

Individual Results

Questions	Data Filter	Count	Mean	Mean as a percent of possible score	Definite Weakness	Rarely Effective	Average Performance	Moderately Effective	Definite Strength
This individual is sensitive to the influence his/her actions have on co-workers.	Self	1	2.00		0	1	0	0	0
	Peer	6	1.67		2	4	0	0	0
	Direct Report	8	2.25		2	2	4	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	2.00		4	7	4	0	0
This individual leads co-workers by example.	Self	1	3.00		0	0	1	0	0
	Peer	6	2.50		0	3	3	0	0
	Direct Report	8	2.00		2	5	0	1	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	2.20		2	9	3	1	0
This individual continually encourages co-workers to express their ideas and opinions.	Self	1	2.00		0	1	0	0	0
	Peer	6	1.67		3	2	1	0	0
	Direct Report	8	2.00		1	6	1	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	1.87		4	9	2	0	0
When conflict occurs, this individual resolves them in a constructive win/win manner.	Self	1	2.00		0	1	0	0	0
	Peer	6	1.83		2	3	1	0	0
	Direct Report	8	1.75		3	4	1	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	1.80		5	8	2	0	0
This individual continually develops the spirit of teamwork among co-workers.	Self	1	2.00		0	1	0	0	0
	Peer	6	1.83		2	3	1	0	0
	Direct Report	8	2.00		1	6	1	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	1.93		3	10	2	0	0
This individual always looks for new and creative methods to motivate co-workers.	Self	1	2.00		0	1	0	0	0
	Peer	6	2.17		1	3	2	0	0
	Direct Report	8	1.63		3	5	0	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	1.87		4	9	2	0	0
This individual clearly understands co-worker's roles in our organization.	Self	1	3.00		0	0	1	0	0
	Peer	6	2.50		0	4	1	1	0
	Direct Report	8	1.50		4	4	0	0	0
	Manager	1	3.00		0	0	1	0	0
	All But Self	15	2.00		4	8	2	1	0
This Individual understands his/her job responsibility, accountability, and authority clearly.	Self	1	2.00		0	1	0	0	0
	Peer	6	2.83		0	1	5	0	0
	Direct Report	8	1.75		2	6	0	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	2.20		2	8	5	0	0
This individual makes realistic plans and schedules and puts them in writing.	Self	1	2.00		0	1	0	0	0
	Peer	6	2.00		1	4	1	0	0
	Direct Report	8	2.13		1	5	2	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	2.07		2	10	3	0	0
This individual uses his/her resources (workforce, time, money, etc.) productively.	Self	1	3.00		0	0	1	0	0
	Peer	6	2.33		0	4	2	0	0
	Direct Report	7	2.00		1	5	1	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	14	2.14		1	10	3	0	0
This individual sees that co-workers have the necessary resources to do their jobs productively.	Self	1	2.00		0	1	0	0	0
	Peer	6	1.83		2	3	1	0	0
	Direct Report	7	2.14		0	6	1	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	14	2.00		2	10	2	0	0

Questions	Data Filter	Count	Mean	Mean as a percent of possible score	Definite Weakness	Rarely Effective	Average Performance	Moderately Effective	Definite Strength
				0 20 40 60 80 100					
This individual helps co-workers establish priorities for work to be done.	Self	1	2.00		0	1	0	0	0
	Peer	6	2.33		0	4	2	0	0
	Direct Report	8	1.88		2	5	1	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	2.07		2	10	3	0	0
This individual sees to it that his/her subordinates understand their responsibility, accountability, and authority.	Self	1	1.00		1	0	0	0	0
	Peer	5	2.20		0	4	1	0	0
	Direct Report	8	2.13		1	5	2	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	14	2.14		1	10	3	0	0
This individual plans and conducts effective meetings to help co-workers grow.	Self	1	1.00		1	0	0	0	0
	Peer	6	2.50		0	3	3	0	0
	Direct Report	8	2.25		0	7	0	1	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	2.33		0	11	3	1	0
This individual listens to what co-workers are saying and encourages them to continuously express their ideas and opinions.	Self	1	1.00		1	0	0	0	0
	Peer	6	2.00		1	4	1	0	0
	Direct Report	8	2.38		1	4	2	1	0
	Manager	1	1.00		1	0	0	0	0
	All But Self	15	2.13		3	8	3	1	0
This individual responds intelligently and reasonably--not emotionally--to feedback of co-workers' ideas, performance, and/or actions.	Self	1	2.00		0	1	0	0	0
	Peer	6	2.17		1	3	2	0	0
	Direct Report	7	2.00		1	5	1	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	14	2.07		2	9	3	0	0
This individual spends enough time walking around to adequately observe the work being done and to be available for questions and feedback.	Self	1	2.00		0	1	0	0	0
	Peer	6	2.33		0	4	2	0	0
	Direct Report	8	2.13		1	5	2	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	2.20		1	10	4	0	0
This individual keeps co-workers informed on changes, policies, and procedures that might affect their work.	Self	1	2.00		0	1	0	0	0
	Peer	6	1.50		4	1	1	0	0
	Direct Report	8	2.00		2	4	2	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	1.80		6	6	3	0	0
This individual recognizes other's high performance and express his/her appreciation for it in a timely manner.	Self	1	1.00		1	0	0	0	0
	Peer	6	2.17		0	5	1	0	0
	Direct Report	8	2.63		2	2	1	3	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	2.40		2	8	2	3	0
This individual explains the why, what, and where, if necessary about decisions.	Self	1	2.00		0	1	0	0	0
	Peer	6	2.17		0	5	1	0	0
	Direct Report	8	1.88		1	7	0	0	0
	Manager	1	2.00		0	1	0	0	0
	All But Self	15	2.00		1	13	1	0	0
This individual always expresses himself/herself clearly and effectively in writing and speaking.	Self	1	2.00		0	1	0	0	0
	Peer	6	2.17		0	5	1	0	0
	Direct Report	8	1.50		4	4	0	0	0
	Manager	1	3.00		0	0	1	0	0
	All But Self	15	1.87		4	9	2	0	0