



Feedback Results
Your CompanyName Here
2026

Sample Employee

Results Generated by HR-Survey

April 2026

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.

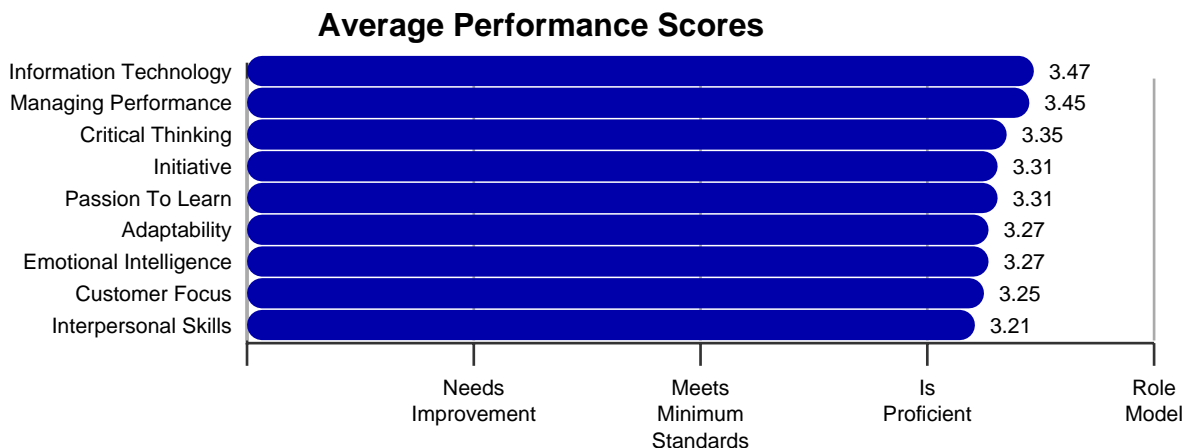
What to Do with Your Feedback

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

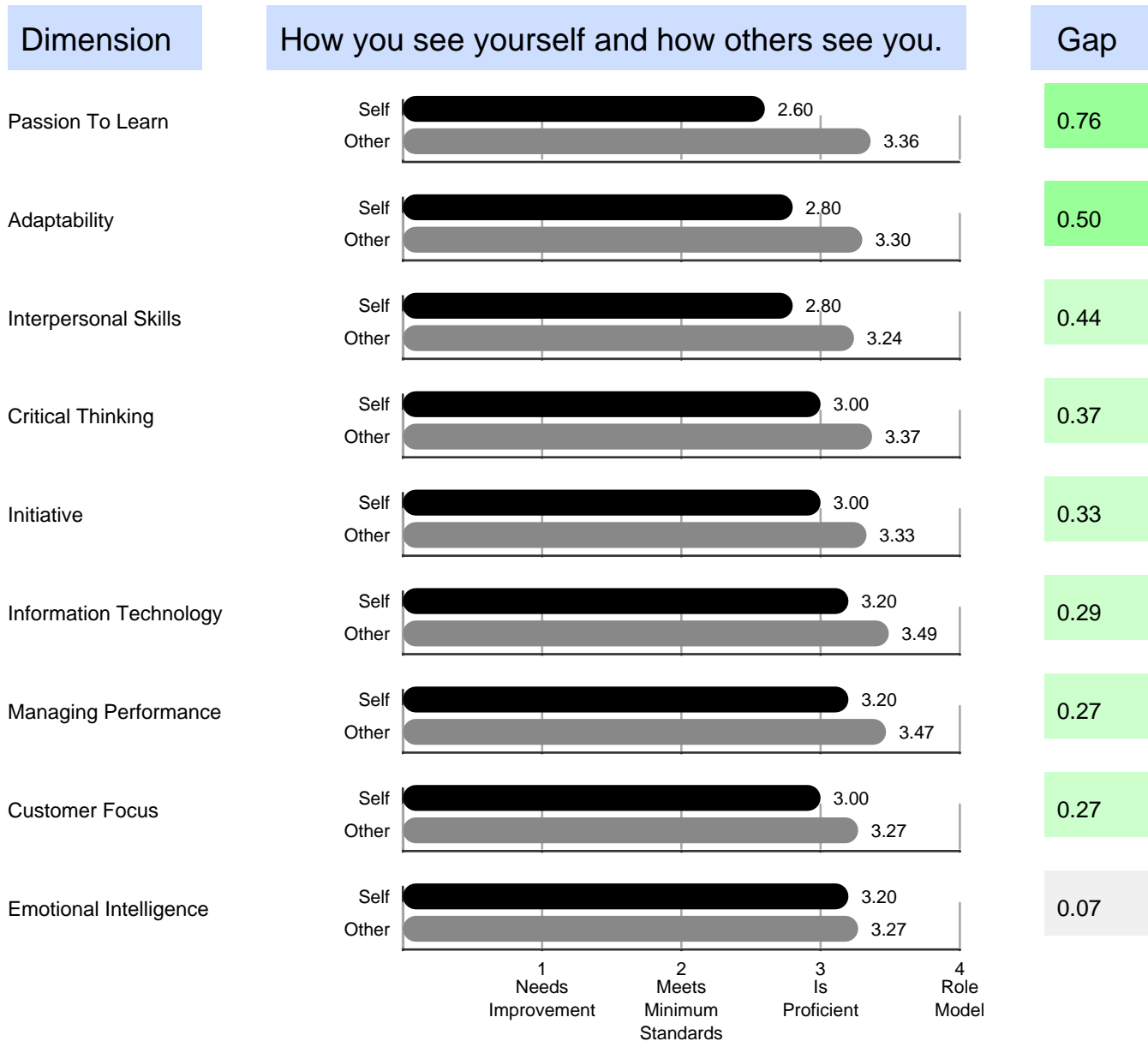
The questionnaire items used in this feedback process asked respondents to rate specific behaviors and competencies identified by [Your Company Name] current leaders. These behaviors and competencies fall into 9 major dimensions of leadership.

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.



Information Technology

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 (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
1. Listens attentively to understand user issues and context.	15	3.20	93.3	7%	67%		27%
2. Knows how to assess vendor capabilities, product maturity, and support models to determine suitability for organizational needs.	15	3.87	100.0	13%	87%		
3. Assesses the operational strategies that support the successful execution of important initiatives.	15	3.33	93.3	7%	53%		40%
4. Integrates data from multiple systems to support applications, analytics, and strategic decision-making.	15	3.60	93.3	7%	27%	67%	
5. Implements improved operational methods and system-support protocols that increase efficiency and strengthen service delivery.	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	2025	2026	Change
1. Listens attentively to understand user issues and context.	3.29	3.20	-0.09 ▼
2. Knows how to assess vendor capabilities, product maturity, and support models to determine suitability for organizational needs.	3.65	3.87	+0.22 ▲
3. Assesses the operational strategies that support the successful execution of important initiatives.	3.18	3.33	+0.16 ▲
4. Integrates data from multiple systems to support applications, analytics, and strategic decision-making.	3.41	3.60	+0.19 ▲
5. Implements improved operational methods and system-support protocols that increase efficiency and strengthen service delivery.	3.24	3.33	+0.10 ▲

Comments:

- 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.
- _____ offers a wealth of experience in the area of hematology and is willing and able to offer his advice and support.
- _____ has always been very approachable as a manager, extremely helpful in always maintaining the best customer experience.
- _____ does not beat around the bush nor does he have hidden agendas.
- I like that he challenges me.
- 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.

Critical Thinking

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 (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
6. Exhibits sound judgement in selecting data that illuminates key variables and trade-offs.	15	3.20	93.3	7%	60%	33%	
7. Applies structured analysis to distill complex information into clear, actionable insights.	15	3.20	86.7	13%	53%	33%	
8. Adjusts course when initial assumptions prove inaccurate or incomplete.	15	3.40	93.3	7%	47%	47%	
9. Correctly determines when more information is needed.	15	3.47	93.3	7%	40%	53%	
10. Inclined to be flexible and avoids rigid thinking.	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	2025	2026	Change
6. Exhibits sound judgement in selecting data that illuminates key variables and trade-offs.	3.24	3.20	-0.04 ▼
7. Applies structured analysis to distill complex information into clear, actionable insights.	3.41	3.20	-0.21 ▼
8. Adjusts course when initial assumptions prove inaccurate or incomplete.	3.24	3.40	+0.16 ▲
9. Correctly determines when more information is needed.	3.18	3.47	+0.29 ▲
10. Inclined to be flexible and avoids rigid thinking.	3.35	3.47	+0.11 ▲

Comments:

- I truly appreciate _____'s knowledge, his professionalism, and his reliability.
- Overall _____ is highly competent and brings a fresh perspective to the Engineering department.
- _____ conducts himself with a high level of integrity and respects honesty and integrity in the people he works with.
- _____ delegates very effectively.
- He is doing a great job of branding [CompanyName] (something that has been needed for a very long time). when he first came he had some miss steps, ie posters, pushing agenda fast etc, but has adapted to [CompanyName] and to the department, well done.
- _____ is a great partner in Systems Implementation.

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 Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
11. Adjusts to the new vision and mission of the company.	15	3.53	100.0	47%	53%		
12. Performs a wide range of tasks, responds to changes in direction and priorities and accepts new challenges, responsibilities, and assignments.	15	3.27	100.0	73%	27%		
13. Effective in working with different personnel of the team.	15	3.33	100.0	67%	33%		
14. Changes direction of projects if needed to accommodate new criteria or constraints.	15	3.13	86.7	13%	60%	27%	
15. Flexible in adapting to dynamic situations.	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	2025	2026	Change
11. Adjusts to the new vision and mission of the company.	3.47	3.53	+0.06 ▲
12. Performs a wide range of tasks, responds to changes in direction and priorities and accepts new challenges, responsibilities, and assignments.	3.47	3.27	-0.20 ▼
13. Effective in working with different personnel of the team.	3.35	3.33	-0.02 ▼
14. Changes direction of projects if needed to accommodate new criteria or constraints.	3.18	3.13	-0.04 ▼
15. Flexible in adapting to dynamic situations.	3.00	3.07	+0.07 ▲

Comments:

- I appreciate his style and support.
- I respect _____'s focus and hard work to move this work forwards for the good of the organization and our customers, and without his personal efforts this project would not be underway.
- When in meetings in _____'s division, it is obvious that he has spent time on setting clear expectations, understanding his staff, and ensuring their is a good fit between roles and strengths. His jobs centers on effective collaboration and communication with others and he models these attributes.
- _____ is very busy and it is sometimes difficult to find time with him to get the direction needed to move forward.
- He tends to sometimes get confused about decisions we've made and consequently incorrect information is given following the meeting.
- He is a great teammate!

Initiative

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 (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
16. Takes on extra projects after required work is completed.	15	3.40	93.3	7%	47%	47%	
17. Encourages others on the team to suggest process improvements.	15	3.27	93.3	7%	60%	33%	
18. Takes appropriate actions to address problems or issues.	14	3.00	92.9	7%	79%	14%	
19. Anticipates problems and initiates plans to address them.	15	3.47	100.0		53%	47%	
20. Initiates automation or tooling to reduce future manual workload or bottlenecks.	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	2025	2026	Change
16. Takes on extra projects after required work is completed.	3.65	3.40	-0.25 ▼
17. Encourages others on the team to suggest process improvements.	3.47	3.27	-0.20 ▼
18. Takes appropriate actions to address problems or issues.	3.12	3.00	-0.12 ▼
19. Anticipates problems and initiates plans to address them.	3.59	3.47	-0.12 ▼
20. Initiates automation or tooling to reduce future manual workload or bottlenecks.	3.29	3.40	+0.11 ▲

Comments:

- _____ is a wonderful partner. He has been incredibly helpful as we have worked together this past year to investigate, resolve and move forward on a variety of Systems Integration issues.
- Outstanding professionalism! Very responsible, always reliable, detail oriented.
- I believe that if more staff members in [CompanyName] had the opportunity to directly work with _____, our customer satisfaction scores will be out of the charts, because his expectations are clear, his communication is superb and there is a lot to learn from him.
- Balancing a demanding work load for his staff, he has always allocated great resources to get our work moving forward. He is a real pro.
- _____ is customer focused and many of the processes we have worked out as a team all loop back around to what is best practice and customer satisfaction. I have enjoyed working with _____ for many years.
- 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 appreciate his style and understanding and support of the work that I do.

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 (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
21. Holds self and associates accountable for goal achievement.	15	3.53	100.0	47%	53%		
22. Demonstrates a willingness to participate in continuing education courses.	15	3.00	80.0	20%	60%	20%	
23. Constantly enhances product knowledge through experimentation and play.	15	2.87	80.0	20%	73%	7%	
24. Exhibits willingness to upgrade skills through additional training and education.	15	3.47	100.0	53%	47%		
25. Enjoys learning new skills and techniques.	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	2025	2026	Change
21. Holds self and associates accountable for goal achievement.	3.35	3.53	+0.18 ▲
22. Demonstrates a willingness to participate in continuing education courses.	3.00	3.00	
23. Constantly enhances product knowledge through experimentation and play.	2.88	2.87	-0.02 ▼
24. Exhibits willingness to upgrade skills through additional training and education.	3.00	3.47	+0.47 ▲
25. Enjoys learning new skills and techniques.	3.76	3.67	-0.10 ▼

Comments:

- _____ 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.
- He offers up ideas of how I could have handled something differently in a constructive manner.
- Although I have only reported to _____ for a couple of months, the quality of my work life" has improved greatly.
- Is encouraging to other leaders and offers feedback as appropriate. Great to work with.
- He can appear guarded at times. If he can let his guard down with other team members, it may help them become closer.
- _____ is easy to work with and is a positive energy in meetings. He makes an effort to build and maintain relationships throughout the organization.

Managing 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 (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
26. Gradually expands the scope of an employee's role as their competence and confidence increase, ensuring growth is both challenging and achievable.	15	3.40	93.3	7%	47%	47%	
27. Uses pre-established key benchmarks to measure performance.	15	3.33	93.3	7%	53%	40%	
28. Implements remediation plans that include specific performance goals in areas most in need of improvement.	15	3.53	100.0		47%	53%	
29. Continuously measures performance and provides feedback to employees regularly.	15	3.67	100.0		33%	67%	
30. Identifies the Key Performance Indicators (KPIs) for the position.	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	2025	2026	Change
26. Gradually expands the scope of an employee's role as their competence and confidence increase, ensuring growth is both challenging and achievable.	3.53	3.40	-0.13 ▼
27. Uses pre-established key benchmarks to measure performance.	3.12	3.33	+0.22 ▲
28. Implements remediation plans that include specific performance goals in areas most in need of improvement.	3.41	3.53	+0.12 ▲
29. Continuously measures performance and provides feedback to employees regularly.	3.59	3.67	+0.08 ▲
30. Identifies the Key Performance Indicators (KPIs) for the position.	3.41	3.33	-0.08 ▼

Comments:

- He does a great job of ensuring that we keep our home and work life in balance and always offers to help in any way.
- I think _____ is off to a very good start with the new division. He is engaging key players and helping form vision with his leadership team.
- He can ask a question and truly listen to the answer before giving feedback.
- _____ makes a conscious effort to hire for talent while taking into consideration the candidate's educational preparation to best meet his current and future needs.
- _____ effectively utilizes the talents of our team members and partnering with stakeholders ensures our continued success.
- I have worked with _____ on many projects over the years and have found each experience to be done in a professional, knowledgeable fashion.

Interpersonal Skills

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 (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
31. Offers constructive criticism to have a positive impact on performance.	15	3.20	86.7	13%	53%	33%	
32. Is a committed and reliable partner.	15	3.40	100.0		60%	40%	
33. Respects other members of the team/department.	15	3.20	86.7	13%	53%	33%	
34. Anticipates the concerns of other employees.	15	3.27	93.3	7%	60%	33%	
35. Expresses appreciation of other's work.	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	2025	2026	Change
31. Offers constructive criticism to have a positive impact on performance.	3.18	3.20	+0.02 ▲
32. Is a committed and reliable partner.	3.35	3.40	+0.05 ▲
33. Respects other members of the team/department.	3.18	3.20	+0.02 ▲
34. Anticipates the concerns of other employees.	2.88	3.27	+0.38 ▲
35. Expresses appreciation of other's work.	3.18	3.00	-0.18 ▼

Comments:

- _____ is excellent about offering support if needed but he also allows us to work and he does not micro manage.
- _____ is a pleasure to work with; he is a valued resource and is constantly seeking to improve our operations.
- He makes a point to ensure all stakeholders are involved in the process and decision and truly cares and listens to how others feel.
- He truly is the best Manager I have ever had.
- _____ relies on his direct reports to solicit input and involve front line staff in everyday work.
- I know when I go to him with a problem, he will make himself available and is very thorough with his response.

Customer 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 Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
36. Responds to the needs of the customer.	15	3.20	93.3	7%	67%		27%
37. Effectively solves customer-related problems.	15	3.27	93.3	7%	60%		33%
38. Is aware of the customer's needs.	15	3.27	86.7	13%	47%		40%
39. Is aware of expectations from customers.	15	3.13	86.7	13%	60%		27%
40. Treats every customer interaction as an opportunity to build trust and goodwill.	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	2025	2026	Change
36. Responds to the needs of the customer.	3.18	3.20	+0.02 ▲
37. Effectively solves customer-related problems.	3.35	3.27	-0.09 ▼
38. Is aware of the customer's needs.	3.24	3.27	+0.03 ▲
39. Is aware of expectations from customers.	3.59	3.13	-0.45 ▼
40. Treats every customer interaction as an opportunity to build trust and goodwill.	3.29	3.40	+0.11 ▲

Comments:

- _____ is a great asset to the team. We are grateful to have him.
- _____ is very busy and does a good job delegating work. By delegating he provides opportunity for others to learn and grow. Sometimes the delegation comes with short notice, but _____ has confidence that the work will be done well.
- _____ has been an excellent assistant manager.
- _____, more than anyone, takes what he's learned with Core Competencies and implements them.
- I would encourage him to share with others the work going on in his area in this regard. It deserves to be recognized and shared.
- He is honest in his delivery and every decision he makes is in the best interest of the organization, customers or staff.

Emotional Intelligence

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 (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
41. Helps to make decisions and solve problems using knowledge about how others will react in certain situations.	15	3.33	93.3	7%	53%	40%	
42. Able to understand others' points of view.	15	3.33	93.3	7%	53%	40%	
43. Helps employees to resolve conflicts, communicate clearly, and work together to solve problems.	15	3.13	86.7	13%	60%	27%	
44. Is attentive to emotional cues and interprets others' feelings correctly.	15	3.00	86.7	13%	73%	13%	
45. Accurately perceives the emotional reactions of others.	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	2025	2026	Change
41. Helps to make decisions and solve problems using knowledge about how others will react in certain situations.	3.29	3.33	+0.04 ▲
42. Able to understand others' points of view.	3.41	3.33	-0.08 ▼
43. Helps employees to resolve conflicts, communicate clearly, and work together to solve problems.	3.35	3.13	-0.22 ▼
44. Is attentive to emotional cues and interprets others' feelings correctly.	3.18	3.00	-0.18 ▼
45. Accurately perceives the emotional reactions of others.	3.35	3.53	+0.18 ▲

Comments:

- Don't work with him enough to observe the vast majority of these items.
- _____ is a strong advocate for both the customer and staff.
- It has been a wonderful having _____ as our manager so far, the future looks brighter!
- I have observed that _____ has made some very good decisions with his leadership team this year. He values his team and sets clear expectations. He is a team player when working on projects or issues and he always responds promptly to requests for assistance.
- _____ is willing to understand how a current process works before wanting to incorporate changes.
- I would encourage him to rely on the documented minutes when he communicates decisions as a stop gap measure.

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 reliable and effective communicator. He has done a great job in taking the team to better organization and follow through...executing on the many plans from service lines and throughout the system.
- _____ is an excellent Director.
- Process improvements & Technical Skills go hand and hand - sometimes it is hard to have the processes changed when _____ has not fully done the processes. This makes the changes hard to the team without a full understanding of the steps that happen behind the scene. Communication skills: needs to focus on full team communication maybe via email or in writing at team meetings. sometimes information has been provided to one but not all or not passed on at all when thought it had been. Reliability has improved a lot over the past few months.
- He consistently involves employees in shared decision making.
- I appreciate _____'s direct style, however, it can be too abrupt sometimes, causing staff to be afraid to speak up.
- Is a great teammate and valuable resource for the company. it is obvious he cares for the team

What do you like best about working with this individual?

- _____ is able to manage an ever-changing work load. His time management has improved over the last year, to promote a work-life balance.
- _____ is a great leader. He provides guidance and sets expectations to ensure desired outcomes.
- Occasionally there are opportunities for better matching employee strengths with staff assignments.
- Set clear expectations for others.
- He often becomes overly involved with projects and tries to change things when the projects and groups are running smoothly.
- _____ is the heart and soul of the pharmacy. He has great vision and he is always thinking of ways to improve our department and the services we provide to the customers. We have hired some great new managers that will help us move in a new direction in many areas.

What do you like least about working with this individual?

- He does not ask for anything from his team that he is not willing to do, or has done himself.
- The department is trying to implement major changes. The aim to improve workflow prioritization and efficiency by creating a strategic plan addresses concerns raised by team members regarding workloads and lack of communication involving decisions.
- _____ has stepped into the role of director and has provided great support to his managers and supervisors, not shying away from issues which need to be addressed.
- _____'s dedication and leadership in the management development program is evident.
- I've appreciated his attempt to work collaboratively with others and demonstrate the organizational value of teamwork in his daily work. _____ demonstrates a high level of personal integrity in his daily work and is honest and ethical in his interactions with others.
- _____ see the opportunity for process improvement within the department but does not consistently lead an organized approach to initiate those improvements.

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

- _____ has also come down to help our department when we have been very busy and needed help.
- _____ needs to remove himself from the day-to-day operations of the department and take a bigger picture role, not directing the actions of staff which doesn't give them the opportunity to understand the issues and develop approaches.
- I have appreciated partnering with _____ over the last year in conversations with our educational partners interested in bringing their degree programs on-site for our production staff, as well in the whole transition of the department. and roles of various employees. His support during this transition was extremely helpful to me.
- I have witnessed his supporting and encouraging the strengths of his team while managing their weaknesses.
- He won't settle for less.
- I am always impressed by _____'s insight into our processes so that we continuously strive to improve and be consistent.

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

- _____ was very involved in the project and was committed to ensuring that the changeover went well and that we had thought through the process systematically.
- As a manager, _____ is consistently willing to challenge our department to use the resources in our stewardship more efficiently and always for an enhanced customer experience.
- _____ is an intricate part of the team. He is always available for the circulators in the rooms/trenches and there to support/back-up the communication between staff and managers.
- _____ is a valued member of the department.
- Uses his people skills to change negative situations into positive.
- He is always looking to and listening to the staff for their and needs.

Any final comments?

- I have had personal interactions with _____ and have received constructive assistance that was, in my opinion, instrumental in my decision making.
- _____ is a great manager to work for.
- I can not say enough good things about _____ he has been an asset to our department from day one.
- 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.
- _____ wants what is best for the organization and Security team and as a manager he expects the best the each have to offer.
- While encouraging folks to continue with their education, he is also continuing with his education.