

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.

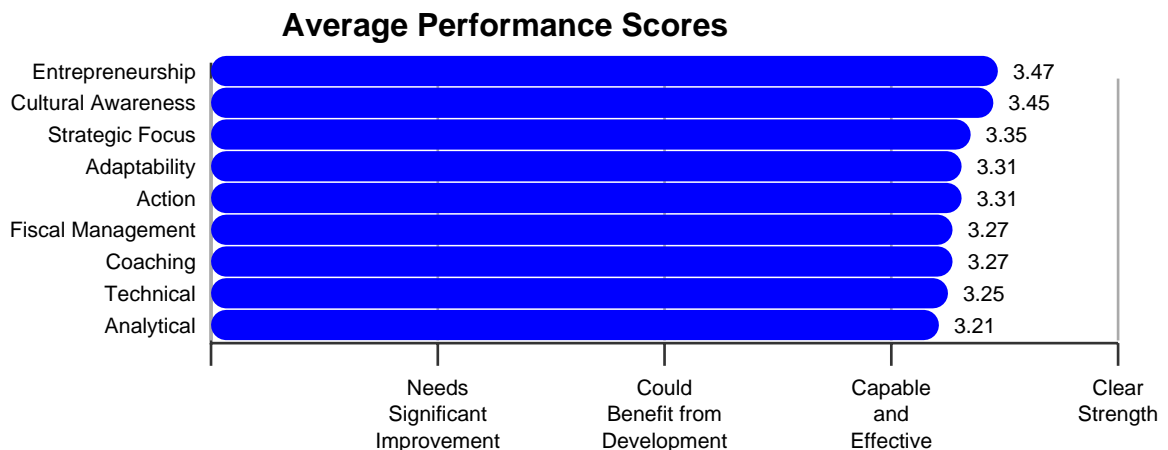
What to Do with Your Feedback

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

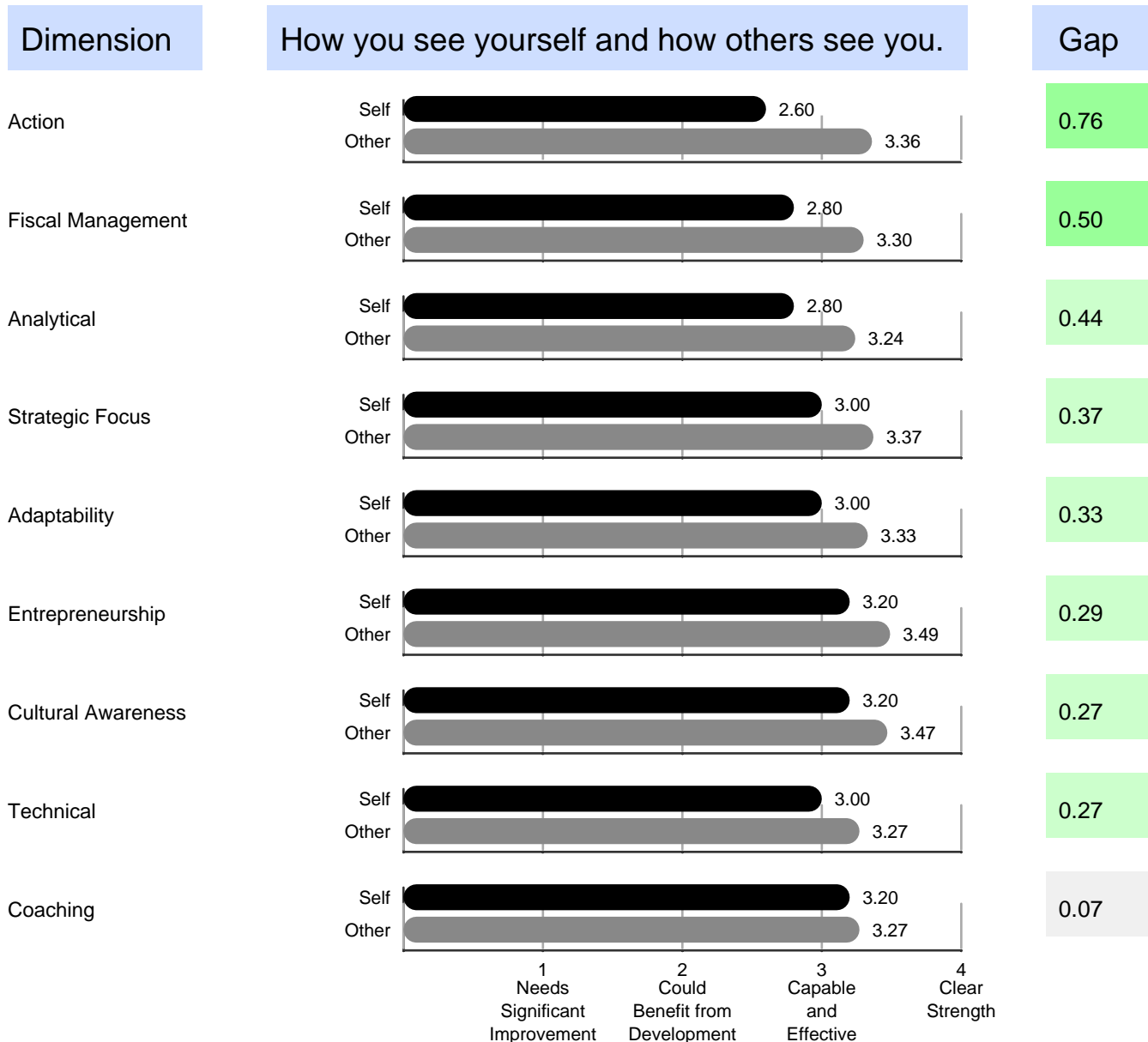
The questionnaire items used in this feedback process asked respondents to rate specific behaviors and competencies identified by [Your Company Name] current leaders. These behaviors and competencies fall into 9 major dimensions of leadership.

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.



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.



Entrepreneurship

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 Significant Improvement) to green (Clear Strength).

Item	n	Avg	LOA	Needs Significant Improvement	Could Benefit from Development	Capable and Effective	Clear Strength
1. Has a strategic awareness on how to promote the organization.	15	3.20	93.3	7%	67%		27%
2. Encourages risk taking for developing potential business opportunities.	15	3.87	100.0	13%	87%		
3. Finds unique ways to go around barriers to success.	15	3.33	93.3	7%	53%		40%
4. Excellent at managing relationships with stakeholders.	15	3.60	93.3	7%	27%	67%	
5. Exhibits determination and passion in completion of goals.	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	2022	2023	Change
1. Has a strategic awareness on how to promote the organization.	3.29	3.20	-0.09 ▼
2. Encourages risk taking for developing potential business opportunities.	3.65	3.87	+0.22 ▲
3. Finds unique ways to go around barriers to success.	3.18	3.33	+0.16 ▲
4. Excellent at managing relationships with stakeholders.	3.41	3.60	+0.19 ▲
5. Exhibits determination and passion in completion of goals.	3.24	3.33	+0.10 ▲

Comments:

- ___ has been a tremendous resource for my own professional development in this department and in recruitment. She openly provides feedback, talks through issues/questions, and engages me in the entire process. She finds opportunities for team to utilize our own strengths in order to contribute to the larger team.
- ___ is the best supervisor I've ever had; she leads by example, and is always clear on her expectations of her employees.
- ___ is a great manager to work for.
- ___ is a great team player with an employee safety and satisfaction focus.
- I believe she would be well-served by spending a little more time on the product in her areas of responsibility.
- ___ has consistently demonstrated her ability to provide leadership for a wide ranging collection of departments. No small percentage of the departments in her care are performing at a level worthy of citation when compared to others nationwide.

Strategic Focus

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 Significant Improvement) to green (Clear Strength).

Item	n	Avg	LOA	Needs Significant Improvement	Could Benefit from Development	Capable and Effective	Clear Strength
6. Looks for opportunities to enhance contributions to the bottom line.	15	3.20	93.3	7%	60%	33%	
7. Understands their role within the organization.	15	3.20	86.7	13%	53%	33%	
8. Communicates goals and objectives to employees.	15	3.40	93.3	7%	47%	47%	
9. Creates plans to develop and promote organizational and area strengths, as well as to address weaknesses.	15	3.47	93.3	7%	40%	53%	
10. Able to decline a poor strategy by proposing alternate strategies.	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	2022	2023	Change
6. Looks for opportunities to enhance contributions to the bottom line.	3.24	3.20	-0.04 ▼
7. Understands their role within the organization.	3.41	3.20	-0.21 ▼
8. Communicates goals and objectives to employees.	3.24	3.40	+0.16 ▲
9. Creates plans to develop and promote organizational and area strengths, as well as to address weaknesses.	3.18	3.47	+0.29 ▲
10. Able to decline a poor strategy by proposing alternate strategies.	3.35	3.47	+0.11 ▲

Comments:

- She keeps focused on things that are important for her department to run smoothly.
- ___ is the shining example of what a manager should be like. She is an amazing leader, she always solves problems promptly, you can count on her word, she truly cares for her customers and her staff, and she has gone above and beyond for all of us more times than I can remember. She is extremely professional and competent, compassionate and caring, and dedicated to this unit heart and soul.
- ___ is an outstanding leader in this organization. She has expert knowledge and demonstrates talents effective to organize a vision and strategic plan for the departments she leads.
- ___ is an amazing manager. She genuinely cares about her staff.
- ___ does an excellent job of focusing on customer service and going above and beyond to help her internal customers, which I hope provides her with some feeling of success. While it is true that not everything can be important if everything IS important, ___ somehow manages to give me the attention I need, when I need it, as though my priorities are hers. I know this not humanly possible given the volume of priorities in all areas of [CompanyName] but she is so effective in her role that she is able to create that atmosphere and instill confidence in the managers. ___ has a solid reputation for being a direct communicator and her opinion is respected in our group.
- ___ is a strong leader and passionate about her customers, staff and safety.

Fiscal Management

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 Significant Improvement) to green (Clear Strength).

Item	n	Avg	LOA	Needs Significant Improvement	Could Benefit from Development	Capable and Effective	Clear Strength
11. Keeps excellent records for financial transparency.	15	3.53	100.0	47%	53%		
12. Monitors spending.	15	3.27	100.0	73%	27%		
13. Effective in using Company's resources.	15	3.33	100.0	67%	33%		
14. Develops budgets and plans for various programs and initiatives.	15	3.13	86.7	13%	60%	27%	
15. Monitors expenses and verifies the need for items purchased.	15	3.07	80.0	20%	53%	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	2022	2023	Change
11. Keeps excellent records for financial transparency.	3.47	3.53	+0.06 ▲
12. Monitors spending.	3.47	3.27	-0.20 ▼
13. Effective in using Company's resources.	3.35	3.33	-0.02 ▼
14. Develops budgets and plans for various programs and initiatives.	3.18	3.13	-0.04 ▼
15. Monitors expenses and verifies the need for items purchased.	3.00	3.07	+0.07 ▲

Comments:

- ___ is a great resource to me when I have HR or professional development issues. I count on her for her support and sound advice.
- She encourages teammates more as a peer than a coach.
- ___ has stepped into the role of director and has provided great support to her managers and supervisors, not shying away from issues which need to be addressed.
- Improvement in the areas of process & technical skills has to do with tools in the [CompanyName] Production System toolbox, e.g., Project Management, Competencies.
- ___ has been very effective with writing up the scheduling protocols for schedulers, using both perspectives from staff and a 'new' scheduler in order to make the protocols very clear. I appreciate the way she approaches a problem, using Competency methods and training to provide examples for the rest of us who have not gone through all the training yet. I really appreciate ___ !
- ___ is a strong leader and continues to grow in her role. ___ is approachable even if she does not have time. Team members enjoy her great attitude and her non stop energy. Some things that ___ does especially well and seems to do with ease are bulleted below.

Adaptability

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 Significant Improvement) to green (Clear Strength).

Item	n	Avg	LOA	Needs Significant Improvement	Could Benefit from Development	Capable and Effective	Clear Strength
16. Adjusts priorities to changing business goals.	15	3.40	93.3	7%	47%	47%	
17. Willing to change ideas or perceptions based on new information or contrary evidence which is presented.	15	3.27	93.3	7%	60%	33%	
18. Able to work effectively with new people and new teams.	14	3.00	92.9	7%	79%	14%	
19. Learns from personal experiences and/or mistakes.	15	3.47	100.0		53%	47%	
20. Flexible and open to new ideas and encourages others to value change.	15	3.40	93.3	7%	47%	47%	

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	2022	2023	Change
16. Adjusts priorities to changing business goals.	3.65	3.40	-0.25 ▼
17. Willing to change ideas or perceptions based on new information or contrary evidence which is presented.	3.47	3.27	-0.20 ▼
18. Able to work effectively with new people and new teams.	3.12	3.00	-0.12 ▼
19. Learns from personal experiences and/or mistakes.	3.59	3.47	-0.12 ▼
20. Flexible and open to new ideas and encourages others to value change.	3.29	3.40	+0.11 ▲

Comments:

- ___ has done an amazing job in this new leadership role in a very short time and has full support and appreciation of the staff.
- ___ delegates very effectively.
- She consistently helps us in problem solving a variety of issues.
- ___ has been an effective leader for me. She encourages me to develop and knows what my strengths are. She assists me in identifying how to best utilize those strengths in my work to achieve job satisfaction.
- The integrity, professionalism and high ethics she exhibits everyday, every time with everyone is remarkable.
- ___ has been very supportive as a supervisor.

Action

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 Significant Improvement) to green (Clear Strength).

Item	n	Avg	LOA	Needs Significant Improvement	Could Benefit from Development	Capable and Effective	Clear Strength
21. Does whatever it takes (within reason) to get the job done.	15	3.53	100.0	47%	53%		
22. Drives and mobilizes others progress toward goals.	15	3.00	80.0	20%	60%	20%	
23. Makes effective decisions, even when under pressure.	15	2.87	80.0	20%	73%	7%	
24. Displays high energy and enthusiasm on consistent basis.	15	3.47	100.0	53%	47%		
25. Motivates & supports others to gain skills	15	3.67	100.0	33%	67%		

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	2022	2023	Change
21. Does whatever it takes (within reason) to get the job done.	3.35	3.53	+0.18 ▲
22. Drives and mobilizes others progress toward goals.	3.00	3.00	
23. Makes effective decisions, even when under pressure.	2.88	2.87	-0.02 ▼
24. Displays high energy and enthusiasm on consistent basis.	3.00	3.47	+0.47 ▲
25. Motivates & supports others to gain skills	3.76	3.67	-0.10 ▼

Comments:

- ___ is highly professional and amazingly skilled at both critical thinking and detail management.
- From my perspective, ___ is a very effective leader. I have seen ___ provide good leadership for her staff allowing them to use and develop their skills further and giving them confidence to do even more. ___ is always open and is a great collaborator.
- ___ has improved in her interaction with other departments. But this is an area that she could continue to work on.
- I think ___ is an excellent addition to the manager team. As a new manager, she seems to be doing a great job!
- ___'s leadership style is one that should be mirrored in the organization as we develop a culture of servant leadership.
- ___ has been in a challenging role this past year with a lot of change and transitions.

Cultural Awareness

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 Significant Improvement) to green (Clear Strength).

Item	n	Avg	LOA	Needs Significant Improvement	Could Benefit from Development	Capable and Effective	Clear Strength
26. Maintains an inclusive work environment that maximizes the talents of others in achieving goals.	15	3.40	93.3	7%	47%	47%	
27. Encourages a work environment where individual differences are valued.	15	3.33	93.3	7%	53%	40%	
28. Respects others regardless of age, race, gender, nationality, or disability.	15	3.53	100.0		47%	53%	
29. Recognizes and values individual and cultural differences.	15	3.67	100.0		33%	67%	
30. Values the opinions of diverse groups and individual.	15	3.33	100.0		67%	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	2022	2023	Change
26. Maintains an inclusive work environment that maximizes the talents of others in achieving goals.	3.53	3.40	-0.13 ▼
27. Encourages a work environment where individual differences are valued.	3.12	3.33	+0.22 ▲
28. Respects others regardless of age, race, gender, nationality, or disability.	3.41	3.53	+0.12 ▲
29. Recognizes and values individual and cultural differences.	3.59	3.67	+0.08 ▲
30. Values the opinions of diverse groups and individual.	3.41	3.33	-0.08 ▼

Comments:

- The employee provides liaison between the organization and its volunteer groups far exceeding the requirements of her position.
- Detail oriented
- She is a strong leader complemented with sound judgement
- ___ is a very clear communicator. She approaches challenges in a collaborative format and is very open to looking at different approaches to achieve common goals. She engages her team in decisions and also encourages cross departmental communication.
- ___ is a strong manager, by which I mean she lets her employees know what is going on at all times, and I get the feeling that she has a handle on her job, and wants to be the best manager for us here.
- ___ is a new manager she has done a wonderful job, she is still in a learning curve and is still in the process of learning this role

Analytical

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 Significant Improvement) to green (Clear Strength).

Item	n	Avg	LOA	Needs Significant Improvement	Could Benefit from Development	Capable and Effective	Clear Strength
31. Analyzes data and information from several sources and arrives at logical conclusions.	15	3.20	86.7	13%	53%	33%	
32. Identifies the root cause of a problem.	15	3.40	100.0		60%	40%	
33. Prioritizes various actions to be taken when solving a problem.	15	3.20	86.7	13%	53%	33%	
34. Identifies problems and issues needing resolution.	15	3.27	93.3	7%	60%	33%	
35. Implements data validation techniques and methods.	15	3.00	80.0	20%	60%	20%	

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	2022	2023	Change
31. Analyzes data and information from several sources and arrives at logical conclusions.	3.18	3.20	+0.02 ▲
32. Identifies the root cause of a problem.	3.35	3.40	+0.05 ▲
33. Prioritizes various actions to be taken when solving a problem.	3.18	3.20	+0.02 ▲
34. Identifies problems and issues needing resolution.	2.88	3.27	+0.38 ▲
35. Implements data validation techniques and methods.	3.18	3.00	-0.18 ▼

Comments:

- ___ is very sharp and plays a vital role in this organization
- She allows me to give my opinion then discusses the best solution to an opportunity, whether that be to return to the table for more evidence or present what is already known.
- ___ is a pleasure to work with. She takes the time to understand a situation before jumping in with a solution or answer. ___ continues to work to improve her departments and improve the engagement of her employees.
- ___ has been an effective leader for me. She encourages me to develop and knows what my strengths are. She assists me in identifying how to best utilize those strengths in my work to achieve job satisfaction.
- ___ has the customer at the center of her work and really desires to do the work strategically and from a system, flow perspective.
- She 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.

Technical

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 Significant Improvement) to green (Clear Strength).

Item	n	Avg	LOA	Needs Significant Improvement	Could Benefit from Development	Capable and Effective	Clear Strength
36. Keeps current with technical advances within his/her professional discipline; embraces and applies new techniques and practices	15	3.20	93.3	7%	67%		27%
37. Willingly shares his/her technical expertise; sought out as resource by others	15	3.27	93.3	7%	60%		33%
38. Uses expertise to identify issues and think through creative solutions to get a problem solved or objective accomplished.	15	3.27	86.7	13%	47%		40%
39. Seeks information from others as needed.	15	3.13	86.7	13%	60%		27%
40. Knows how to produce high quality products/work.	15	3.40	93.3	7%	47%		47%

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	2022	2023	Change
36. Keeps current with technical advances within his/her professional discipline; embraces and applies new techniques and practices	3.18	3.20	+0.02 ▲
37. Willingly shares his/her technical expertise; sought out as resource by others	3.35	3.27	-0.09 ▼
38. Uses expertise to identify issues and think through creative solutions to get a problem solved or objective accomplished.	3.24	3.27	+0.03 ▲
39. Seeks information from others as needed.	3.59	3.13	-0.45 ▼
40. Knows how to produce high quality products/work.	3.29	3.40	+0.11 ▲

Comments:

- I look forward to learning and improving with her and the other members in the division.
- ___ is very willing to involve employees and to delegate to others. She stretches others to increase their potential.
- I love working with her and hope to continue having her as my supervisor!
- Communication to staff has greatly improved.
- I trust that I can go to her in confidence and she will really listen to what I am saying.
- ___ is a great communicator and challenges staff to look at process improvements. She is always available to assist with projects, initiatives and is available to assist with difficult situations in which managers and staff are faced with such as budgetary constraints as well as process improvement barriers.

Coaching

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 Significant Improvement) to green (Clear Strength).

Item	n	Avg	LOA	Needs Significant Improvement	Could Benefit from Development	Capable and Effective	Clear Strength
41. Provides clear, motivating, and constructive feedback.	15	3.33	93.3	7%	53%	40%	
42. Helps employees to maintain high personal standards.	15	3.33	93.3	7%	53%	40%	
43. Meets regularly with employees to coach them on areas that will enhance their performance	15	3.13	86.7	13%	60%	27%	
44. Helps employees to understand responsibilities, authority, and expectations.	15	3.00	86.7	13%	73%	13%	
45. Coaches employees in how to strengthen knowledge and skills to improve work performance.	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	2022	2023	Change
41. Provides clear, motivating, and constructive feedback.	3.29	3.33	+0.04 ▲
42. Helps employees to maintain high personal standards.	3.41	3.33	-0.08 ▼
43. Meets regularly with employees to coach them on areas that will enhance their performance	3.35	3.13	-0.22 ▼
44. Helps employees to understand responsibilities, authority, and expectations.	3.18	3.00	-0.18 ▼
45. Coaches employees in how to strengthen knowledge and skills to improve work performance.	3.35	3.53	+0.18 ▲

Comments:

- She always responds in a timely manner and stays organized.
- ___ is actively involved in observations and demonstrates her commitment to the team. This is very much appreciated.
- She removes barriers so that we can do our job to the best of our ability.
- Need to take in all opinions, not just those of employees who are not always truthful....
- She holds everyone to such a high standard, you don't want to disappoint her.
- She has integrity, dependability, and a desire to constantly improve.

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?

- She is covering areas that she has not done for a long time or totally new to her so needs to learn these areas.
- Occasionally there are opportunities for better matching employee strengths with staff assignments.
- ___ offers support to her managers in a style that is engaging, consistent, and motivating.
- She strives to be an effective and available leader.
- ___ took over supervising an employee due to a difficult situation. She worked closely with HR to ensure her treatment of this individual was consistent and fair.
- She does not always attend scheduled meetings. I know that she has been busy with other things but a call that she will not be able to attend would be helpful.

What do you like best about working with this individual?

- Her goals are firm and realistic- her expectations for excellence do not change based upon current climate, but rather she challenges herself and her team members to operate more effectively, with Core Competency resources in times of change. She allows for innovation and autonomy and encourages the professional development and pursuit of career advancement for the members of her team.
- ___ is committed to our organization and leads by example.
- She collaborates with all departments and operates under shared governance.
- ___ is the best supervisor I've ever had; she leads by example, and is always clear on her expectations of her employees.
- ___ is very focused on collaboration with other departments specifically those with which her team is involved on a routine basis.
- I look to her for guidance and support. It seems her responsibilities and work load are not at a managerial level but Director. If she had the additional support of experienced employees this would help lighten her load.

What do you like least about working with this individual?

- With Process improvement & professional growth I do believe that I meet the performance level but I am working with my mentor (___) to move to a higher level of growth and knowledge. With communication skills I meet the performance level but I am one that would be more likely to go to someone to talk instead of sending out emails which I have noted from some of my staff to be not what they are needing from me. I am working on increasing communication with email as well to meet the needs of the staff and their learning style.
- I think 16 & 17 relate in the sense that I believe ___ is still learning our strengths and weaknesses. Also in that sense to trust that we are doing and can do our jobs. This is a process in a new position from her side as well as ours and it is improving.
- I feel ___ is really listening when you talk to her. She always repeats back what she thinks she's hearing, so there is no misunderstanding.
- Stay focused more on the agenda for meetings.
- Is reliable and keeps the team focused on the delivery of outcomes.
- She is honest in her delivery and every decision she makes is in the best interest of the organization, customers or staff.

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

- I have witnessed her supporting and encouraging the strengths of her team while managing their weaknesses.
- She is very professional and caring in her job
- Sometimes work is pushed forward when she doesn't understand underlying issues and work needed.
- I have participated in multiple interviews with ___ and she is always clear that the individual selected be one with the right talents- not just skills.
- As a leader, I can clearly see that ___ is open to growth as she is willing to have difficult conversations with the intent of strengthening the team. I believe the areas that need improvement will develop in time, as she gains leadership experience and mentoring.
- ___ works to keep up but a lot of new concepts.

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

- I would like to see her expand personal long-term goals at the company.
- She has developed a way to be available to all shifts, enabling all staff to be aware of her open door policy.
- Sometimes ___'s communication style is sarcastic which can be a distraction during meetings and decrease effectiveness.
- Her role this past year stretched her time reducing the support needed in receiving timely response from external departments creating challenges in resolutions.
- ___ is very responsive and provides great support service.
- ___ is a role model of a leader and I feel privileged to have ___ as a leader and a mentor.

Any final comments?

- ___ is concerned about the input of the staff. Has worked to try to improve her responsiveness and performance.
- The Core Competency Training has been a great success. ___ has played an integral role in creating an environment for managers to become more engaged and involved in performance improvement.
- Communication to entire team is excellent and helps engage all staff. ___'s visibility to her team has been very positive.
- ___ continues to be a wonderful boss and mentor.
- ___ meets and exceeds all of these leadership roles.
- I know I can go to her with any question and she will either have an answer for me or get one the same goes for problem solving.