

## Gap Report: in Order of Others Ratings

This report shows each Question text with the associated Competency, the Self Score, the roll-up of everyone else's score, and the difference between the self and the Others scores (Gap). This report is sorted by the raters' scores, from high to low. Look at how your high scores are grouped and what areas others think you do well. Also, check out the last 3 – 7 questions for where others think you have the most room to improve. The gap analysis can be very helpful. For example, if you score a Question as a '4.0', and everyone else's score averages '3.8', there is a small gap between the two scores, and the group of raters thinks that you perform this task well. However, the larger the gap, the more inconsistent the view of a behavior between you and the other raters. If scores are mostly high or low, look for relative highs and lows.

<b>Key:</b>	NR no responses	LR limited responses
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<b>Scale:</b>	Never 1	Rarely 2	Sometimes 3	Frequently 4	Always 5
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Question Text	Competency	Self Score	Others Mean	Gap
5) Has high performance standards and expectations.	Efficiency/ Productivity	5.00	4.88	-0.13
2) Provides challenging assignments and opportunities for development.	Communication Process	4.00	4.13	0.13
12) Copes with unclear lines of authority and ambiguous situations.	Problem Solving and Decision Making	5.00	4.00	-1.00
9) Sees the complexities of and relationships among problems or issues.	Problem Solving and Decision Making	5.00	3.88	-1.13
6) Adjusts to situations needing resolution rapidly and effectively.	Efficiency/ Productivity	4.00	3.88	-0.13
7) Identifies and implements opportunities to save time, effort and money.	Efficiency/ Productivity	5.00	3.88	-1.13
1) Gives timely, specific feedback.	Communication Process	5.00	3.88	-1.13
8) Is able to perform a variety of jobs or functions if necessary.	Efficiency/ Productivity	5.00	3.88	-1.13
11) Considers a broad range of issues in making decisions.	Problem Solving and Decision Making	5.00	3.88	-1.13
4) Communicates clearly, concisely and in an organized manner.	Communication Process	5.00	3.75	-1.25
10) Grasps the full extent of difficult problems.	Problem Solving and Decision Making	5.00	3.71	-1.29
3) Encourages the open and candid expression of ideas and opinions.	Communication Process	5.00	3.50	-1.50