Feedback Results

Your CompanyName Here

2024

Sample Employee

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.
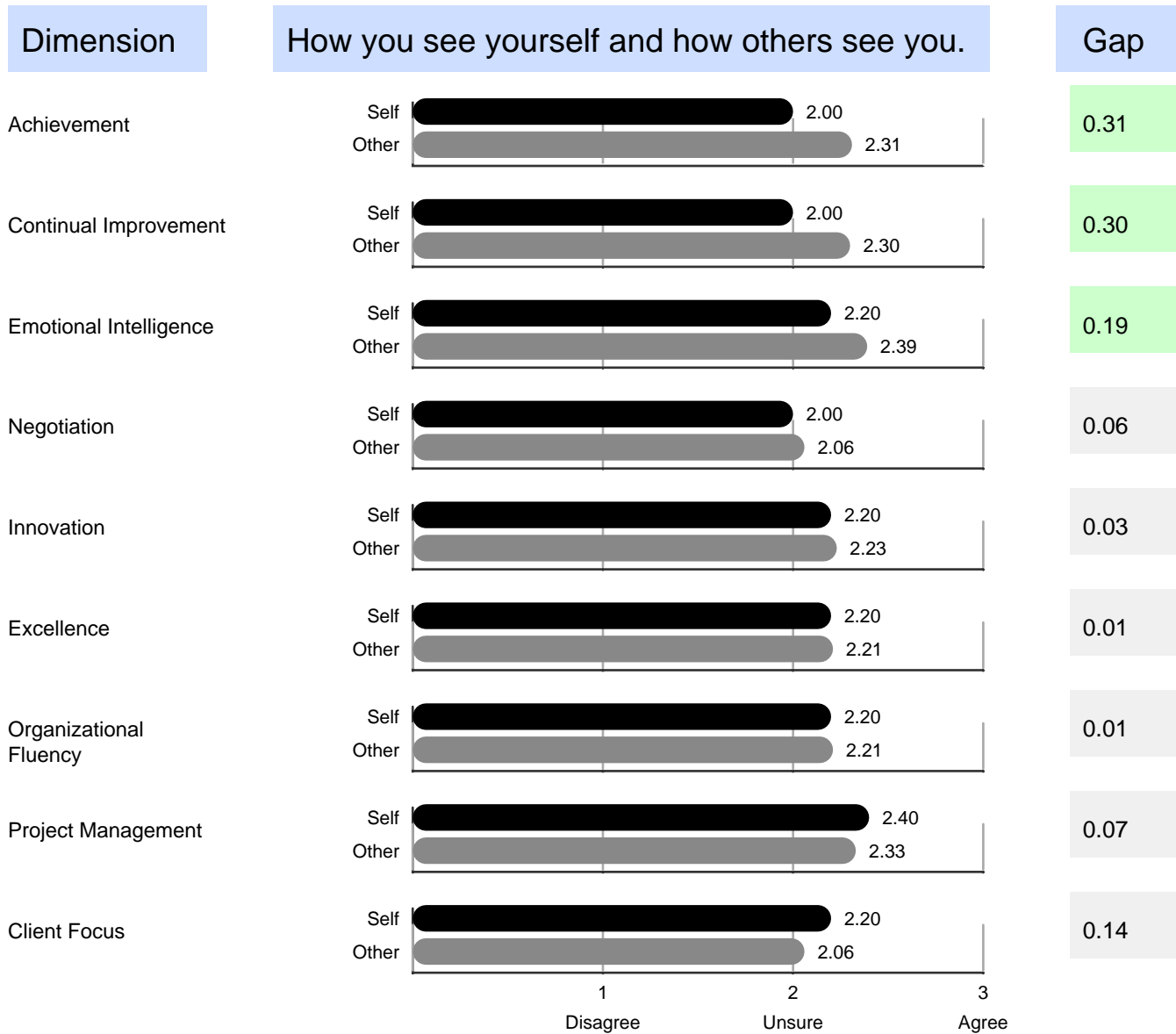
Summary

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 9 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.

Average Performance Scores

Dimension	Score
Emotional Intelligence	2.37
Project Management	2.33
Achievement	2.29
Continual Improvement	2.28
Innovation	2.23
Excellence	2.21
Organizational Fluency	2.21
Client Focus	2.07
Negotiation	2.05

Scale: 1 Disagree — 2 Unsure — 3 Agree

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.
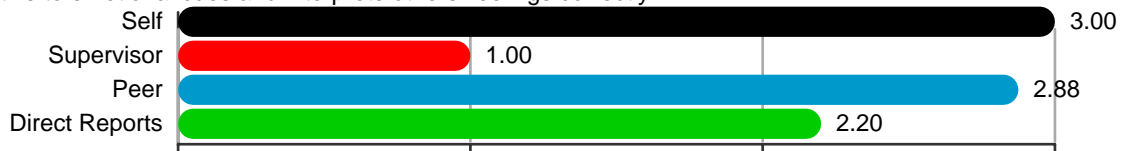
Dimension	How you see yourself and how others see you.	Gap
Achievement	Self 2.00 / Other 2.31	0.31
Continual Improvement	Self 2.00 / Other 2.30	0.30
Emotional Intelligence	Self 2.20 / Other 2.39	0.19
Negotiation	Self 2.00 / Other 2.06	0.06
Innovation	Self 2.20 / Other 2.23	0.03
Excellence	Self 2.20 / Other 2.21	0.01
Organizational Fluency	Self 2.20 / Other 2.21	0.01
Project Management	Self 2.40 / Other 2.33	0.07
Client Focus	Self 2.20 / Other 2.06	0.14

Scale: 1 Disagree — 2 Unsure — 3 Agree

Emotional Intelligence

Summary Scores

Self	2.20
Supervisor	2.20
Peer	2.42
Direct Reports	2.36

1	2	3
Disagree	Unsure	Agree

1. Helps to make decisions and solve problems using knowledge about how others will react in certain situations.

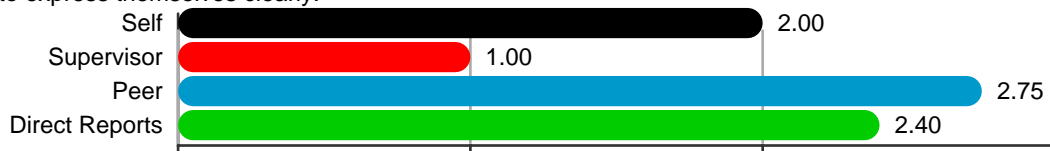|	
Self	2.00
Supervisor	3.00
Peer	2.25
Direct Reports	2.20

2. Is attentive to emotional cues and interprets others' feelings correctly.

Self	3.00
Supervisor	1.00
Peer	2.88
Direct Reports	2.20

3. Is able to manage their own emotions.

Self	2.00
Supervisor	3.00
Peer	2.00
Direct Reports	2.80

4. Is able to express themselves clearly.

Self	2.00
Supervisor	1.00
Peer	2.75
Direct Reports	2.40

5. Is able to control their own emotions.

Self	2.00
Supervisor	3.00
Peer	2.25
Direct Reports	2.20

1	2	3

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 (Disagree) to green (Agree).

Item	n	Avg	LOA	Disagree 1	Unsure 2	Agree 3
1. Helps to make decisions and solve problems using knowledge about how others will react in certain situations.	15	2.27	33.3	7%	60%	33%
2. Is attentive to emotional cues and interprets others' feelings correctly.	15	2.53	73.3	20% 7%		73%
3. Is able to manage their own emotions.	15	2.33	40.0	7%	53%	40%
4. Is able to express themselves clearly.	15	2.47	53.3	7%	40%	53%
5. Is able to control their own emotions.	15	2.27	40.0	13%	47%	40%

Comments:

- He is very supportive of us and the job we do.
- _____ always engaged his staff and ensured he obtained everyone's ideas and opinions before moving forward on a project. _____ invests in the projects he leds and follows them through to completion. _____ always maintains a focus on the customers and how we as an organization can best serve our customers.
- He always answers my questions even if he's having a busy day or isn't the right person to be asking.
- We have made improvements in our documentation and have decreased duplicate reporting.
- Participates in training to learn Core Competency processes.
- He has helped make me a better manager through his actions and follow through.

Continual Improvement

Summary Scores

Self	2.00
Supervisor	2.40
Peer	2.23
Direct Reports	2.40

1 — Disagree
2 — Unsure
3 — Agree

6. Encourages an employee culture of continuous improvement to seek out better ways of doing things.

Self	2.00
Supervisor	2.00
Peer	2.12
Direct Reports	2.20

7. Searches for new methods, techniques, and processes that increase efficiency and reduce costs.

Self	2.00
Supervisor	3.00
Peer	2.12
Direct Reports	1.80

8. Looks for ways to expand current job responsibilities.

Self	2.00
Supervisor	3.00
Peer	2.25
Direct Reports	2.40

9. Promotes training and development opportunities to enhance job performance.

Self	2.00
Supervisor	3.00
Peer	2.25
Direct Reports	2.60

10. Looks for ways to expand and learn new job skills.

Self	2.00
Supervisor	1.00
Peer	2.38
Direct Reports	3.00

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 (Disagree) to green (Agree).
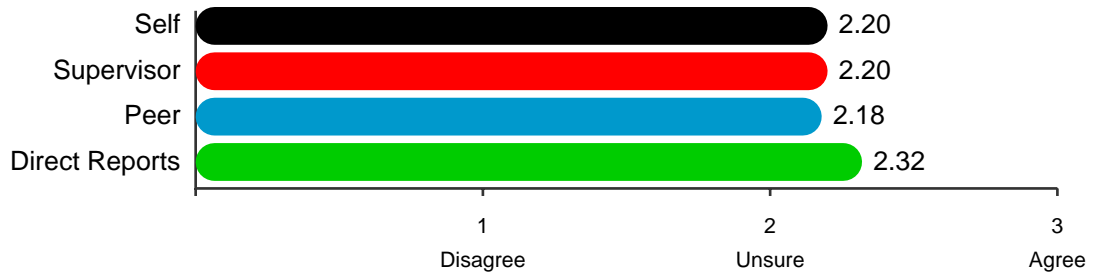
Item	n	Avg	LOA	Disagree 1	Unsure 2	Agree 3
6. Encourages an employee culture of continuous improvement to seek out better ways of doing things.	15	2.13	33.3	20%	47%	33%
7. Searches for new methods, techniques, and processes that increase efficiency and reduce costs.	15	2.07	26.7	20%	53%	27%
8. Looks for ways to expand current job responsibilities.	15	2.33	40.0	7%	53%	40%
9. Promotes training and development opportunities to enhance job performance.	15	2.40	53.3	13%	33%	53%
10. Looks for ways to expand and learn new job skills.	15	2.47	60.0	13%	27%	60%

Comments:
- He is willing to fill in with daily workload when we are short staffed.
- _____ has done a great job of working with Directors to understand the current status of their staff's competency education and planning with them to ensure continued development He is extremely customer focused.
- I would like to see his expand personal long-term goals at the company.
- I am proud to say that _____ has greatly made so many improvements to our department, that were so desperately needed.
- Provides team members with frequent informal feedback.
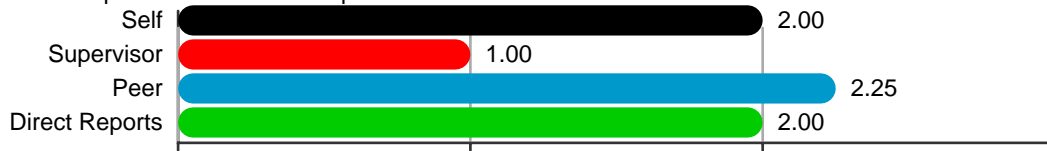- Great to have you on the team!

Innovation

Summary Scores

	Score
Self	2.20
Supervisor	2.20
Peer	2.18
Direct Reports	2.32

1	2	3
Disagree	Unsure	Agree

11. Creates a safe environment for idea-sharing.

	Score
Self	2.00
Supervisor	3.00
Peer	2.12
Direct Reports	2.60

12. Encourages open communication to ensure that all proposals are considered.

	Score
Self	2.00
Supervisor	2.00
Peer	2.25
Direct Reports	1.80

13. Implements best practices within the department.

	Score
Self	2.00
Supervisor	1.00
Peer	2.25
Direct Reports	2.00

14. Solves problems with insight and understanding.

	Score
Self	2.00
Supervisor	3.00
Peer	2.00
Direct Reports	2.60

15. Builds upon the ideas and solutions of others.

	Score
Self	3.00
Supervisor	2.00
Peer	2.29
Direct Reports	2.60

1	2	3
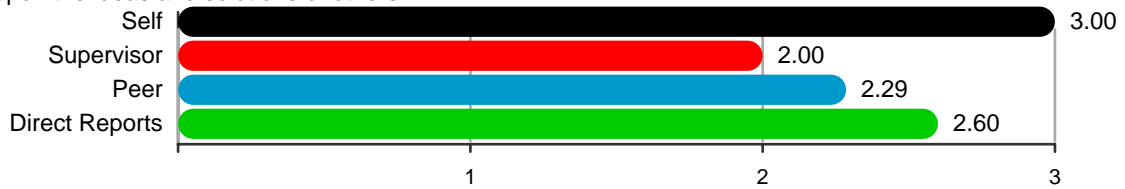
Level of Skill

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 (Disagree) to green (Agree).

| Item	n	Avg	LOA	Disagree 1	Unsure 2	Agree 3
11. Creates a safe environment for idea-sharing.	15	2.33	40.0	7%	53%	40%
12. Encourages open communication to ensure that all proposals are considered.	15	2.07	20.0	13%	67%	20%
13. Implements best practices within the department.	15	2.07	26.7	20%	53%	27%
14. Solves problems with insight and understanding.	15	2.27	40.0	13%	47%	40%
15. Builds upon the ideas and solutions of others.	14	2.43	50.0	7%	43%	50%

Comments:
- I cannot say if he challenges others.
- _____ is a "One of a kind" He is a great manager.
- _____ is collaborative in his management style and is very skilled in maximizing talents and strengths of each individual.
- _____ can help us all by setting that expectation as we work as teams and in 1 on 1's.
- He is trustworthy, dependable, positive attitude, and team focused.
- His goals are firm and realistic- his expectations for excellence do not change based upon current climate, but rather he challenges himself and his team members to operate more effectively, with Core Competency resources in times of change. He allows for innovation and autonomy and encourages the professional development and pursuit of career advancement for the members of his team.

Achievement

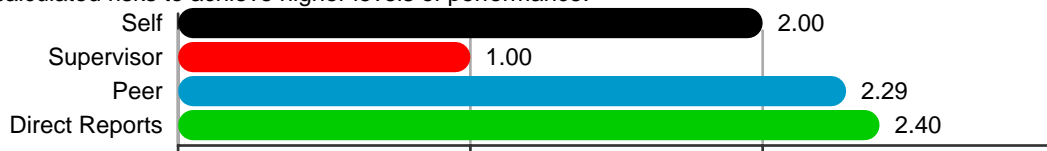Summary Scores
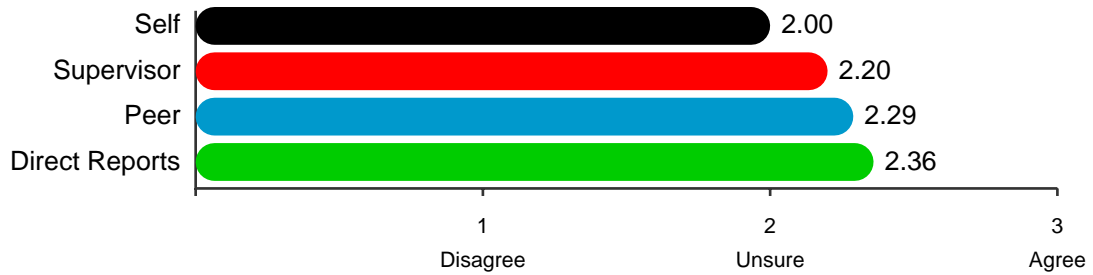
16. Sets challenging goals.
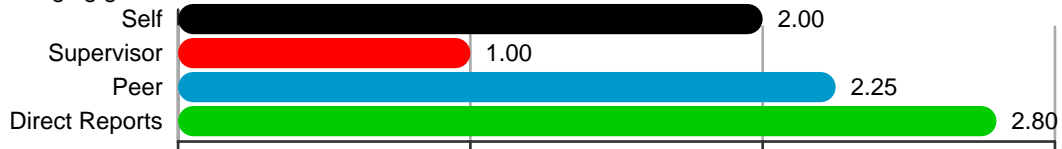
17. Makes use of talents of others to help achieve a high level of performance.

18. Demonstrates a well-organized and timely approach to achieve desired results

19. Takes calculated risks to achieve higher levels of performance.

20. Works at a quick pace to complete a high volume of work.

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 (Disagree) to green (Agree).
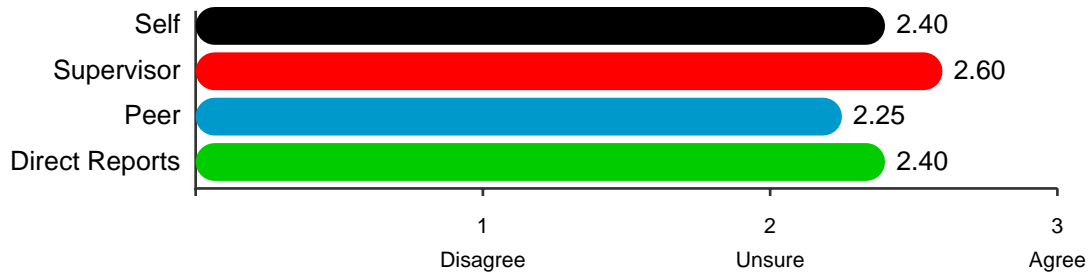
Item	n	Avg	LOA	Disagree 1	Unsure 2	Agree 3
16. Sets challenging goals.	15	2.33	46.7	13%	40%	47%
17. Makes use of talents of others to help achieve a high level of performance.	15	2.33	40.0	7%	53%	40%
18. Demonstrates a well-organized and timely approach to achieve desired results	14	2.00	14.3	14%	71%	14%
19. Takes calculated risks to achieve higher levels of performance.	14	2.21	42.9	21%	36%	43%
20. Works at a quick pace to complete a high volume of work.	15	2.53	60.0	7%	33%	60%

Comments:
- The integrity, professionalism and high ethics he exhibits everyday, every time with everyone is remarkable.
- _____, more than most, takes what we've learned and implements changes.
- _____ is the right man for the job...there have been a couple of instances in which I feel that _____ has had tendency to lose staff or participants in his communication. To his merit, _____ will stop the conversation and clarify expectations or needs prior to moving forward.
- I feel he generally seeks our opinions in making decisions and includes us. Thank You for all you do _____, your the best.
- he understands where our opportunities for savings in the employee benefits plan may be.
- _____ is a good leader because he gives examples through his own behavior.

Project Management

Summary Scores

21. Develops action items, workplans, timelines, and criteria for projects.

Self	2.00
Supervisor	3.00
Peer	2.38
Direct Reports	3.00

22. Inspires others to accomplish goals and objectives.

Self	3.00
Supervisor	3.00
Peer	2.25
Direct Reports	2.20

23. Able to adjust project schedule as needed to accommodate unforeseen issues.

Self	3.00
Supervisor	3.00
Peer	2.00
Direct Reports	1.80

24. Organizes work and sets priorities as needed.

Self	2.00
Supervisor	3.00
Peer	2.38
Direct Reports	2.40

25. Maintains costs and expenses within budget limits.

Self	2.00
Supervisor	1.00
Peer	2.25
Direct Reports	2.60
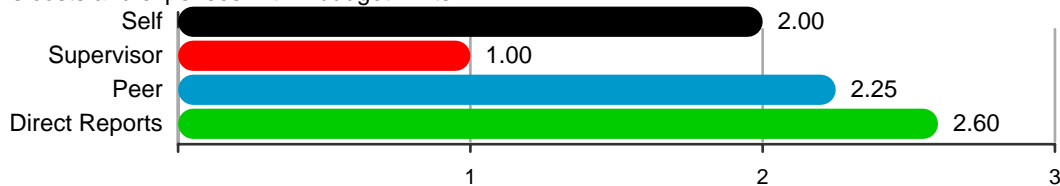
Level of Skill

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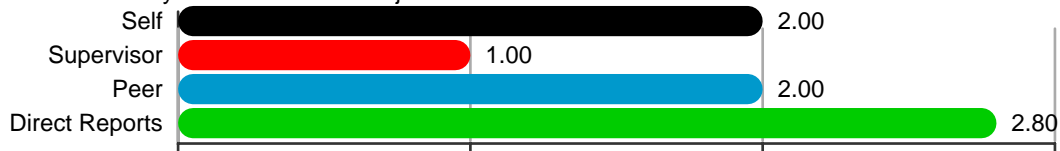| Item	n	Avg	LOA	Disagree 1	Unsure 2	Agree 3
21. Develops action items, workplans, timelines, and criteria for projects.	15	2.60	66.7	7%	27%	67%
22. Inspires others to accomplish goals and objectives.	15	2.33	40.0	7%	53%	40%
23. Able to adjust project schedule as needed to accommodate unforeseen issues.	15	2.07	20.0	13%	67%	20%
24. Organizes work and sets priorities as needed.	15	2.40	53.3	13%	33%	53%
25. Maintains costs and expenses within budget limits.	15	2.27	53.3	27%	20%	53%

Comments:
- He strives to raise the bar everyday to improve our processes to best serve our customers.
- _____ is one of the most hones, ethical individuals I have ever met. I always trust him to make the right decisions for our unit.
- I feel that we would not be such a great place if it wasn't for _____. _____ is the best!!!!!!
- Establishes a culture where everyone's contribution is acknowledged and valued.
- His skills, commitment, integrity and overall management style is something I have admired since I have worked here.
- I can depend on him with whatever is needed.

Excellence

Summary Scores

Self	2.20
Supervisor	1.80
Peer	2.17
Direct Reports	2.36

1 — Disagree   2 — Unsure   3 — Agree

26. Demonstrates the analytical skills to do their job.

Self	2.00
Supervisor	1.00
Peer	2.00
Direct Reports	2.80

27. Produces high quality work.

Self	2.00
Supervisor	2.00
Peer	2.25
Direct Reports	1.60

28. Is planful and organized.

Self	2.00
Supervisor	2.00
Peer	2.38
Direct Reports	2.80

29. Takes a lot of pride in their work.

Self	3.00
Supervisor	2.00
Peer	2.38
Direct Reports	3.00

30. Keeps themselves and others focused on constant improvement.

Self	2.00
Supervisor	2.00
Peer	1.88
Direct Reports	1.60
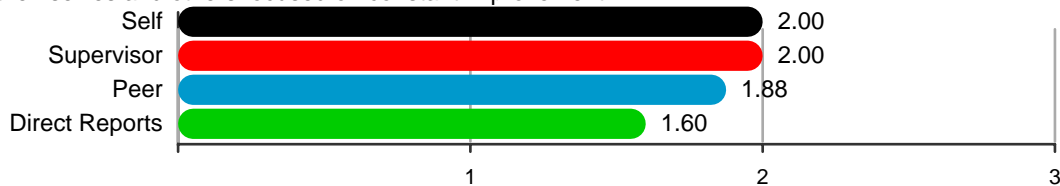
Level of Skill

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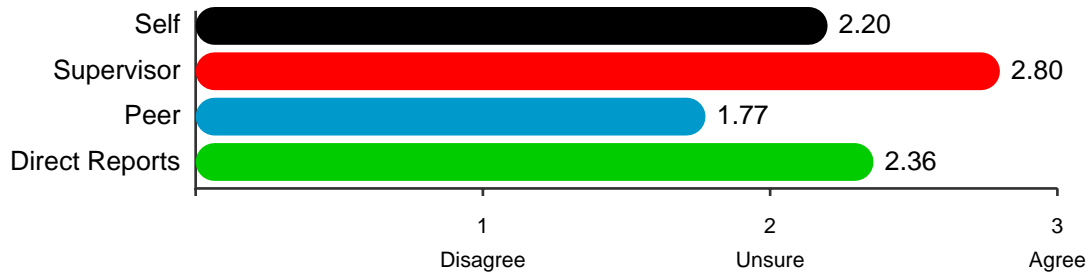
Item	n	Avg	LOA	Disagree 1	Unsure 2	Agree 3
26. Demonstrates the analytical skills to do their job.	15	2.20	33.3	13%	53%	33%
27. Produces high quality work.	15	2.00	26.7	27%	47%	27%
28. Is planful and organized.	15	2.47	53.3	7%	40%	53%
29. Takes a lot of pride in their work.	15	2.60	60.0		40%	60%
30. Keeps themselves and others focused on constant improvement.	15	1.80	13.3	33%	53%	13%

Comments:
- Accountability on both sides. Make sure that if a task is delegated then that person should be accountable for the task.
- He makes his expectations clear to his team, reviews the expectations regularly and will provide constructive feedback and offer opportunity for improvement to team members when needed.
- Participating in Core Competency Training has provided me with the tools to implement best practices. I also took the time to reach out to the HR department on-staff trainer and utilize his knowledge for assistance on improving some of my weaker areas. This opportunity is helping re-build my confidence level working here.
- He is also quick to tap into his past experiences in attempting to find the best solution.
- He is very focused on bringing out best in employees and encourages all to get involved with any and all problems to come up with solutions that benefit the team.
- He is an incredibly supportive mentor and is committed to his Vice Presidents and their success.

Client Focus

Summary Scores

	Self	Supervisor	Peer	Direct Reports
	2.20	2.80	1.77	2.36

31. Forms strong client relationships

	Self	Supervisor	Peer	Direct Reports
	2.00	3.00	1.75	2.60

32. Ensures client commitments and requirements are met or exceeded

	Self	Supervisor	Peer	Direct Reports
	2.00	3.00	1.88	2.40

33. Satisfies client needs.

	Self	Supervisor	Peer	Direct Reports
	3.00	3.00	1.62	2.40

34. Obtains feedback to ensure client needs are being met.

	Self	Supervisor	Peer	Direct Reports
	2.00	2.00	1.88	2.60

35. Looks for opportunities that have a positive impact on Clients.

	Self	Supervisor	Peer	Direct Reports
	2.00	3.00	1.75	1.80

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 (Disagree) to green (Agree).
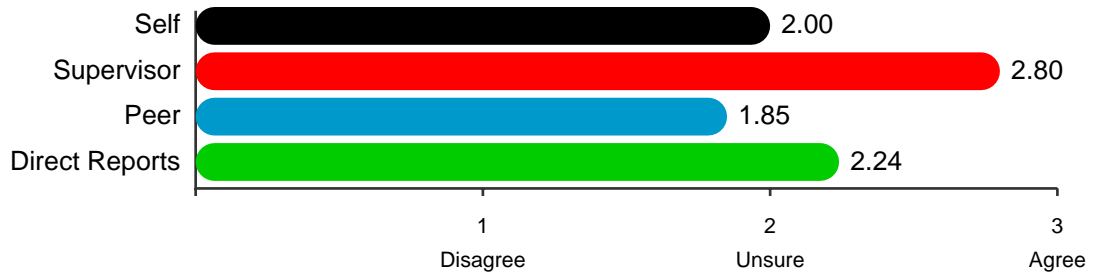
Item	n	Avg	LOA	Disagree 1	Unsure 2	Agree 3
31. Forms strong client relationships	15	2.13	33.3	20%	47%	33%
32. Ensures client commitments and requirements are met or exceeded	15	2.13	33.3	20%	47%	33%
33. Satisfies client needs.	15	2.07	33.3	27%	40%	33%
34. Obtains feedback to ensure client needs are being met.	15	2.13	26.7	13%	60%	27%
35. Looks for opportunities that have a positive impact on Clients.	15	1.87	20.0	33%	47%	20%

Comments:
- _____ is passionate about his role and does a fantastic job of working with other departments to improve process flows.
- _____ is so attentive to the needs of our department and to the needs of individuals.
- Establishes a culture where everyone's contribution is acknowledged and valued.
- I believe _____ has done a very good job in developing his team members and providing guidance for the respect growth of each person.   While his time is precious, he is always open to discussing a problem. I really like working with _____ and I apppreciate his style and understanding and support of the work that I do.
- He has a style that is intimidating to some and thus he needs to be (and is) aware of his effect on the room when he walks in.
- I really enjoy working with _____.   When we discovered there was an issue with the policy we worked together to complete it quickly so it went through committee in a timely manner.

Negotiation

Summary Scores

Self	2.00
Supervisor	2.80
Peer	1.85
Direct Reports	2.24

1 — Disagree
2 — Unsure
3 — Agree

36. Influences others through rational argument and persuasion.

Self	2.00
Supervisor	3.00
Peer	1.62
Direct Reports	2.00

37. Maintains good interpersonal relationships with representatives from the other party.

Self	2.00
Supervisor	3.00
Peer	1.75
Direct Reports	2.00

38. Understands the expectations of other parties in the negotiation.

Self	2.00
Supervisor	3.00
Peer	1.88
Direct Reports	2.20

39. Able to influence others to accept certain positions.

Self	2.00
Supervisor	3.00
Peer	2.25
Direct Reports	2.40

40. Establishes good working relationships with others.

Self	2.00
Supervisor	2.00
Peer	1.75
Direct Reports	2.60
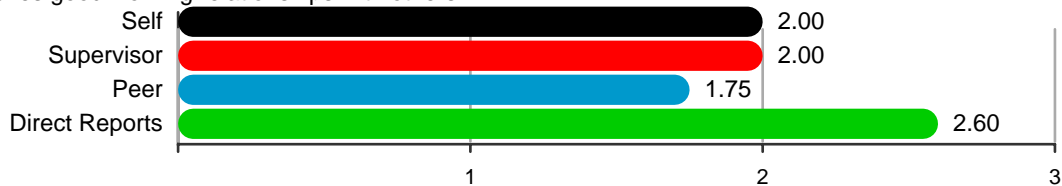
Level of Skill

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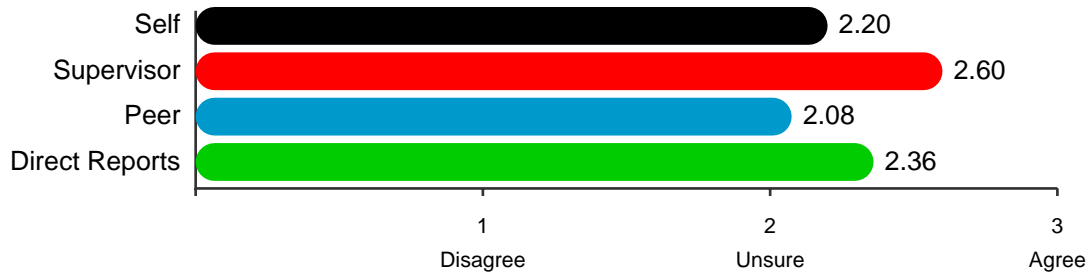
Item	n	Avg	LOA	Disagree 1	Unsure 2	Agree 3
36. Influences others through rational argument and persuasion.	15	1.87	20.0	33%	47%	20%
37. Maintains good interpersonal relationships with representatives from the other party.	15	1.93	13.3	20%	67%	13%
38. Understands the expectations of other parties in the negotiation.	15	2.07	33.3	27%	40%	33%
39. Able to influence others to accept certain positions.	15	2.33	33.3		67%	33%
40. Establishes good working relationships with others.	15	2.07	33.3	27%	40%	33%

Comments:
- I appreciate his assignments of employee strengths and responsibilities for the best of our departments and other departments
- _____ is honest, does what he says he is going to do and can be counted on to be timely in his communication.
- Lean on team to help reduce burden and establish clear expectations.
- I will always welcome _____'s direct, honest, caring feedback.
- Good leadership style.
- _____ has always been very approachable as a manager, extremely helpful in always maintaining the best customer experience.

Organizational Fluency

Summary Scores

Self	2.20
Supervisor	2.60
Peer	2.08
Direct Reports	2.36

```
          1              2              3
       Disagree       Unsure         Agree
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41. Able to deal with sensitive issues with tact and professionalism.

Self	2.00
Supervisor	3.00
Peer	2.00
Direct Reports	1.80

42. Effective in communicating with others within the organization.

Self	2.00
Supervisor	3.00
Peer	1.75
Direct Reports	2.60

43. Anticipates problems that may affect the department.

Self	2.00
Supervisor	3.00
Peer	2.12
Direct Reports	2.20

44. Gets things done through the department.

Self	2.00
Supervisor	2.00
Peer	2.00
Direct Reports	2.60

45. Understands departmental policies and procedures.

Self	3.00
Supervisor	2.00
Peer	2.50
Direct Reports	2.60

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          1              2              3
```

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 (Disagree) to green (Agree).

Item	n	Avg	LOA	Disagree 1	Unsure 2	Agree 3
41. Able to deal with sensitive issues with tact and professionalism.	15	2.00	26.7	27%	47%	27%
42. Effective in communicating with others within the organization.	15	2.13	33.3	20%	47%	33%
43. Anticipates problems that may affect the department.	15	2.20	40.0	20%	40%	40%
44. Gets things done through the department.	15	2.20	26.7	7%	67%	27%
45. Understands departmental policies and procedures.	15	2.53	60.0	7%	33%	60%

Comments:

- 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 _____.

- _____ clearly has a shared decision making system that has worked well in the old department. I feel like he is trying to use this system in the new department also and has met some challenges.

- _____ has superb technical experience.   I think he should take more advantage of department meetings to brief the team on his priorities and initiatives.

- Be willing to lean into exploring change. When interacting with clients, error on the side of keeping it professional.

- _____ is very committed to finding and selecting an employee who will have the knoweldge, skills, expertise and passion to take our process improvement to the next level.   His high standards for excellence are admirable and inspiring.

- I have observed _____ work with his staff and team on improvement activities.   He has assigned" lead people to work on projects given their strengths.   _____ does take action when there are employees who do not fit with the organization mission and values.

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?

- _____ is dedicated to this organization, our customers and the employee's he manages. He is always striving for improvement in our department and makes changes where they are needed to achieve our goals.
- Collaboration and dissemination of information and projects is something _____ does well.
- I value his feedback, collaboration and sense of teamwork. He's clearly hardworking and dedicated and he and I have been able to have some very good discussions this past year, which I appreciate.   I always appreciate his candor and feedback.
- His team members become frustrated and feel pushed away.   When this approach occurs often, it is discouraging to team members.
- _____ understands the impact his teams have within the organization and is very much a system thinker in that regard.   He demonstrates and communicates a very clear understanding of his teams diverse needs and of the expectations he has for each team member.
- He is a great mentor and coach. I look forward to working with _____ as our division moves forward with helping the organization develop strategies around improving customer service and experience.

What do you like best about working with this individual?

- I think _____ has areas in his new Division where he needs to increase his knowledge; this is not a criticism.
- He continually ties things back to the department, and has made a great effort to engage staff through CIO lunches, brown bags, and events.
- I may not always agree with his decisions but I understand why they were made because he takes the time to explain them.   The things he does for our department and me are immeasureable
- He always takes the time to listen to all of us and never gives you the impression that he's rushing you. He dosen't dismiss any issues you bring to her, no matter how small. Any time you need to talk to her, you know that he will really HEAR YOU!
- _____ has demonstrated the ability to manage significant changes in his area with great skill.
- _____ takes pride in his department. His follow through is excellent.   _____ leads be example.

What do you like least about working with this individual?

- _____ has done an amazing job in this new leadership role in a very short time and has full support and appreciation of the staff.
- The same communication struggles translate into sometimes not clearly defining outcomes and expectations.
- Always has a positive, cheerful, and strong attitude.
- He engages in interactions positively and professionally. It is obvious that he cares about the service we deliver and the facilities we operate in.
- Provide and solicit more frequent feedback.
- _____ is a great leader and supports his staff.

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

- He makes me feel like an important and valued team member.
- _____ analyzes all situations before making a decision.
- _____ supports each security officer in such a way that you want to grow and improve in what you do.
- Additional feedback and communication.
- _____ is professional, collaborative. . .a great team member.
- Personality. Great Mentor and Leader. Talented.

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

- _____ is a wonderful collaborator and leader.   It is a treat to be able to work with him.
- The same communication struggles translate into sometimes not clearly defining outcomes and expectations.
- He understands our job and works with us to improve our productivity while being concerned with our job satisfaction.
- _____ is a great team player with an employee safety and satisfaction focus.
- Please know that stress can occasionally slow down progress.
- Despite the fact that _____ has experienced very few opportunities that would increase his engagement, he has remained dedicated to [CompanyName] and especially to his staff.

Any final comments?

- _____ has a way of bringing out the best in people, by modeling how to be a hard worker who knows his stuff and is supportive of his colleagues and able to create a fun atmosphere that makes us all want to work hard.
- I am having a hard time evaluating the last four.   _____ produces excellent materials and strategy for marketing and   business development.   I think there may not be adequate consideration of unintended consequences to one area of our business or service line as a result of efforts supporting another area or service line.
- He is a great leader.
- _____ has great communication skills and is a dependable member of the team.
- Is self-aware of own strength and weakness.   Asking for help by adding another manager.
- I appreciate that _____ promotes within, asks staff if they are interested in an opportunity within the department. I feel that this motivates, engages and encourages staff.