clearly defining outcomes and expectations.

- Having a routine for schedule and coming to office more frequently
- He follows up on questions and he is easily accessible. I think he is doing a great job!
- I find him to be a stellar asset to our team at [CompanyName].

Feedback

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Is a Role Model for Others).

Item	n	Avg	LOA	Needs Improvement	Could Benefit from Development	Performs as Expected	Is a Role Model for Others
19. Is easy to approach with ideas and opinions.	15	3.47	100.0		53%	47%	
20. Shares past experiences with others as learning opportunities.	15	3.40	93.3	7%	47%	47%	
21. Open to the suggestions of others.	15	3.53	100.0		47%	53%	
22. Asks others for their ideas and opinions.	15	3.00	80.0	20%	60%		20%
23. Is visible and approachable.	15	2.87	80.0	20%	73%		7%
24. Actively seeks feedback from others.	15	3.47	100.0		53%	47%	
25. Considers other's opinion and suggestions.	15	3.67	100.0		33%	67%	
26. Seeks feedback to enhance performance.	15	3.40	93.3	7%	47%	47%	
27. Accepts the views of others.	15	3.33	93.3	7%	53%		40%

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2023	2024	Change
19. Is easy to approach with ideas and opinions.	3.59	3.47	-0.12 ▼
20. Shares past experiences with others as learning opportunities.	3.29	3.40	+0.11 ▲
21. Open to the suggestions of others.	3.35	3.53	+0.18 ▲
22. Asks others for their ideas and opinions.	3.00	3.00	
23. Is visible and approachable.	2.88	2.87	-0.02 ▼
24. Actively seeks feedback from others.	3.00	3.47	+0.47 ▲
25. Considers other's opinion and suggestions.	3.76	3.67	-0.10 ▼
26. Seeks feedback to enhance performance.	3.53	3.40	-0.13 ▼
27. Accepts the views of others.	3.12	3.33	+0.22 ▲

Comments:

- He inspires others by the manner in which he does his work and engages others.
- Don't know where we would be without him.
- We have some very experienced people in our department and they need to be able to work more autonomously and run with projects.
- _____ makes great hiring choices. he is clear on what needs to be done.
-

I have been most impressed by _____ in the last year. His leadership and intervention into the roles and responsibilities of his staff have shown and instilled in me a greater understanding and appreciation for what the volunteers at [CompanyName] do. High degree of common sense and good decisions is what I have seen from _____.

- His communication techniques are clear and to the point which is very much appreciated.

Performance

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Is a Role Model for Others).

Item	n	Avg	LOA	Needs Improvement	Could Benefit from Development	Performs as Expected	Is a Role Model for Others
28. Effective in performing his/her job.	15	3.53	100.0	47%	53%		
29. Sets a high standard for job performance.	15	3.67	100.0	33%	67%		
30. Works well in this position.	15	3.33	100.0	67%	33%		
31. Effectively organizes resources and plans	15	3.20	86.7	13%	53%	33%	
32. Listens and responds to issues and problems	15	3.40	100.0	60%	40%		
33. ...Overall Performance	15	3.20	86.7	13%	53%	33%	
34. Has great overall performance	15	3.27	93.3	7%	60%	33%	
35. Works effectively in the department.	15	3.00	80.0	20%	60%	20%	
36. Shown significant improvement in job performance.	15	3.20	93.3	7%	67%	27%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration.

The direction of change is indicated by a colored triangle.

Item	2023	2024	Change
28. Effective in performing his/her job.	3.41	3.53	+0.12 ▲
29. Sets a high standard for job performance.	3.59	3.67	+0.08 ▲
30. Works well in this position.	3.41	3.33	-0.08 ▼
31. Effectively organizes resources and plans	3.18	3.20	+0.02 ▲
32. Listens and responds to issues and problems	3.35	3.40	+0.05 ▲
33. ...Overall Performance	3.18	3.20	+0.02 ▲
34. Has great overall performance	2.88	3.27	+0.38 ▲
35. Works effectively in the department.	3.18	3.00	-0.18 ▼
36. Shown significant improvement in job performance.	3.18	3.20	+0.02 ▲

Comments:

- _____ has been instrumental in initiating and helping to steer the department committee for [CompanyName]. _____ ensures that [CompanyName] is considered in any corporation changes as well as bringing information from [CompanyName] so that we function as one corporation.
- We actively look for opportunities to serve and ways to improve our service. Communication and engagement are key elements of our strategy.
- _____ is very knowledgeable in the area of Information Technology, and seems very interested in gaining further expertise in Operations.
-

Communication is not always timely, I think he means well but lack of communication causes more stress on the department than the actual information when finally received.

- Be being better organized. It would help with prioritizing.
- _____ is a very clear communicator. He approaches challenges in a collaborative format and is very open to looking at different approaches to achieve common goals. He engages his team in decisions and also encourages cross departmental communication.

Juggling Multiple Responsibilities

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Is a Role Model for Others).

Item	n	Avg	LOA	Needs Improvement	Could Benefit from Development	Performs as Expected	Is a Role Model for Others
37. Ensures that assignments are prioritized according to the needs of the department/company.	15	3.27	93.3	7%	60%	33%	
38. Coordinates the work of a team by assigning tasks to other team members.	15	3.27	86.7	13%	47%	40%	
39. Keeps track of multiple assignments and deadlines.	15	3.13	86.7	13%	60%	27%	
40. Begins tasks as soon as possible.	15	3.40	93.3	7%	47%	47%	
41. Switches attention to more urgent tasks when necessary.	15	3.33	93.3	7%	53%	40%	
42. Observes, analyzes, and responds to merchandise needs while serving customers and accomplishing operational tasks.	15	3.33	93.3	7%	53%	40%	
43. Avoids bottlenecks in progress by assigning multiple individuals to critical tasks.	15	3.13	86.7	13%	60%	27%	
44. Uses a scheduler/planner to keep tasks organized and on time.	15	3.00	86.7	13%	73%	13%	
45. Determines which tasks are critical and which tasks are optional.	15	3.53	100.0		47%	53%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2023	2024	Change
37. Ensures that assignments are prioritized according to the needs of the department/company.	3.35	3.27	-0.09 ▼
38. Coordinates the work of a team by assigning tasks to other team members.	3.24	3.27	+0.03 ▲
39. Keeps track of multiple assignments and deadlines.	3.59	3.13	-0.45 ▼
40. Begins tasks as soon as possible.	3.29	3.40	+0.11 ▲
41. Switches attention to more urgent tasks when necessary.	3.29	3.33	+0.04 ▲
42. Observes, analyzes, and responds to merchandise needs while serving customers and accomplishing operational tasks.	3.41	3.33	-0.08 ▼
43. Avoids bottlenecks in progress by assigning multiple individuals to critical tasks.	3.35	3.13	-0.22 ▼
44. Uses a scheduler/planner to keep tasks organized and on time.	3.18	3.00	-0.18 ▼
45. Determines which tasks are critical and which tasks are optional.	3.35	3.53	+0.18 ▲

Comments:

- There are often hundreds of emails to go through every day which can make it difficult to communicate in a timely manner.
- _____ is a great leader. He is very easy to approach and always takes a neutral stand when dealing with conflict.

- He is very supportive and easily approachable.
- He has a very engaging style which generates trust and respect.
- _____ is an outstanding leader and [CompanyName] is incredibly fortunate to have him on our team!
- He is very collaborative and always attempts to work with others.

Collaboration

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Is a Role Model for Others).

Item	n	Avg	LOA	Needs Improvement	Could Benefit from Development	Performs as Expected	Is a Role Model for Others
46. Values others in decision making.	15	3.00	86.7	13%	73%		13%
47. Develops networks and builds alliances with employees throughout the company.	15	3.20	93.3	7%	60%		33%
48. Respects and utilizes diverse perspectives in addressing challenges.	15	3.20	93.3	7%	67%		27%
49. Works with others to resolve issues facing the company.	15	3.40	93.3	7%	47%		47%
50. Creates a culture that encourages understanding and valuing diverse perspectives to effectively resolve conflicts.	15	3.13	80.0	7%	13%	40%	40%
51. Committed to fostering a collaborative work environment in the department.	14	3.14	92.9	7%	71%		21%
52. Encourages collaboration with other departments.	14	3.21	85.7	14%	50%		36%
53. Fosters a cooperative environment rather than a highly competitive one.	15	3.27	86.7	13%	47%		40%
54. Views others as valued partners.	15	3.13	86.7	13%	60%		27%

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2023	2024	Change
46. Values others in decision making.	3.24	3.00	-0.24 ▼
47. Develops networks and builds alliances with employees throughout the company.	3.00	3.20	+0.20 ▲
48. Respects and utilizes diverse perspectives in addressing challenges.	3.18	3.20	+0.02 ▲
49. Works with others to resolve issues facing the company.	3.35	3.40	+0.05 ▲
50. Creates a culture that encourages understanding and valuing diverse perspectives to effectively resolve conflicts.	3.29	3.13	-0.16 ▼
51. Committed to fostering a collaborative work environment in the department.	3.24	3.14	-0.09 ▼
52. Encourages collaboration with other departments.	3.06	3.21	+0.16 ▲
53. Fosters a cooperative environment rather than a highly competitive one.	3.59	3.27	-0.32 ▼
54. Views others as valued partners.	2.94	3.13	+0.19 ▲

Comments:

- He was wonderful to work with, and I have a great deal of confidence and trust in his as a professional, a leader, and a colleague.
- _____ empowers his team by soliciting input, encouraging involvement, and trusting his team to make the right decisions.

- _____ is a reliable and valued colleague. He is collaborative, respectful and professional with his team members and customers outside the organization.
- _____ is especially consistent in communicating in a clear and understandable way. I know what is expected of me and am given the tools to succeed and excel.
- I can not say enough good things about _____.
- He is strong and firm in his decisions, but involves his entire team in those decisions.

Responsible

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Is a Role Model for Others).

Item	n	Avg	LOA	Needs Improvement	Could Benefit from Development	Performs as Expected	Is a Role Model for Others
55. Acts as a resource without removing individual responsibility.	15	3.07	86.7	13%	67%		20%
56. Sets high personal standards of performance.	15	2.93	73.3	27%	53%		20%
57. ...takes personal responsibility for results.	15	3.20	93.3	7%	67%		27%
58. Behavior is ethical and honest.	15	3.20	93.3	7%	67%		27%
59. Sets a good example	15	3.13	93.3	7%	67%		27%
60. Completes assigned work tasks.	15	3.20	93.3	7%	67%		27%
61. Is a person you can trust.	15	3.47	100.0		53%		47%
62. Holds herself / himself accountable to goals / objectives	15	3.27	93.3	7%	60%		33%
63. Responsible for setting the vision of the department.	15	3.20	86.7	13%	53%		33%

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2023	2024	Change
55. Acts as a resource without removing individual responsibility.	2.88	3.07	+0.18 ▲
56. Sets high personal standards of performance.	2.88	2.93	+0.05 ▲
57. ...takes personal responsibility for results.	3.18	3.20	+0.02 ▲
58. Behavior is ethical and honest.	3.24	3.20	-0.04 ▼
59. Sets a good example	3.18	3.13	-0.04 ▼
60. Completes assigned work tasks.	3.47	3.20	-0.27 ▼
61. Is a person you can trust.	3.29	3.47	+0.17 ▲
62. Holds herself / himself accountable to goals / objectives	3.35	3.27	-0.09 ▼
63. Responsible for setting the vision of the department.	3.18	3.20	+0.02 ▲

Comments:

- He is also an excellent resource to other managers and will take the time to offer information and support.
- _____ is a new manager and it is clear that he wants to do well and engage his team.
- _____ is doing a great job balancing a difficult position with requirements from his role and those from his director that do not always match.
- I will always be grateful that he made a very unpleasant re-organization experience much less painful for me.
- _____ is a great leader and is committed to his role here at [CompanyName]!

- Sometimes it seems like _____'s priorities or expectations shift unexpectedly.

Comments

Those who gave you feedback had the opportunity to provide additional written comments about perceived strengths and possible development areas. This section provides a consolidated list of these comments.

What would help make you a more effective leader?

- He strives to raise the bar everyday to improve our processes to best serve our customers.
- _____ has been instrumental in helping me during my transition into the Specialist position at [CompanyName].
- _____ is a great team player with an employee safety and satisfaction focus.
- _____ is very approachable and friendly, but will stand firm when pushed. It is nice to know that you can rely on _____ to stand his ground and take care of his employees / department.
- _____ is a role model for Transformational Leadership. He exceeds all of the above elements of performance by modeling his expertise in his decision making, expectations, professionalism, communication, engagement by setting the bar high. As an operational manager I respect _____ as a visionary who pushes me further than I feel comfortable. Without him I might be too cautious to forge ahead. He has accomplished more in his 4 years as director of SCI than I have witnessed in the last 30 years.
- _____ has good communication skills and works collaboratively within as well as outside his department to improve processes that benefit the organization.

What do you like best about working with this individual?

- _____ not only values and listens to his staff he also gives them the support they need.
- _____ leads by example.
- _____ is a great team player with an employee safety and satisfaction focus.
- _____ is a great asset to the team. We are grateful to have him.
- _____ provides opportunities for his staff to grow professionally and encourages them.
- Need to take in all opinions, not just those of employees who are not always truthful....

What do you like least about working with this individual?

- _____ has turned the Security department into an outstanding group of leaders with each officer capable of leading during diverse situations.
- The team should be able to function independently when he's not here, but his involvement in projects at the staff level prevents them from doing that because they feel they need his input, permission or approval before moving forward. If he left the day-to-day work to the director to handle, including management of the team, his role could be more focused on setting direction and a vision for the department vs. getting involved in daily or routine tasks.
- I'm not sure if management is _____'s niche, but given his lack of experience in this capacity and the lack of direction that has been set forth, he's done pretty well in this role.
- He knows his subject matter!
- While encouraging folks to continue with their education, he is also continuing with his education.
- _____ is very visible on the unit. Spending many hours with staff.

What do you see as this person's most important leadership-related strengths?

- _____ does a wonderful job of ensuring his department is meeting the needs of the organization and our community.
- _____ is a good leader and delegates effectively. He provides clear expectations and deadlines and adequate support to complete tasks.
- He works diligently with our supplier to ensure the inventory is cost effective.
- Provides coaching for developing team leaders to help them meet their goals.
- _____ enjoys sharing knowledge and teaching his subordinates about their roles in the department. He regularly would spend 30 minutes sharing his insights on a topic. He also facilitated numerous training sessions when I started my job a year ago.
- _____ has stepped in to deal with the situation and resolve the concern. One area for growth is in the financial area.

What do you see as this person's most important leadership-related areas for improvement?

- _____ is a very good leader. Detail oriented and conscientious about his team. These are two skills that help lead a team and stay on task of the data that is so central to our business.
- I think staff would respect _____ more as a leader in the department if he would adhere to meeting deadlines and be respectful of the amount of staff time required to keep bugging him to finish something.
- His professionalism is beyond reproach and he is fair and just.
- When _____ was tapped for the VP position I was very pleased as he was a very good director.
- I would recommend that _____ proof read his emails for sentence structure and grammatical/spelling errors. Occasionally this has been noticed by his staff.
- He always makes a point to make sure he has all appropriate data and information before making decisions, soliciting input or passing judgment on an issue.

Any final comments?

- He has been instrumental in facilitating communications between staff and managers. Staff know that he is very supportive of them.
- _____ is an excellent employee, I do not know of any areas that need improvement.
- _____ has been an asset to [CompanyName]. He has been fully engaged in our Mission, Vision and True North Focus Areas. I have been impressed with his ability bring about process improvements through his direction and guidance to develop and engage the telecommunication staff in this area. He has made staff aware of their expectations, through email, one on one, performance reviews, staff and committee meetings.
- _____ has made consistent efforts to inform us of all process changes, and has been instrumental in making the staff work as a team.
- The few problems we have experienced during these changes is a reflection of _____'s leadership.
- Improve on providing feedback.