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Feedback Results  
Your CompanyName Here  
2024

Sample Employee

# Introduction

## What you will find in this report

This report includes the feedback results gathered for you. It is designed to assist you in recognizing your strengths, identifying areas for improvement, and understanding where your self-assessment may differ from the feedback providers' perspectives.

We trust that you will recall from your experiences the challenge of offering such feedback, remain receptive to different viewpoints, and be prepared to incorporate this feedback into your personal development.

## Goals of the 360 Degree Feedback

Multi-Source Feedback offers a comprehensive view of an individual's behavior and performance by incorporating diverse perspectives from the workplace. It provides recipients with valuable insights for their development and enriches reviewers with additional feedback.

Receiving feedback from various sources can enhance your self-awareness, illuminate how others perceive you across different roles, and contribute to your professional growth.

## Receiving Feedback

Feedback is a valuable tool for self-reflection. It helps us understand how others perceive us, which can differ from our own self-image. By reflecting on feedback, we can set specific goals for professional growth. It's important to view feedback as a perspective on how we can improve our performance and relationships. Seeking and receiving feedback is the only way to uncover our "blind spots" and learn about the unintended negative consequences of our actions.

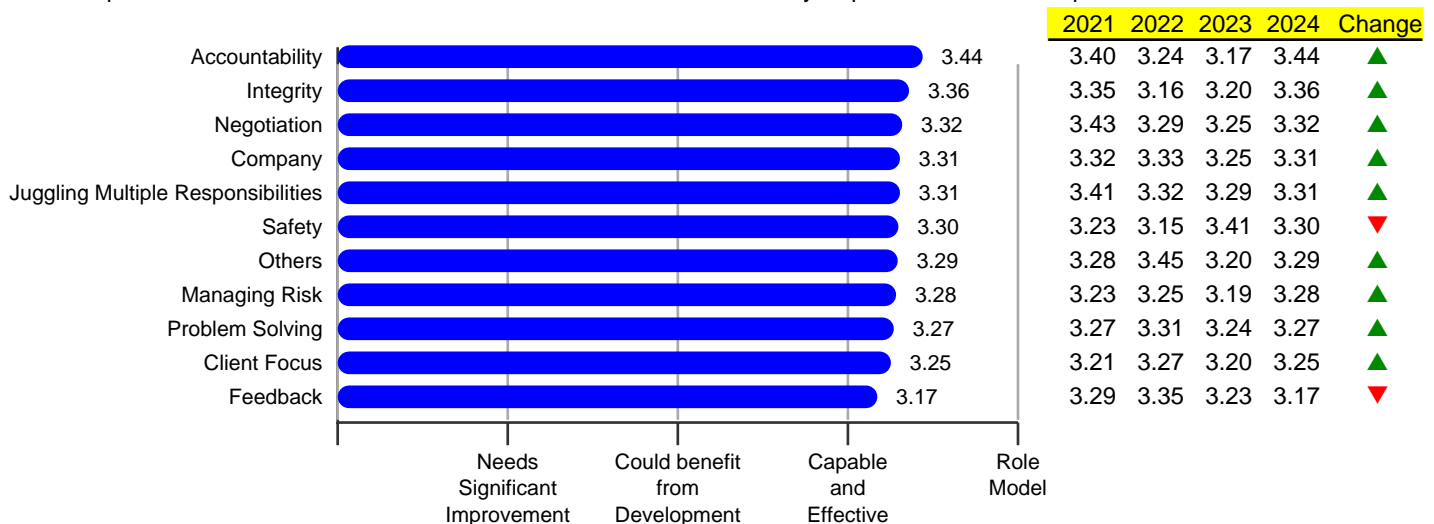
## What to Do with Your Feedback

Use feedback to better understand yourself and set goals for improvement. Consider feedback as different perspectives on your strengths and weaknesses in specific areas where you want to be more effective.

# Summary

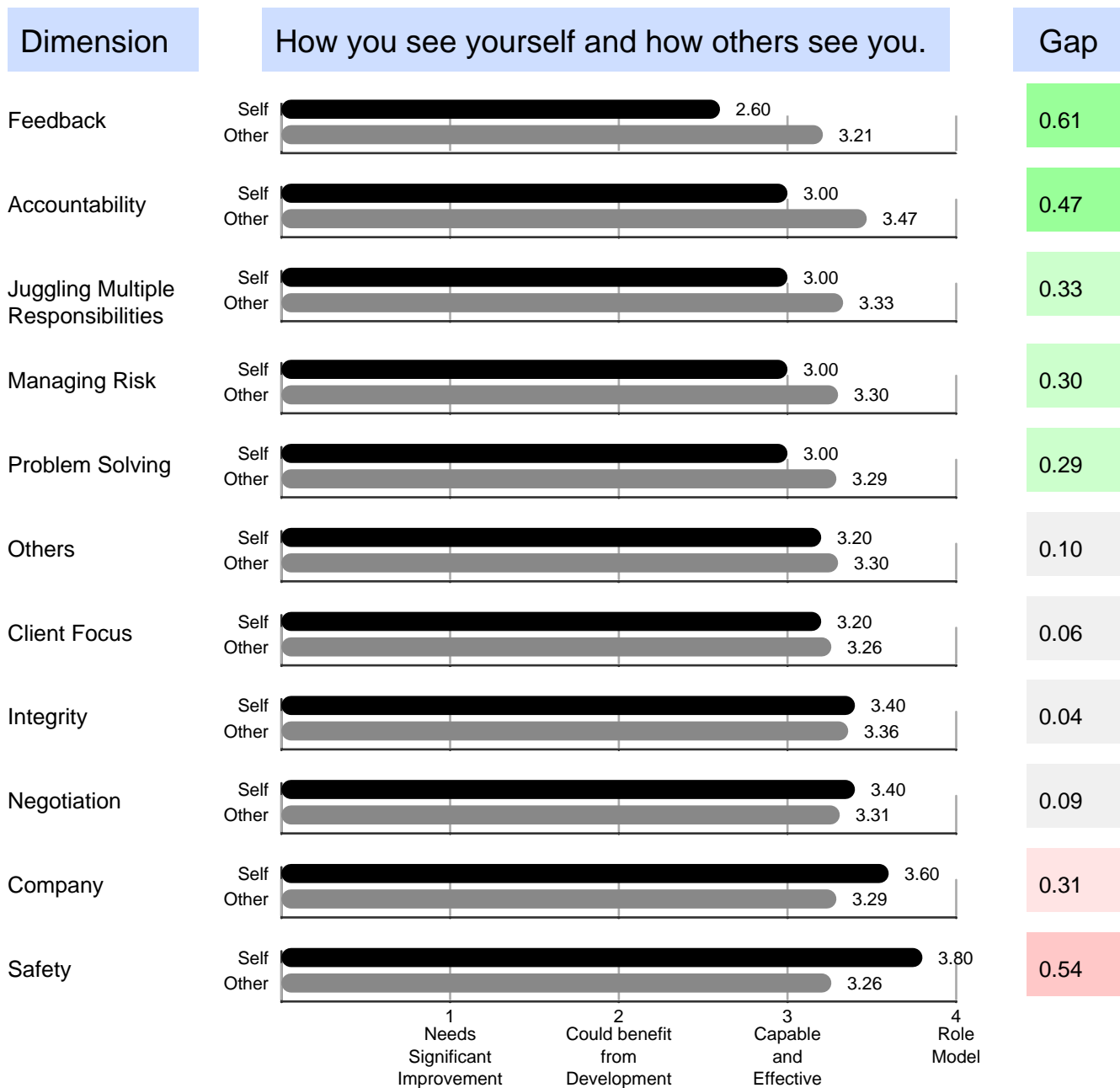
In this feedback process, the questionnaire items prompted respondents to evaluate specific behaviors and competencies recognized by COMPANY's present leaders. These behaviors and competencies are categorized into 11 principal dimensions of leadership.

The summary scores for each dimension, displayed below, were derived by averaging the scores for all questions within that dimension from all respondents. These summary scores are arranged in descending order, with the highest scores at the top. The dimensions listed towards the bottom are the ones that may require the most development.



# Gap Analysis

These charts graphically represent the "Gap" indicating the difference between your average self-assessment on each competency and the average rating given by other respondents. This visualization aids in identifying blind spots—areas where others rated you more favorably than you did yourself, indicated by varying shades of green. In contrast, it also highlights areas for improvement—where you rated yourself higher than others, shown in shades of red. The intensity of the color correlates with the size of the Gap. If a competency's Gap is not colored, it signifies consensus between your self-assessment and others' feedback.



## Problem Solving

### 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 (Role Model).

| Item   | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|--|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 1. Able to balance the needs of different people in a solution to a problem. | 15 | 3.20 | 86.7  | 13%                           | 53%                            | 33%                   |            |
| 2. Effective in solving problems.  | 15 | 3.33 | 100.0 |                               | 67%                            | 33%                   |            |
| 3. Is a good problem solver and decision maker                               | 15 | 3.33 | 93.3  | 7%                            | 53%                            | 40%                   |            |
| 4. Ability to solve problems at root cause rather than at symptom level.     | 15 | 3.27 | 93.3  | 7%                            | 60%                            | 33%                   |            |
| 5. Works cooperatively with others to solve problems.                        | 14 | 3.21 | 85.7  | 14%                           | 50%                            | 36%                   |            |

### 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   | 2021 | 2022 | 2023 | 2024 | Change  |
|--|------|------|------|------|---------|
| 1. Able to balance the needs of different people in a solution to a problem. | 3.20 | 3.20 | 3.00 | 3.20 | +0.20 ▲ |
| 2. Effective in solving problems.  | 3.27 | 3.40 | 3.40 | 3.33 | -0.07 ▼ |
| 3. Is a good problem solver and decision maker                               | 3.40 | 3.40 | 3.27 | 3.33 | +0.07 ▲ |
| 4. Ability to solve problems at root cause rather than at symptom level.     | 3.47 | 3.33 | 3.40 | 3.27 | -0.13 ▼ |
| 5. Works cooperatively with others to solve problems.                        | 3.00 | 3.20 | 3.13 | 3.21 | +0.08 ▲ |

## Juggling Multiple Responsibilities

### Level of Skill

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

| Item  | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|---|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 6. Ranks the importance of tasks to make sure critical tasks are completed first.             | 15 | 3.47 | 100.0 |                               | 53%                            | 47%                   |            |
| 7. Ensures that assignments are prioritized according to the needs of the department/company. | 15 | 3.40 | 93.3  | 7%                            | 47%                            | 47%                   |            |
| 8. Assigns tasks based on skills of team members.   | 15 | 3.20 | 86.7  | 13%                           | 53%                            | 33%                   |            |
| 9. Keeps track of multiple assignments and deadlines.   | 15 | 3.27 | 86.7  | 13%                           | 47%                            | 40%                   |            |
| 10. Uses a scheduler/planner to keep tasks organized and on time.                             | 15 | 3.20 | 93.3  | 7%                            | 67%                            | 27%                   |            |

### Time Comparisons by Item

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

| Item  | 2021 | 2022 | 2023 | 2024 | Change  |
|---|------|------|------|------|---------|
| 6. Ranks the importance of tasks to make sure critical tasks are completed first.             | 3.40 | 3.13 | 3.07 | 3.47 | +0.40 ▲ |
| 7. Ensures that assignments are prioritized according to the needs of the department/company. | 3.40 | 3.20 | 3.33 | 3.40 | +0.07 ▲ |
| 8. Assigns tasks based on skills of team members.   | 3.40 | 3.40 | 3.20 | 3.20 |         |
| 9. Keeps track of multiple assignments and deadlines.   | 3.53 | 3.40 | 3.60 | 3.27 | -0.33 ▼ |
| 10. Uses a scheduler/planner to keep tasks organized and on time.                             | 3.33 | 3.47 | 3.27 | 3.20 | -0.07 ▼ |

## Accountability

### Level of Skill

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

| Item   | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|--|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 11. Holds employees responsible if expectations are not met.                   | 15 | 3.67 | 100.0 | 33%                           | 67%                            |                       |            |
| 12. Holds employees accountable for completing the project successfully.       | 15 | 3.40 | 93.3  | 7%                            | 47%                            | 47%                   |            |
| 13. Regularly leads the way when helping the team troubleshoot various issues. | 15 | 3.13 | 86.7  | 13%                           | 60%                            | 27%                   |            |
| 14. Works hard to ensure the success of the department.                        | 15 | 3.47 | 100.0 | 53%                           | 47%                            |                       |            |
| 15. Upholds ethical standards even when no one is watching.                    | 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   | 2021 | 2022 | 2023 | 2024 | Change  |
|--|------|------|------|------|---------|
| 11. Holds employees responsible if expectations are not met.                   | 3.40 | 3.40 | 3.27 | 3.67 | +0.40 ▲ |
| 12. Holds employees accountable for completing the project successfully.       | 3.53 | 3.20 | 3.00 | 3.40 | +0.40 ▲ |
| 13. Regularly leads the way when helping the team troubleshoot various issues. | 3.20 | 3.21 | 3.40 | 3.13 | -0.27 ▼ |
| 14. Works hard to ensure the success of the department.                        | 3.20 | 3.13 | 3.00 | 3.47 | +0.47 ▲ |
| 15. Upholds ethical standards even when no one is watching.                    | 3.67 | 3.27 | 3.20 | 3.53 | +0.33 ▲ |

## Integrity

### 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 (Role Model).

| Item  | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|---|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 16. Demonstrates sincerity in actions with others.            | 15 | 3.47 | 93.3  | 7%                            | 40%                            | 53%                   |            |
| 17. Fosters a high standard of ethics and integrity.          | 15 | 2.93 | 73.3  | 27%                           | 53%                            |                       | 20%        |
| 18. Fosters an environment built upon trust.                  | 15 | 3.40 | 93.3  | 7%                            | 47%                            |                       | 47%        |
| 19. Protects the integrity and confidentiality of information | 15 | 3.53 | 100.0 |                               | 47%                            |                       | 53%        |
| 20. Maintains strong relationships with others.               | 15 | 3.47 | 100.0 |                               | 53%                            |                       | 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  | 2021 | 2022 | 2023 | 2024 | Change  |
|---|------|------|------|------|---------|
| 16. Demonstrates sincerity in actions with others.            | 3.33 | 3.00 | 3.07 | 3.47 | +0.40 ▲ |
| 17. Fosters a high standard of ethics and integrity.          | 3.40 | 3.20 | 3.33 | 2.93 | -0.40 ▼ |
| 18. Fosters an environment built upon trust.                  | 3.47 | 3.53 | 3.20 | 3.40 | +0.20 ▲ |
| 19. Protects the integrity and confidentiality of information | 3.13 | 2.87 | 3.53 | 3.53 |         |
| 20. Maintains strong relationships with others.               | 3.40 | 3.20 | 2.87 | 3.47 | +0.60 ▲ |

## Feedback

### Level of Skill

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

| Item   | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|--|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 21. Accepts the views of others.                 | 15 | 3.00 | 80.0  | 20%                           | 60%                            |                       | 20%        |
| 22. Actively seeks feedback from others.         | 15 | 3.53 | 100.0 |                               | 47%                            | 53%                   |            |
| 23. Asks others for their ideas and opinions.    | 15 | 3.13 | 86.7  | 13%                           | 60%                            |                       | 27%        |
| 24. Looks to others for input.                   | 15 | 3.13 | 80.0  | 7% 13%                        | 40%                            |                       | 40%        |
| 25. Is easy to approach with ideas and opinions. | 15 | 3.07 | 86.7  | 13%                           | 67%                            |                       | 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   | 2021 | 2022 | 2023 | 2024 | Change  |
|--|------|------|------|------|---------|
| 21. Accepts the views of others.                 | 3.47 | 3.13 | 3.20 | 3.00 | -0.20 ▼ |
| 22. Actively seeks feedback from others.         | 3.20 | 3.33 | 3.07 | 3.53 | +0.47 ▲ |
| 23. Asks others for their ideas and opinions.    | 3.20 | 3.47 | 3.27 | 3.13 | -0.13 ▼ |
| 24. Looks to others for input.                   | 3.33 | 3.47 | 3.33 | 3.13 | -0.20 ▼ |
| 25. Is easy to approach with ideas and opinions. | 3.27 | 3.33 | 3.27 | 3.07 | -0.20 ▼ |



## Managing Risk

### 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 (Role Model).

| Item   | n  | Avg  | LOA  | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|--|----|------|------|-------------------------------|--------------------------------|-----------------------|------------|
| 26. Avoids maintaining the status quo (or standard operating procedures) when addressing new and influential situations. | 15 | 3.20 | 93.3 | 7%                            | 60%                            |                       | 33%        |
| 27. Creates a risk management strategy for the organization.   | 15 | 3.40 | 93.3 | 7%                            | 47%                            |                       | 47%        |
| 28. Maintains open communication with other departments.   | 15 | 3.60 | 93.3 | 7%                            | 27%                            |                       | 67%        |
| 29. Develops appropriate strategies to minimize risks.   | 15 | 3.20 | 86.7 | 13%                           | 53%                            |                       | 33%        |
| 30. Develops policies to address risk situations in the workplace.   | 14 | 3.00 | 92.9 | 7%                            | 79%                            |                       | 14%        |

### Time Comparisons by Item

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

| Item   | 2021 | 2022 | 2023 | 2024 | Change  |
|--|------|------|------|------|---------|
| 26. Avoids maintaining the status quo (or standard operating procedures) when addressing new and influential situations. | 3.53 | 3.33 | 3.33 | 3.20 | -0.13 ▼ |
| 27. Creates a risk management strategy for the organization.   | 3.20 | 3.33 | 2.93 | 3.40 | +0.47 ▲ |
| 28. Maintains open communication with other departments.   | 3.33 | 3.13 | 3.40 | 3.60 | +0.20 ▲ |
| 29. Develops appropriate strategies to minimize risks.   | 3.21 | 3.20 | 3.20 | 3.20 |         |
| 30. Develops policies to address risk situations in the workplace.   | 2.87 | 3.27 | 3.07 | 3.00 | -0.07 ▼ |

## Safety

### 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 (Role Model).

| Item   | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|--|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 31. Creates accurate and effective measures of safety. | 15 | 3.33 | 93.3  | 7%                            | 53%                            | 40%                   |            |
| 32. Is aware of OSHA safety guidelines.                | 14 | 3.29 | 100.0 |                               | 71%                            | 29%                   |            |
| 33. Keeps accurate safety records.                     | 15 | 3.27 | 100.0 |                               | 73%                            | 27%                   |            |
| 34. Supports our company's safety programs.            | 15 | 3.47 | 93.3  | 7%                            | 40%                            | 53%                   |            |
| 35. Identifies and addresses safety needs.             | 15 | 3.13 | 86.7  | 13%                           | 60%                            | 27%                   |            |

### Time Comparisons by Item

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

| Item   | 2021 | 2022 | 2023 | 2024 | Change  |
|--|------|------|------|------|---------|
| 31. Creates accurate and effective measures of safety. | 3.13 | 3.07 | 3.47 | 3.33 | -0.13 ▼ |
| 32. Is aware of OSHA safety guidelines.                | 3.40 | 3.07 | 3.60 | 3.29 | -0.31 ▼ |
| 33. Keeps accurate safety records.                     | 3.07 | 3.33 | 3.33 | 3.27 | -0.07 ▼ |
| 34. Supports our company's safety programs.            | 3.33 | 3.00 | 3.53 | 3.47 | -0.07 ▼ |
| 35. Identifies and addresses safety needs.             | 3.20 | 3.27 | 3.13 | 3.13 |         |

## Client 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 (Role Model).

| Item   | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|--|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 36. Documents client interactions.                           | 15 | 3.20 | 93.3  | 7%                            | 67%                            |                       | 27%        |
| 37. Is competent in handling client cases.                   | 15 | 3.33 | 93.3  | 7%                            | 53%                            |                       | 40%        |
| 38. Anticipates potential obstacles to meeting client needs. | 15 | 3.07 | 86.7  | 13%                           | 67%                            |                       | 20%        |
| 39. Identifies the core needs of the client.                 | 15 | 3.33 | 100.0 |                               | 67%                            |                       | 33%        |
| 40. Keeps the client informed of all progress.               | 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   | 2021 | 2022 | 2023 | 2024 | Change  |
|--|------|------|------|------|---------|
| 36. Documents client interactions.                           | 3.53 | 3.20 | 3.33 | 3.20 | -0.13 ▼ |
| 37. Is competent in handling client cases.                   | 3.20 | 3.27 | 3.07 | 3.33 | +0.26 ▲ |
| 38. Anticipates potential obstacles to meeting client needs. | 3.13 | 3.40 | 3.33 | 3.07 | -0.27 ▼ |
| 39. Identifies the core needs of the client.                 | 3.20 | 3.27 | 3.00 | 3.33 | +0.33 ▲ |
| 40. Keeps the client informed of all progress.               | 3.00 | 3.20 | 3.27 | 3.33 | +0.07 ▲ |

## Negotiation

### 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 (Role Model).

| Item   | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|--|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 41. Stays calm and focuses on the core issues to be discussed.   | 15 | 3.33 | 93.3  | 7%                            | 53%                            | 40%                   |            |
| 42. Establishes clear communications to avoid misunderstandings. | 15 | 3.40 | 93.3  | 7%                            | 47%                            | 47%                   |            |
| 43. Leverages relationships with others to achieve goals.        | 15 | 3.13 | 86.7  | 13%                           | 60%                            | 27%                   |            |
| 44. Able to clearly express thoughts and concerns.               | 15 | 3.27 | 100.0 |                               | 73%                            | 27%                   |            |
| 45. Is flexible in responses.                                    | 15 | 3.47 | 100.0 |                               | 53%                            | 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   | 2021 | 2022 | 2023 | 2024 | Change  |
|--|------|------|------|------|---------|
| 41. Stays calm and focuses on the core issues to be discussed.   | 3.47 | 3.20 | 2.93 | 3.33 | +0.40 ▲ |
| 42. Establishes clear communications to avoid misunderstandings. | 3.27 | 3.53 | 3.13 | 3.40 | +0.27 ▲ |
| 43. Leverages relationships with others to achieve goals.        | 3.87 | 3.13 | 3.20 | 3.13 | -0.07 ▼ |
| 44. Able to clearly express thoughts and concerns.               | 3.33 | 3.27 | 3.87 | 3.27 | -0.60 ▼ |
| 45. Is flexible in responses.                                    | 3.20 | 3.33 | 3.13 | 3.47 | +0.33 ▲ |

## Others

### 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 (Role Model).

| Item   | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|--|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 46. Constructively receives criticism and suggestions from others.                 | 15 | 3.40 | 93.3  | 7%                            | 47%                            | 47%                   |            |
| 47. Supports the efforts of other employees in implementing solutions to problems. | 15 | 3.20 | 93.3  | 7%                            | 67%                            | 27%                   |            |
| 48. Treats others with respect and dignity.  | 15 | 3.20 | 93.3  | 7%                            | 60%                            | 33%                   |            |
| 49. Is able to see issues from others' perspectives.                               | 15 | 3.47 | 100.0 |                               | 53%                            | 47%                   |            |
| 50. Includes others in the decision making processes.                              | 15 | 3.20 | 86.7  | 13%                           | 53%                            | 33%                   |            |

### Time Comparisons by Item

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

| Item   | 2021 | 2022 | 2023 | 2024 | Change  |
|--|------|------|------|------|---------|
| 46. Constructively receives criticism and suggestions from others.                 | 3.27 | 3.40 | 3.20 | 3.40 | +0.20 ▲ |
| 47. Supports the efforts of other employees in implementing solutions to problems. | 3.33 | 3.40 | 3.20 | 3.20 |         |
| 48. Treats others with respect and dignity.  | 3.60 | 3.33 | 3.20 | 3.20 |         |
| 49. Is able to see issues from others' perspectives.                               | 3.00 | 3.47 | 3.13 | 3.47 | +0.33 ▲ |
| 50. Includes others in the decision making processes.                              | 3.20 | 3.67 | 3.27 | 3.20 | -0.07 ▼ |

## Company

### 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 (Role Model).

| Item   | n  | Avg  | LOA   | Needs Significant Improvement | Could benefit from Development | Capable and Effective | Role Model |
|--|----|------|-------|-------------------------------|--------------------------------|-----------------------|------------|
| 51. Attends [Company] gatherings and social events.  | 15 | 3.53 | 100.0 | 47%                           | 53%                            |                       |            |
| 52. Understands how decisions impact other business units beyond their immediate department of work group. | 15 | 3.27 | 93.3  | 7%                            | 60%                            | 33%                   |            |
| 53. Understands the "basics" as to how [Company] functions/operates.                                       | 15 | 3.33 | 100.0 | 67%                           | 33%                            |                       |            |
| 54. Follows existing procedures and processes.   | 15 | 3.40 | 93.3  | 7%                            | 47%                            | 47%                   |            |
| 55. Impresses upon others the important aspects of [Company].  | 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   | 2021 | 2022 | 2023 | 2024 | Change  |
|--|------|------|------|------|---------|
| 51. Attends [Company] gatherings and social events.  | 3.47 | 3.47 | 3.13 | 3.53 | +0.40 ▲ |
| 52. Understands how decisions impact other business units beyond their immediate department of work group. | 3.47 | 3.00 | 3.60 | 3.27 | -0.33 ▼ |
| 53. Understands the "basics" as to how [Company] functions/operates.                                       | 3.20 | 3.20 | 3.13 | 3.33 | +0.20 ▲ |
| 54. Follows existing procedures and processes.   | 3.20 | 3.60 | 3.13 | 3.40 | +0.27 ▲ |
| 55. Impresses upon others the important aspects of [Company].  | 3.27 | 3.40 | 3.27 | 3.00 | -0.27 ▼ |

## 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?

What do you like best about working with this individual?

What do you like least about working with this individual?

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

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

Any final comments?