

Mean Scores by Competency by Question

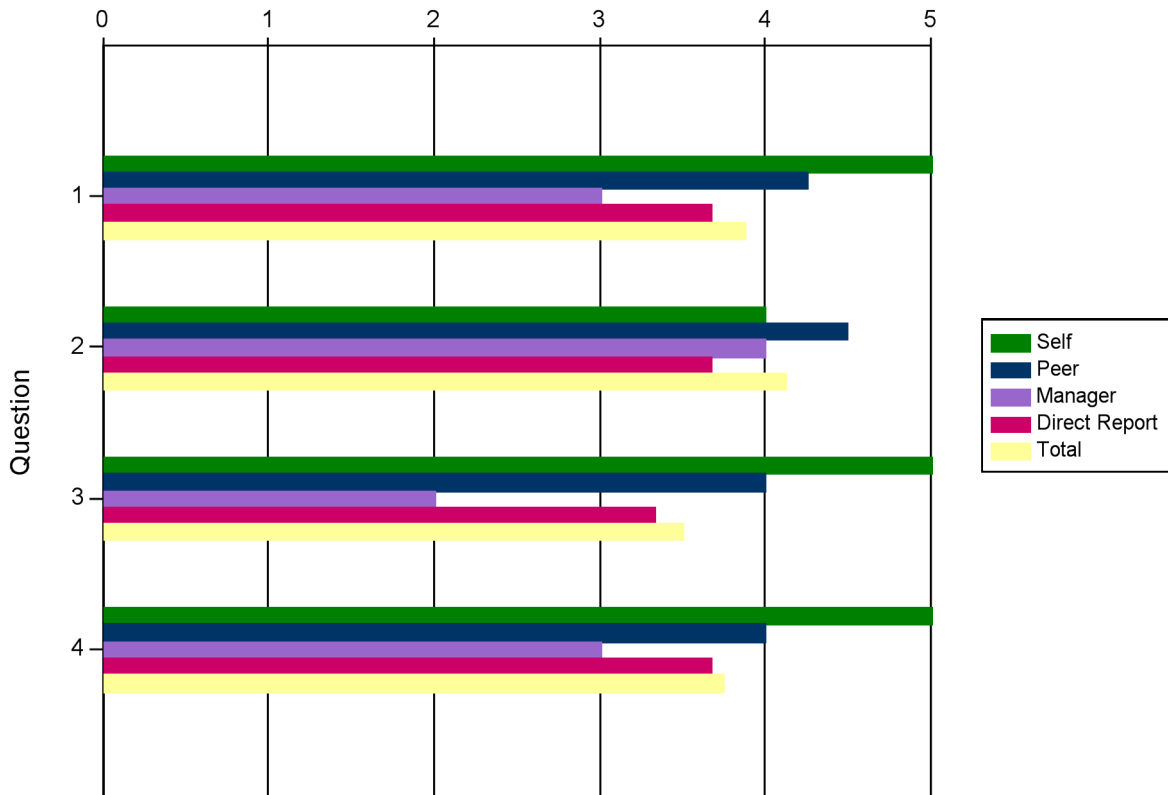
This report includes all the rated Question in the assessment. The Question associated with the Competency are listed under the Competency header. The different relationships are listed across the top of the chart. A graph of the data is shown below the chart. This report shows you the variation in scores by relationship within each Competency. Look for variations in scores by the different relationships. Keep in mind that there might not be a lot of responses for a particular group (for example, one manager). In the Total Column you can also look at the total scores of the raters (not including your self-score) rolled-up. If you did not take a self-assessment, there will be NR or NA in the 'self score' column.

Key: NR no responses LR limited responses

Scale:	Never 1	Rarely 2	Sometimes 3	Frequently 4	Always 5
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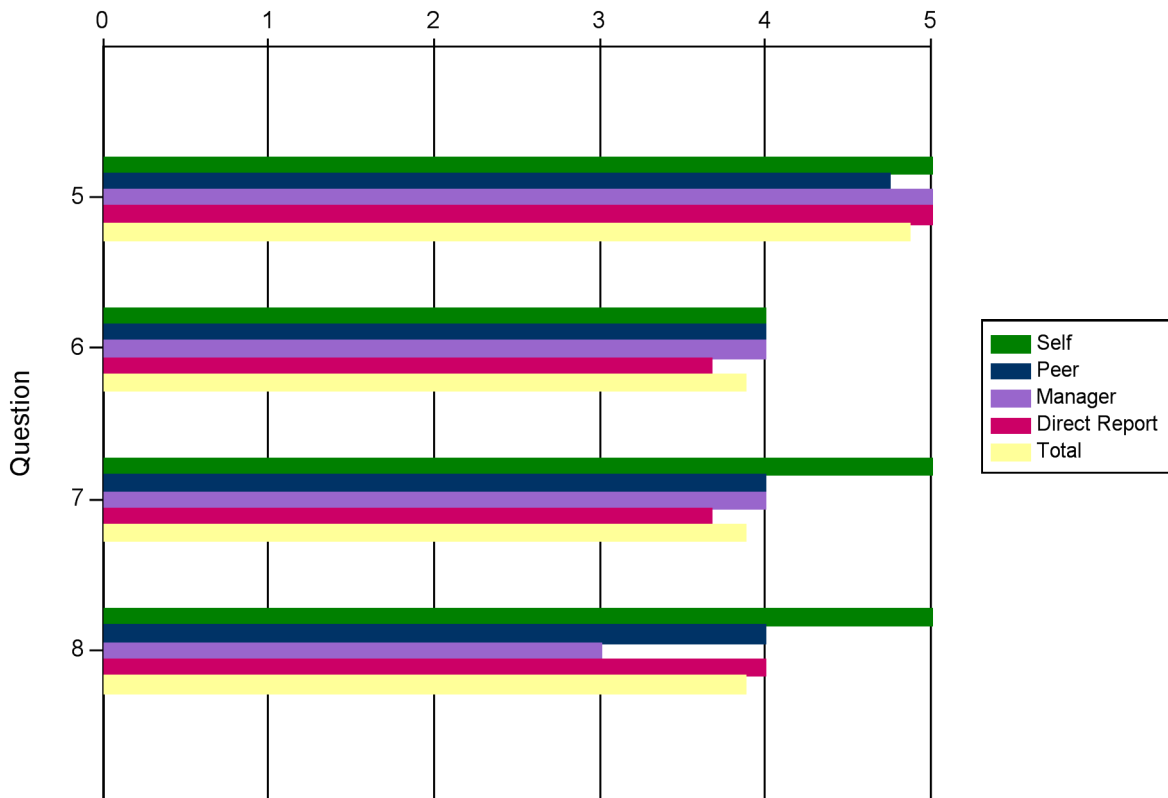
Communication Process

Question	Self	Peer	Manager	Direct Report	Total
1) Gives timely, specific feedback.	5.00	4.25	3.00	3.67	3.88
2) Provides challenging assignments and opportunities for development.	4.00	4.50	4.00	3.67	4.13
3) Encourages the open and candid expression of ideas and opinions.	5.00	4.00	2.00	3.33	3.50
4) Communicates clearly, concisely and in an organized manner.	5.00	4.00	3.00	3.67	3.75



Efficiency/ Productivity

Question	Self	Peer	Manager	Direct Report	Total
5) Has high performance standards and expectations.	5.00	4.75	5.00	5.00	4.88
6) Adjusts to situations needing resolution rapidly and effectively.	4.00	4.00	4.00	3.67	3.88
7) Identifies and implements opportunities to save time, effort and money.	5.00	4.00	4.00	3.67	3.88
8) Is able to perform a variety of jobs or functions if necessary.	5.00	4.00	3.00	4.00	3.88



Problem Solving and Decision Making

Question	Self	Peer	Manager	Direct Report	Total
9) Sees the complexities of and relationships among problems or issues.	5.00	4.25	2.00	4.00	3.88
10) Grasps the full extent of difficult problems.	5.00	4.00	2.00	4.00	3.71
11) Considers a broad range of issues in making decisions.	5.00	4.25	2.00	4.00	3.88
12) Copes with unclear lines of authority and ambiguous situations.	5.00	4.00	3.00	4.33	4.00

