

360-DEGREE SURVEY REPORT

Leadership Effectiveness Survey III

DRAFT

Company Tech, Inc.

Dr. Jim Samson

Date: 9/23/2020

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About Your Results

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui ratione voluptatem sequi nesciunt. Magni dolores eos qui ratione voluptatem sequi.

The Rating Scale

The rating scale below was used for all questions in the report and maintained for all summary graphs

Scale Option	Assigned Value
Most Effective	5
Very Effective	4
Effective	3
Somewhat Effective	2
Ineffective	1

Rater Groups That Provided Feedback

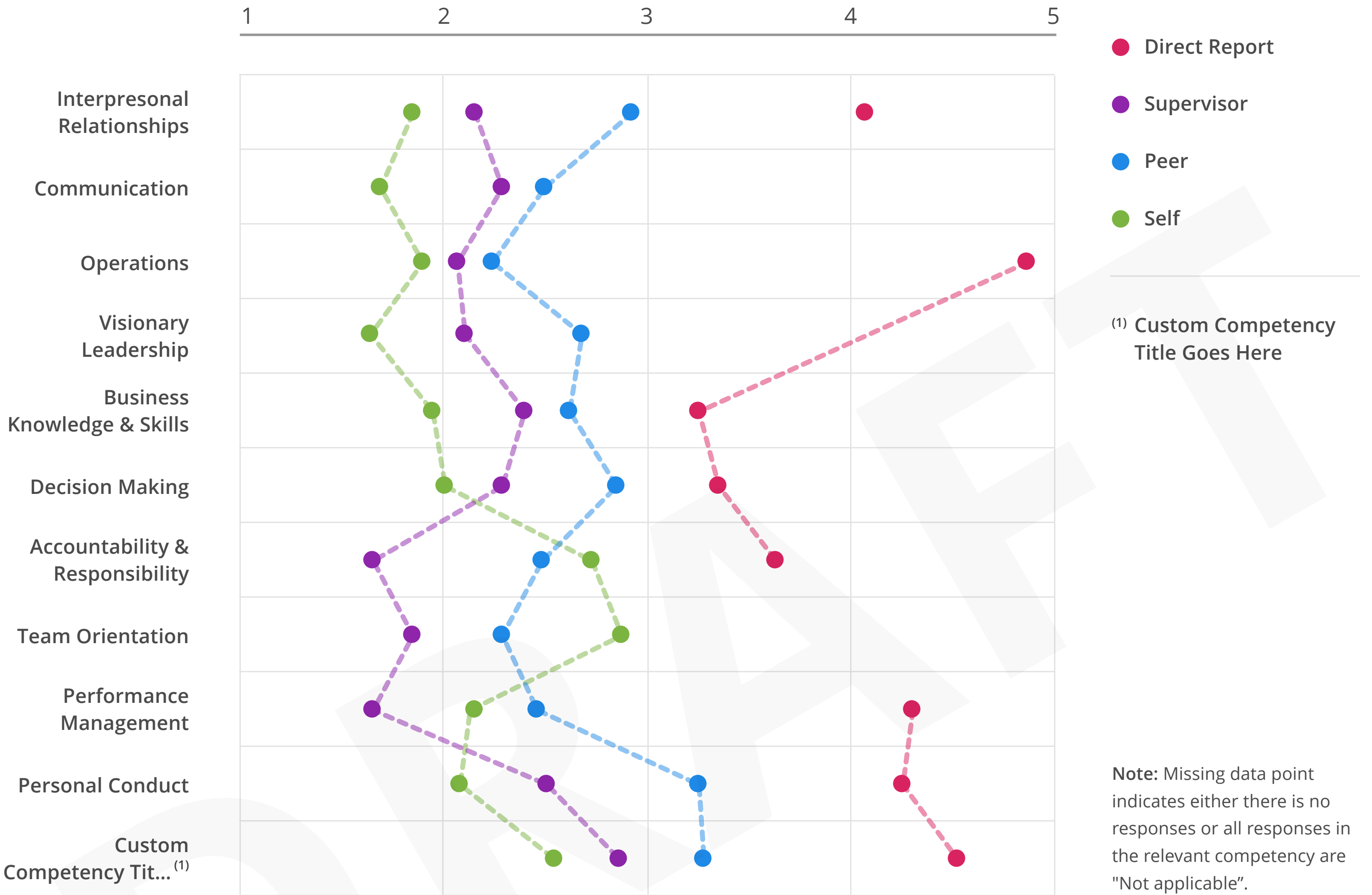
This a tally of the number of invitations and responses across all rater groups

Rater Group	Respondents	Invited Participants
Peer	12 (60%)	20
Supervisor	5 (33%)	15
Direct Report	4 (50%)	8
Self	1 (100%)	1

Report Summary

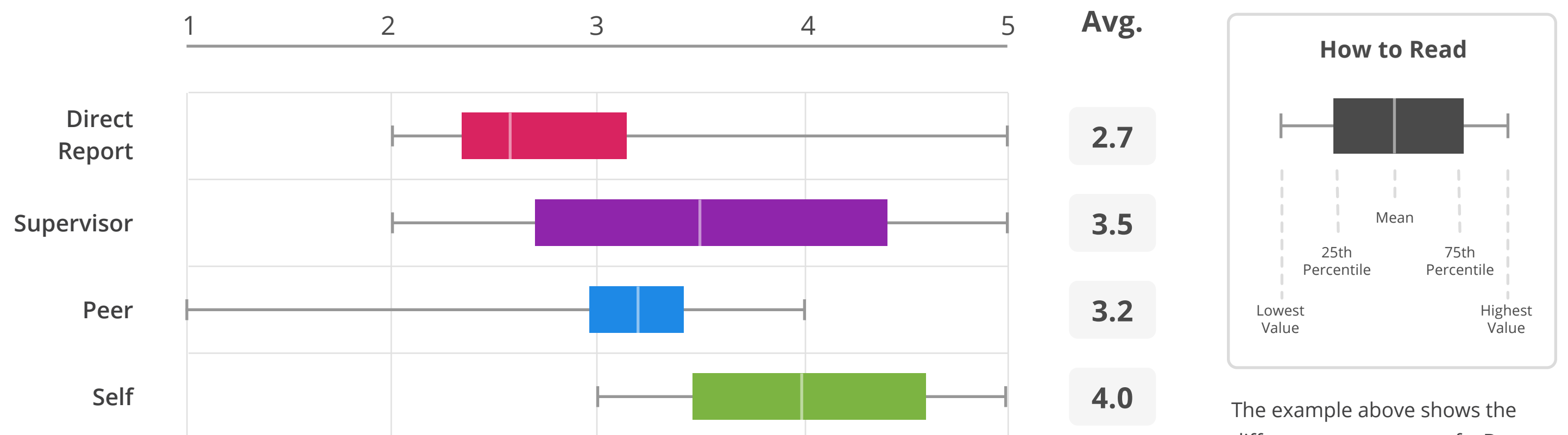
Comptency Profile

Gives an at-a-glance overview of how each participant group rated each competency



Summary of All Items

Summary of distribution across all rating items for each participant group, highlighting the mean and the outliers



Ineffective = 1 | Somewhat Effective = 2 | Effective = 3 | Very Effective = 4 | Most Effective = 5

Competency Report

Overall Rating

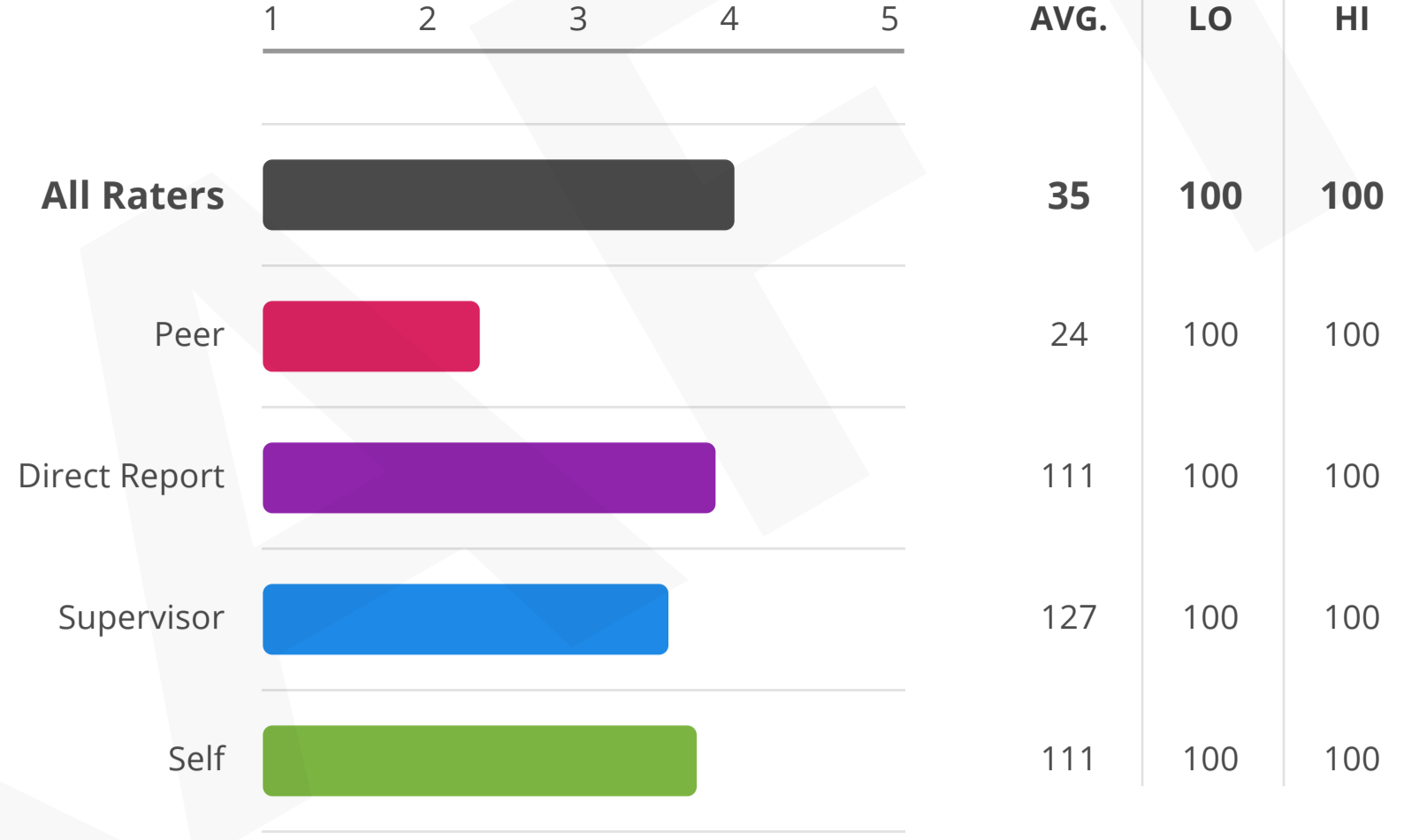
3.8 Out of 5
Aggregates ratings for all competencies in a review

TOP COMPETENCY

4.03 Interpersonal Relationships

BOTTOM COMPETENCY

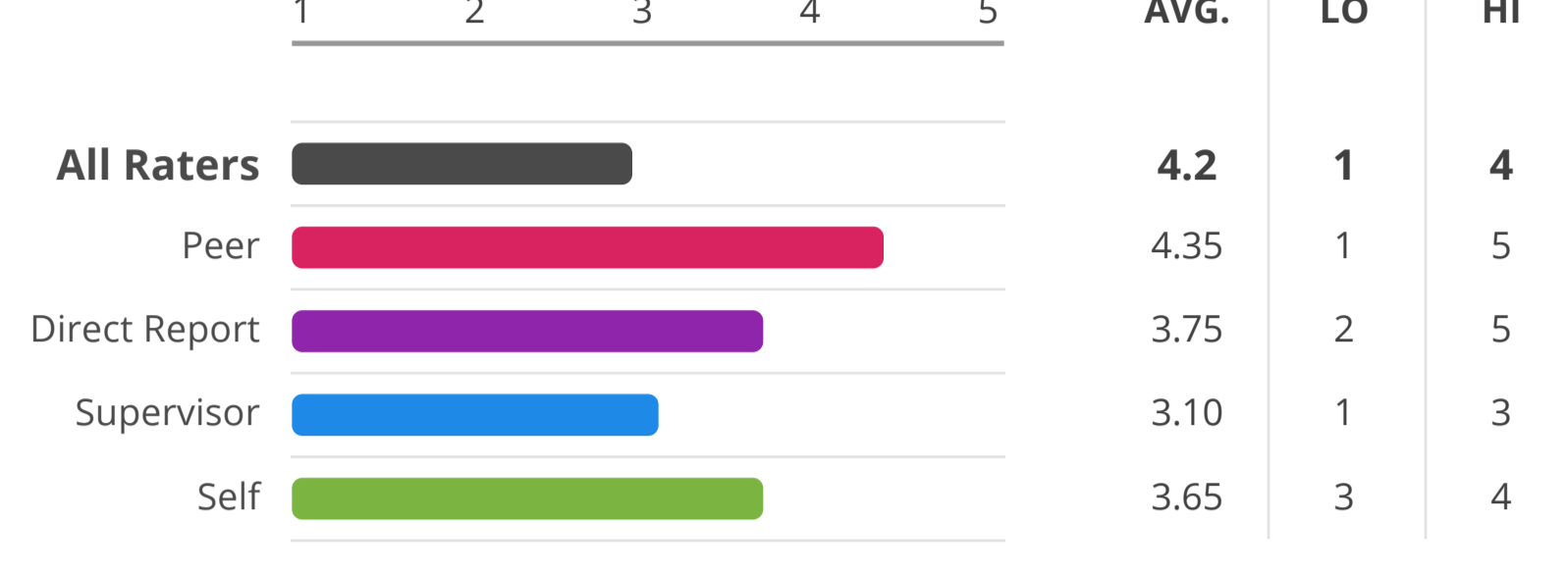
3.55 Personal Conduct



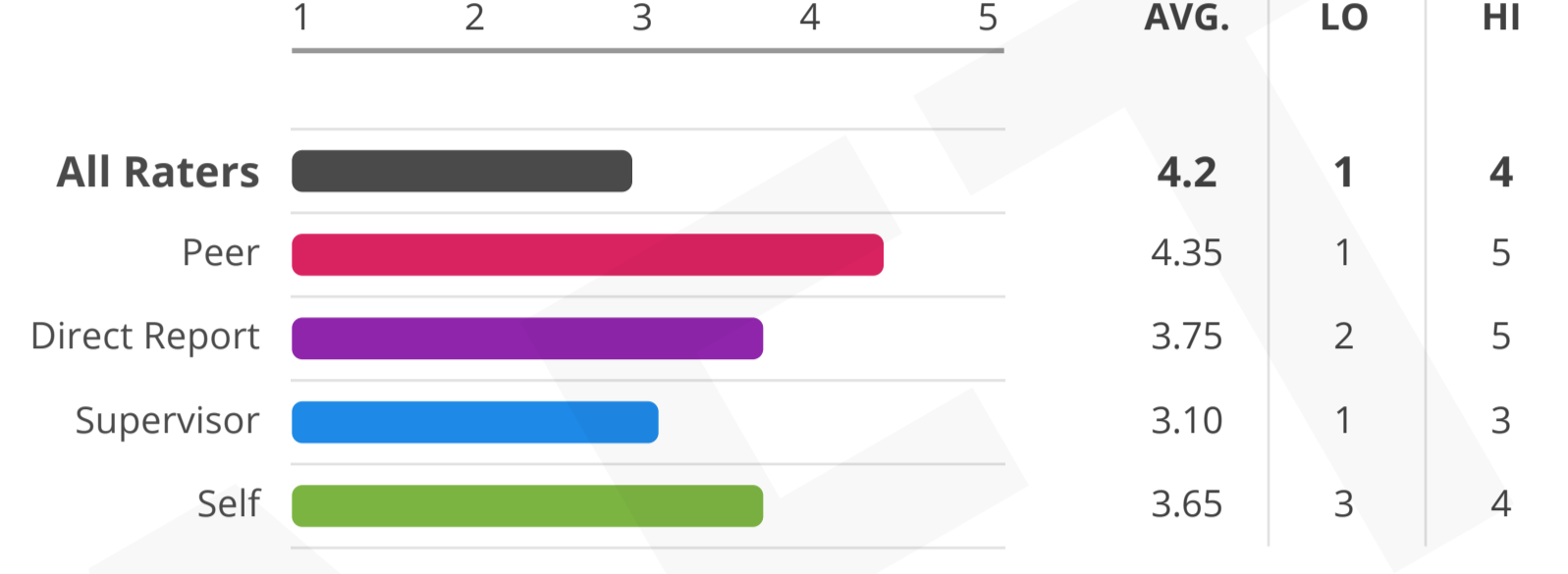
Competency Rating Overview

Aggregates ratings for each competency

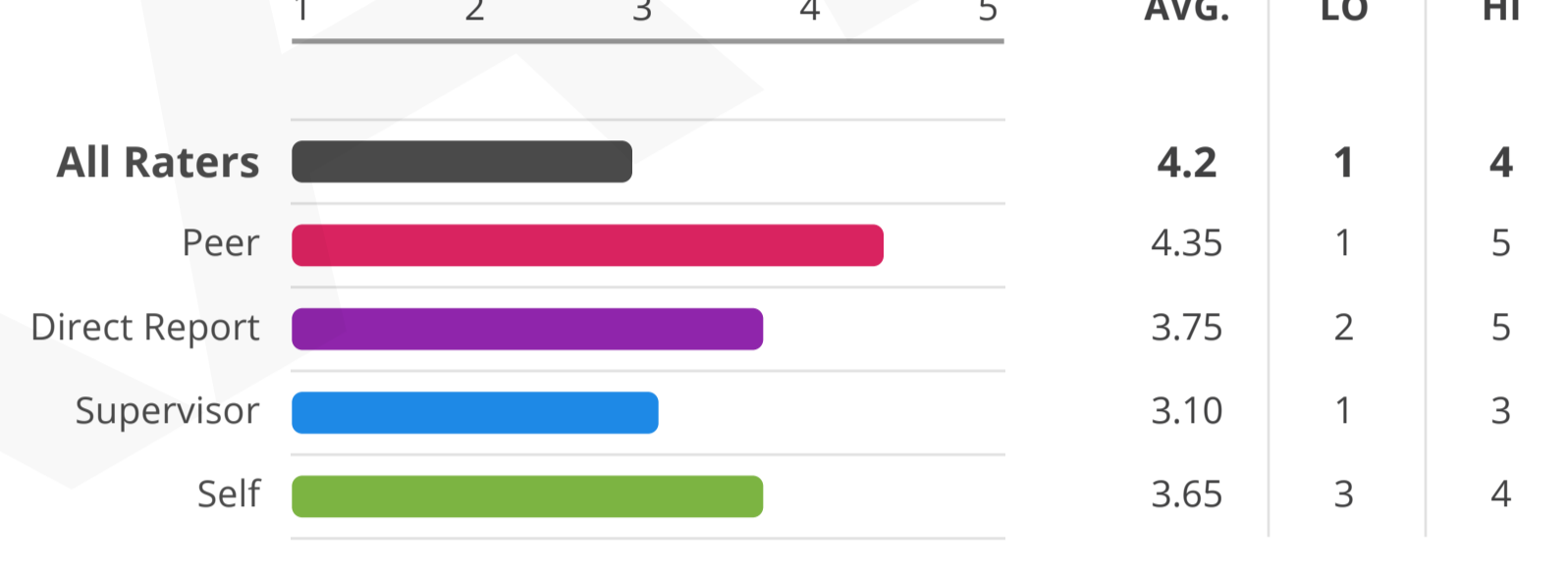
4.21 **Interpersonal Relationships**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



1.86 **Communication**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



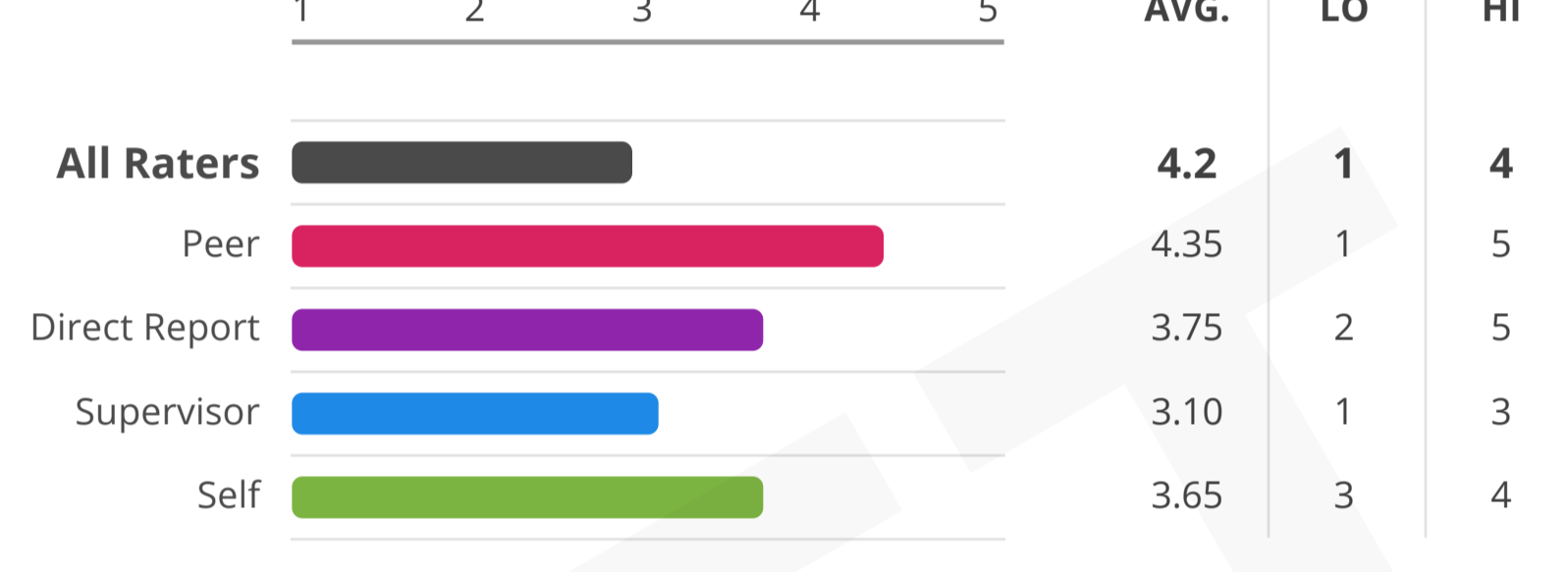
3.42 **Team Orientation**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



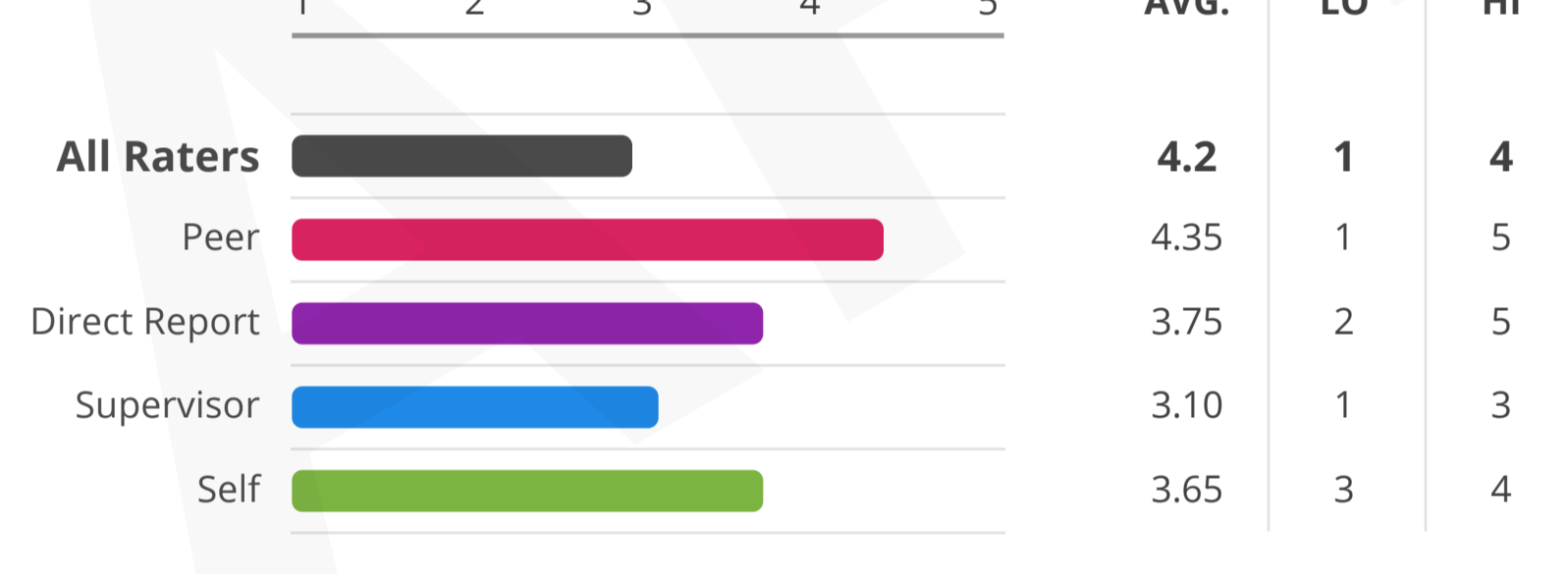
2.56 **Accountability & Responsibility**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



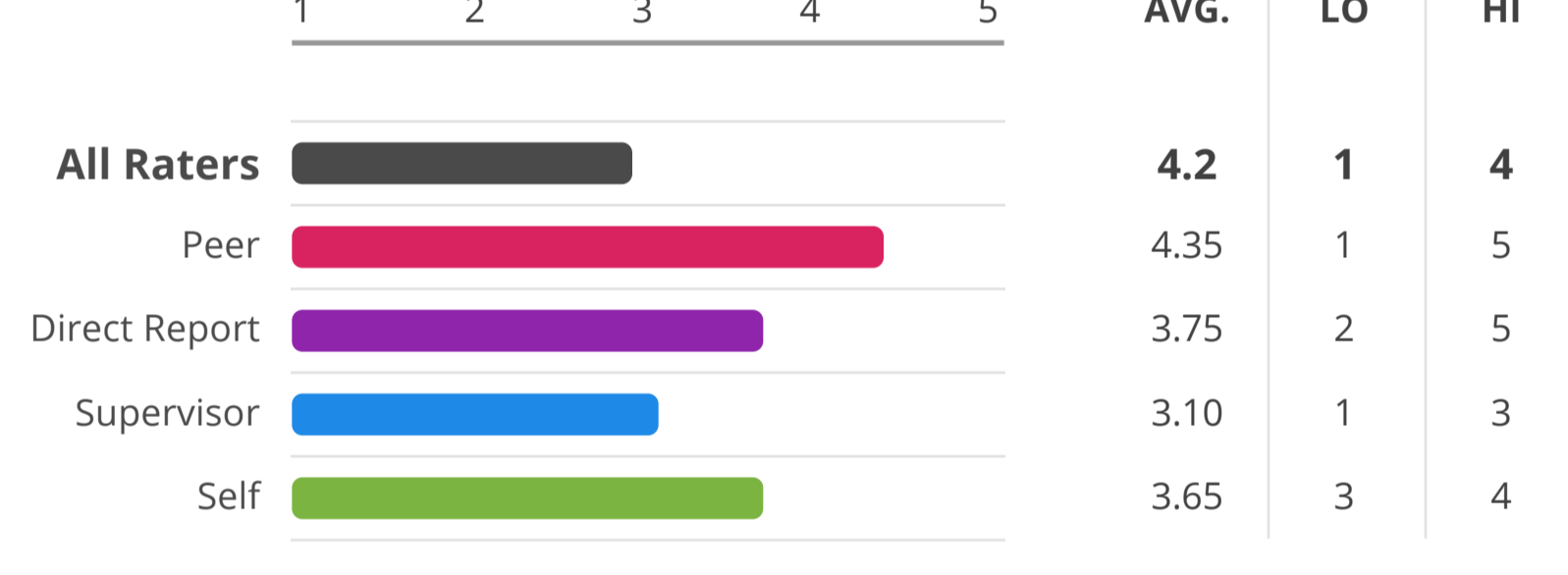
4.12 **Personal Conduct**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



2.76 **Performance Management**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



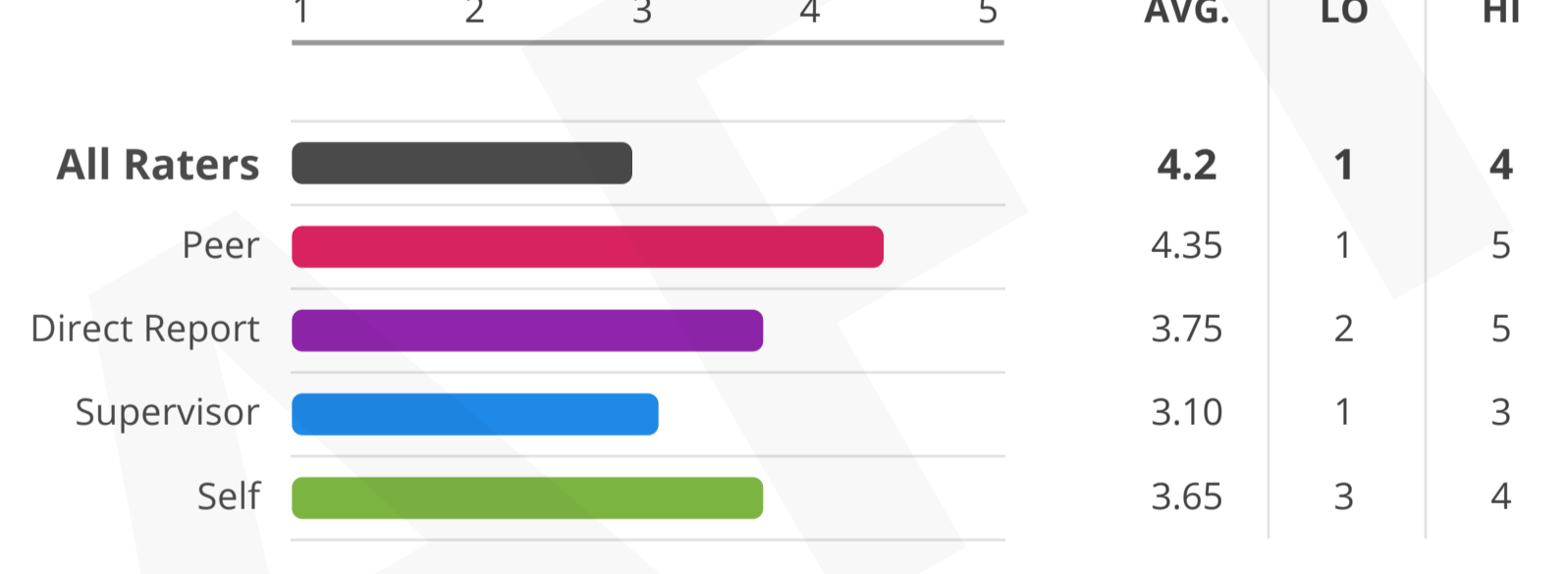
4.21 **Operations**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



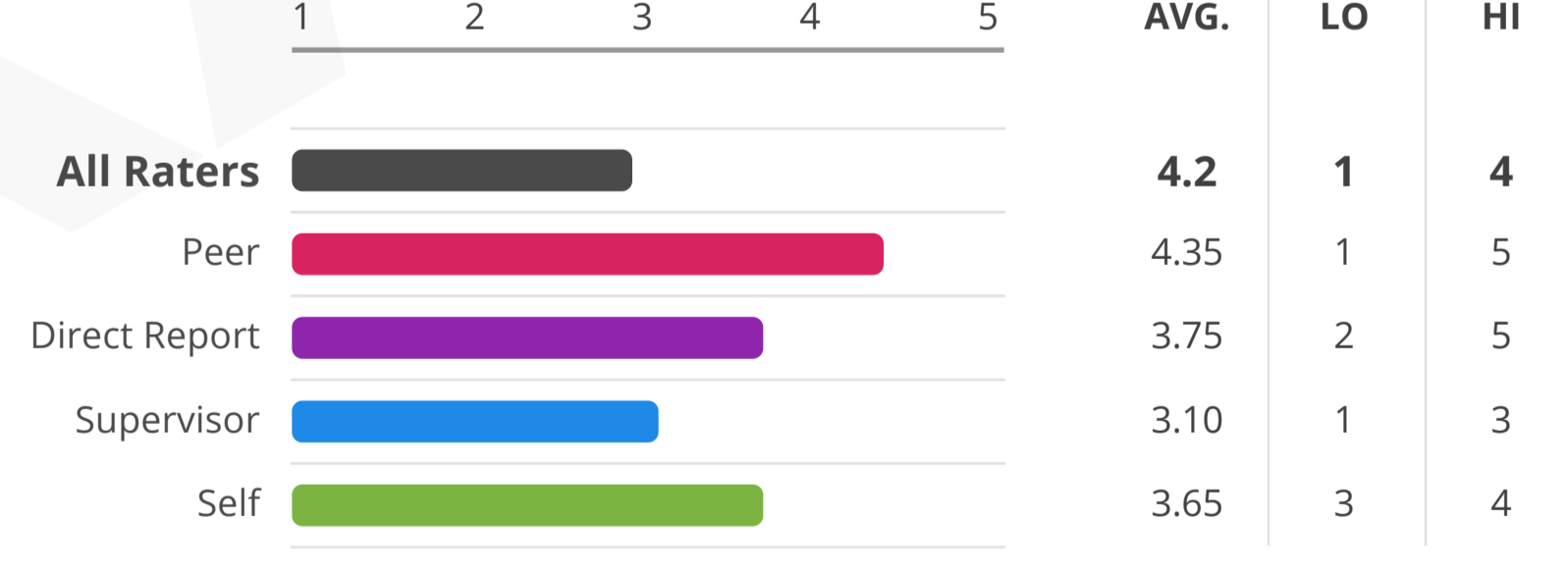
3.87 **Business Knowledge & Skills**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



4.21 **Decision Making**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



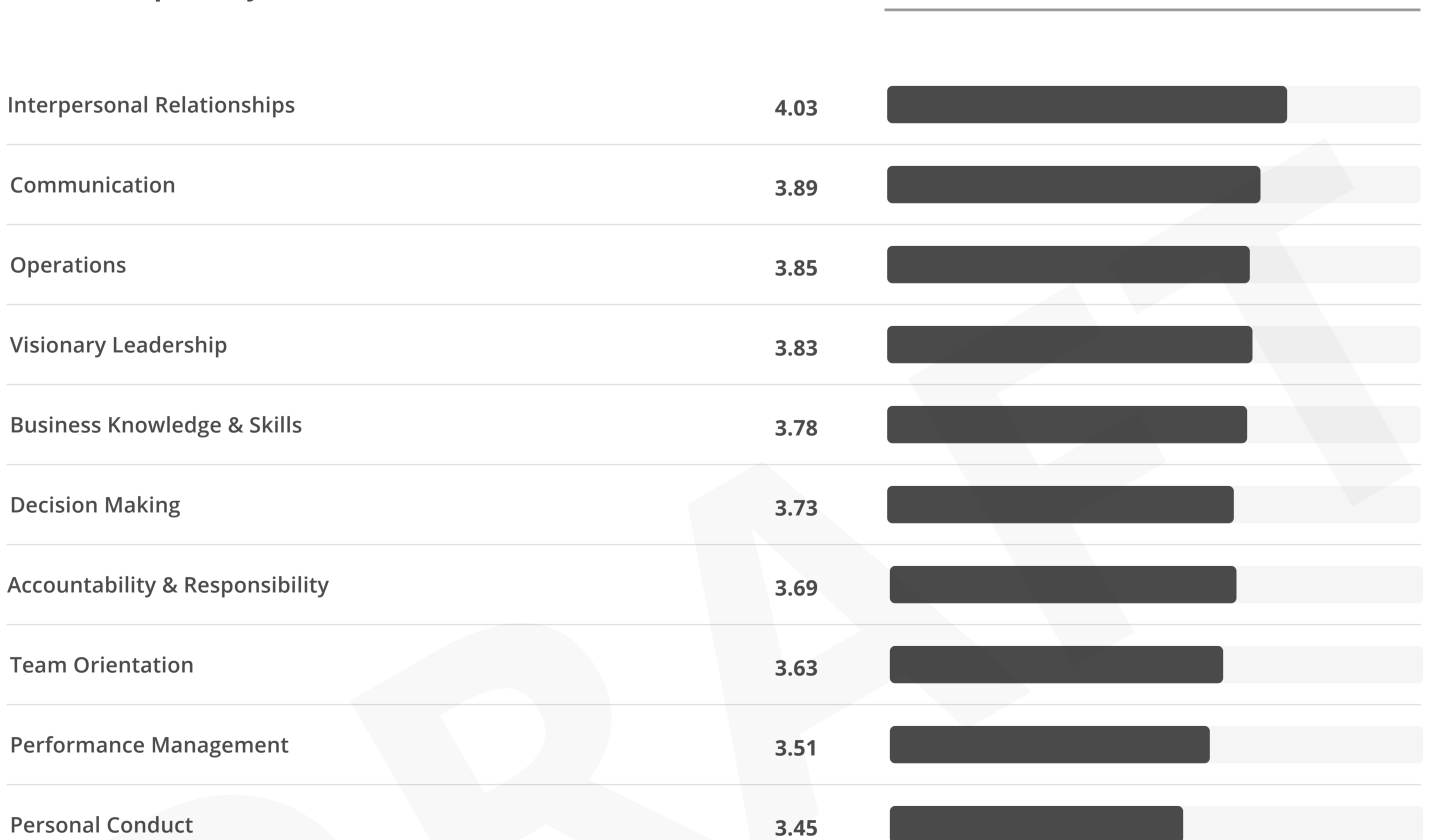
4.21 **Visionary Leadership**
OUT OF 5
Drives results by defining expectations, holding other accountable, redirecting, coaching, and developing team members.



Competency Summary

Sorts competencies by aggregated ratings

Rated Competency



■ All Raters
 ■ Peer
 ■ Direct Report
 ■ Supervisor
 ■ Yup
 ■ Another Yup
 ■ Group X
 ■ Group
 ■ Generic Peer

Ineffective = 1 | Somewhat Effective = 2 | Effective = 3 | Very Effective = 4 | Most Effective = 5

Questions Report

Rating Items

Dives deep into aggregated ratings for each individual items, grouped by competency

Business Knowledge & Skills

3.51
OUT OF 5

1 Sets high performance goals and expectations for teams, and holds them accountable fro results.

Business Knowledge & Skills

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					3.51	1	5	58	-0.49
Peer	[Bar chart]					4.2	1	5	32	.2
Direct Report	[Bar chart]					3.51	2	4	20	-0.49
Supervisor	[Bar chart]					3.11	2	5	5	-0.89
Self	[Bar chart]					4.00	-	-	1	-

2 Creates and supports an environment that involves challenges, and motivates others to excel.

Business Knowledge & Skills

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					3.51	1	5	58	-0.49
Peer	[Bar chart]					4.2	1	5	32	.2
Direct Report	[Bar chart]					3.51	2	4	20	-0.49
Supervisor	[Bar chart]					3.11	2	5	5	-0.89
Self	[Bar chart]					4.00	-	-	1	-

3 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Business Knowledge & Skills

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					4.7	1	5	58	1.7
Peer	[Bar chart]					4.2	1	5	32	0
Direct Report	[Bar chart]					3.51	2	4	20	-0.5
Supervisor	[Bar chart]					3.11	2	5	5	-2.1
Self	[Bar chart]					3.00	-	-	1	-0.1

Performance Management

3.92
OUT OF 5

4 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Performance Management

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					2.5	1	5	216	-1.5
Peer	[Bar chart]					4.2	1	5	160	0
Direct Report	[Bar chart]					3.51	2	4	50	-0.5
Supervisor	[Bar chart]					3.11	2	5	5	-2.1
Self	[Bar chart]					4.00	-	-	1	-

5 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Performance Management

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					3.51	1	5	58	-0.49
Peer	[Bar chart]					4.2	1	5	32	.2
Direct Report	[Bar chart]					3.51	2	4	20	-0.49
Supervisor	[Bar chart]					3.11	2	5	5	-0.89
Self	[Bar chart]					4.00	-	-	1	-

6 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Performance Management

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					4.7	1	5	58	1.7
Peer	[Bar chart]					4.2	1	5	32	0
Direct Report	[Bar chart]					3.51	2	4	20	-0.5
Supervisor	[Bar chart]					3.11	2	5	5	-2.1
Self	[Bar chart]					3.00	-	-	1	-0.1

7 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Performance Management

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					2.5	1	5	216	-1.5
Peer	[Bar chart]					4.2	1	5	160	0
Direct Report	[Bar chart]					3.51	2	4	50	-0.5
Supervisor	[Bar chart]					3.11	2	5	5	-2.1
Self	[Bar chart]					4.00	-	-	1	-

8 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Performance Management

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					3.51	1	5	58	-0.49
Peer	[Bar chart]					4.2	1	5	32	.2
Direct Report	[Bar chart]					3.51	2	4	20	-0.49
Supervisor	[Bar chart]					3.11	2	5	5	-0.89
Self	[Bar chart]					4.00	-	-	1	-

Visionary Leadership

4.32
OUT OF 5

9 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Visionary Leadership

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					2.5	1	5	216	-1.5
Peer	[Bar chart]					4.2	1	5	160	0
Direct Report	[Bar chart]					3.51	2	4	50	-0.5
Supervisor	[Bar chart]					3.11	2	5	5	-2.1
Self	[Bar chart]					4.00	-	-	1	-

10 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Visionary Leadership

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					4.7	1	5	58	1.7
Peer	[Bar chart]					4.2	1	5	32	0
Direct Report	[Bar chart]					3.51	2	4	20	-0.5
Supervisor	[Bar chart]					3.11	2	5	5	-2.1
Self	[Bar chart]					3.00	-	-	1	-0.1

11 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Visionary Leadership

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					3.51	1	5	58	-0.49
Peer	[Bar chart]					4.2	1	5	32	.2
Direct Report	[Bar chart]					3.51	2	4	20	-0.49
Supervisor	[Bar chart]					3.11	2	5	5	-0.89
Self	[Bar chart]					4.00	-	-	1	-

12 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Visionary Leadership

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					2.5	1	5	216	-1.5
Peer	[Bar chart]					4.2	1	5	160	0
Direct Report	[Bar chart]					3.51	2	4	50	-0.5
Supervisor	[Bar chart]					3.11	2	5	5	-2.1
Self	[Bar chart]					4.00	-	-	1	-

13 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Visionary Leadership

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					3.51	1	5	58	-0.49
Peer	[Bar chart]					4.2	1	5	32	.2
Direct Report	[Bar chart]					3.51	2	4	20	-0.49
Supervisor	[Bar chart]					3.11	2	5	5	-0.89
Self	[Bar chart]					4.00	-	-	1	-

14 This is a question or something? This is a question or something? This is a question or something? This is a question or something?

Visionary Leadership

	1	2	3	4	5	AVG.	LO	HI	N	GAP
All Raters	[Bar chart]					3.51	1	5	58	-0.49
Peer	[Bar chart]					4.2	1	5	32	.2
Direct Report	[Bar chart]					3.51	2	4	20	-0.49
Supervisor	[Bar chart]					3.11	2	5	5	-0.89
Self	[Bar chart]					4.00	-	-	1	-

Highest and Lowest Rated Items

Lists your top strengths and weaknesses

Top 5 Questions

- 4.30** 13. This is a question or something? This is a question or something? This is a question or something? his is a question or something? **Personal Conduct**
- 4.03** 13. This is a question or something? This is a question or something? This is a question or something? This is a question or something? his is a question or something?
- 3.87** 13. This is a question or something? This is a question or something? This is a question or something? This is a question or something? his is a question or something?
- 3.87** 13. This is a question or something? This is a question or something? This is a question or something? This is a question or something? his is a question or something?
- 3.87** 13. This is a question or something? This is a question or something? This is a question or something? This is a question or something? his is a question or something?

Bottom 5 Questions

- 1.20** 21. This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? **Visionary Leadership**
- 2.30** 21. This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? **Team Orientation**
- 2.75** 21. This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? **Performance Management**
- 2.89** 21. This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? **Decision Making**
- 3.10** 21. This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? This is a question or something? **Operations**

■ All Raters ■ Peer ■ Direct Report ■ Supervisor

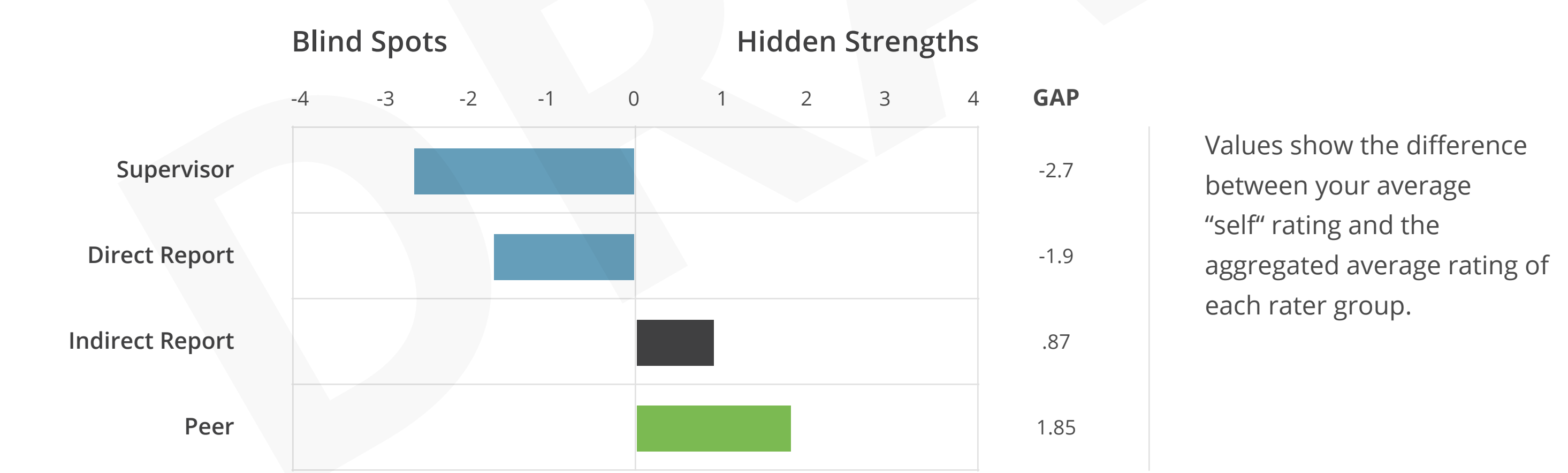
Ineffective = 1 | Somewhat Effective = 2 | Effective = 3 | Very Effective = 4 | Most Effective = 5

Rating Gap Report

- Blind Spots** → Qualities you believe you have, but are not known or expressed by your raters
- Hidden Strengths** → Qualities expressed by your raters, that you do not see in yourself

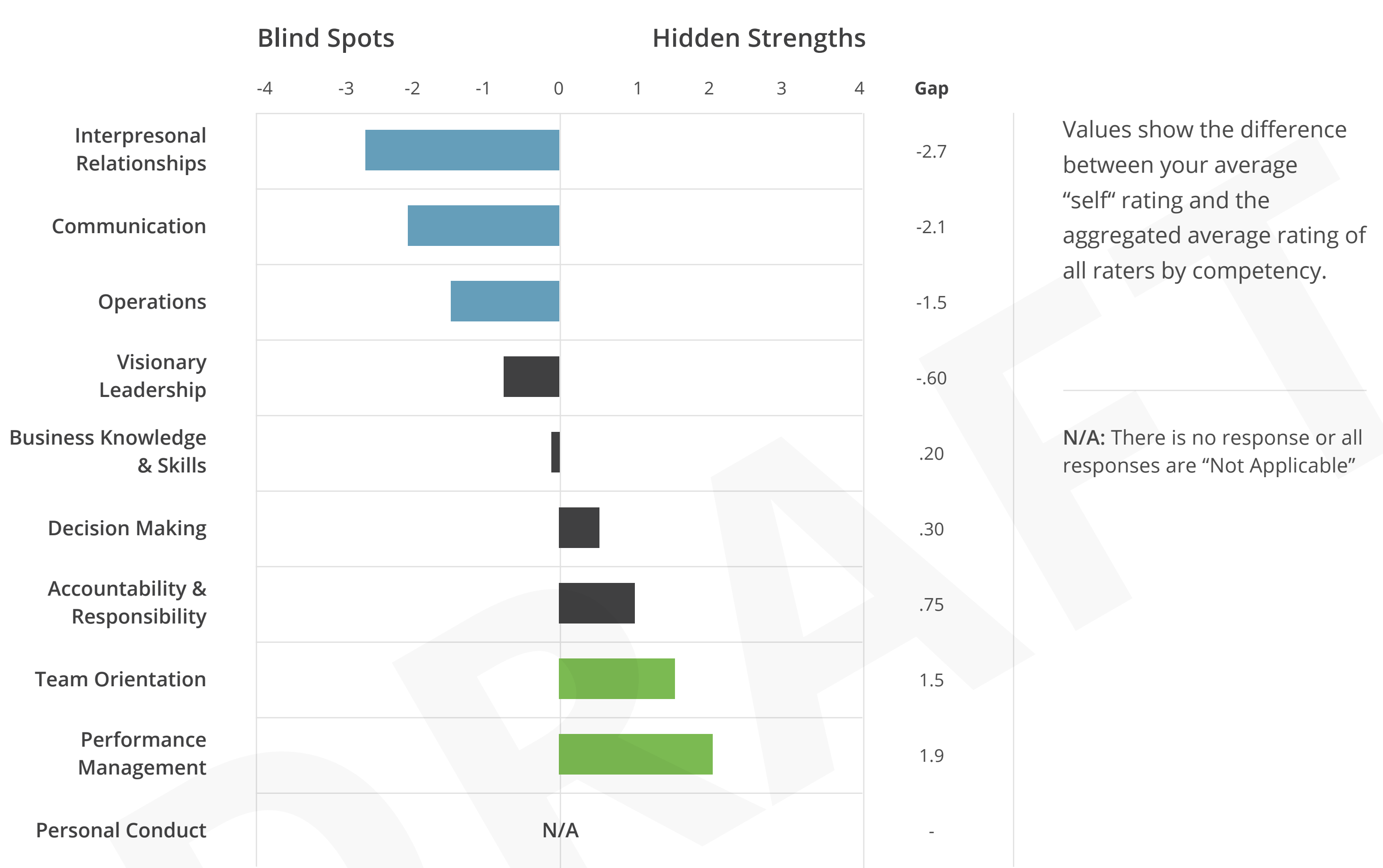
Rating Gap Summary

Gives a summary of perception gaps between self and each rater group across all items



Rating Gap Profile

Gives an at-a-glance overview of perception gaps between self and all raters for each competency

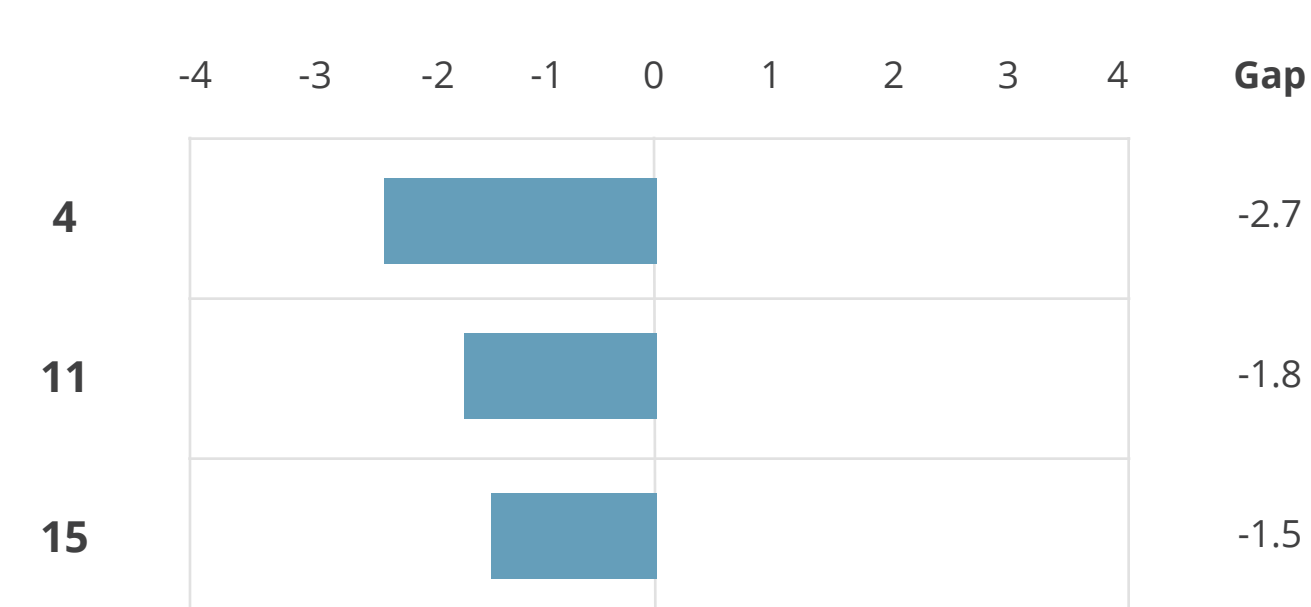


Top Blind Spots and Hidden Strengths

Lists your blind spots and hidden strength behaviors with the largest gaps

Blind Spot Highlights

Total Blind Spots **15**

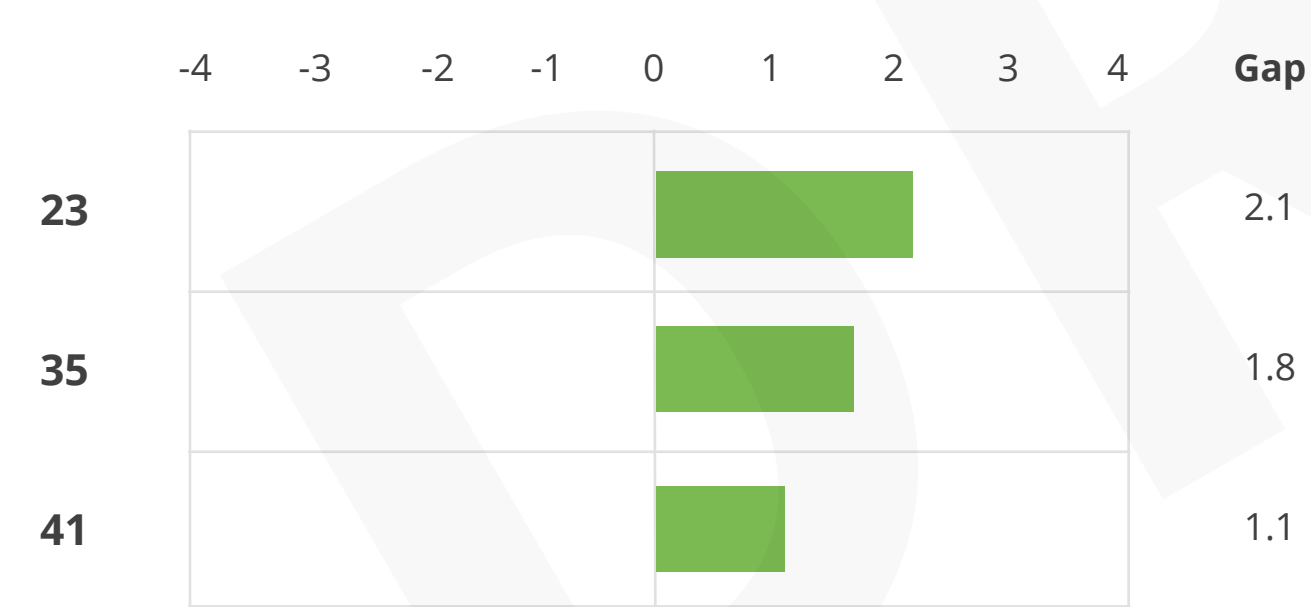


An **Blind Spot** is a behavior where you have rated yourself higher than your raters. This section lists your overconfidences with the most significant differences.

- Interpersonal Relationships**
-2.7 4. This is a question or something? This is a or something? This is a or something?
- Operations**
-1.8 11. This is a question or something? This is a or something? This is a or something?
- Team Orientation**
-1.5 15. This is a question or something? This is a or something? This is a or something?

Hidden Strength Highlights

Total Hidden Strengths **9**



A **Hidden Strength** is a behavior where you have rated yourself lower than your raters. This section lists your self doubts with the most significant differences.

- Decision Making**
2.1 23. This is a question or something? This is a or something? This is a or something?
- Interpersonal Relationships**
1.8 35. This is a question or something? This is a or something? This is a or something?
- Personal Conduct**
1.1 41. This is a question or something? This is a or something? This is a or something?

Rating Gap Summary

Gives a summary of perception gaps between self and each rater group across all items

No data available for this section

Rating Gap Profile

Gives an at-a-glance overview of perception gaps between self and all raters for each competency

No data available for this section

Top Overconfidence and Self-Doubt Gaps

Lists your overconfidence and self doubt behaviors with the largest gaps

No data available for this section

Development Report

Your Strengths

List action items for your top 5 rated competencies

Strength **Operations** 4.87

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

Behaviors Defining Competency

- Determines and focuses on time and critical priorities.
- Produces insights and actions that result in increased margins, revenues, and productivity.
- Successfully manages appropriate budgets.
- Utilizes technology appropriately to enhance business efficiency.
- Reduces silos and creates cross-functional partnerships.

Development Suggestions

- Determines and focuses on time and critical priorities.
- Produces insights and actions that result in increased margins, revenues, and productivity.
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- Reduces silos and creates cross-functional partnerships.
- Determines and focuses on time and critical priorities.

Suggested Resources

- [www.culturalstrengths.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhddkdjfh](#)
- [www.focusbreedsunity.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.thetimesgrowth.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Strength **Communication** 4.65

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

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Suggested Resources

- [www.culturalstrengths.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhddkdjfh](#)
- [www.focusbreedsunity.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.thetimesgrowth.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Strength **Interpersonal Relationships** 3.76

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

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- Reduces silos and creates cross-functional partnerships.
- Determines and focuses on time and critical priorities.

Suggested Resources

- [www.culturalstrengths.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhddkdjfh](#)
- [www.focusbreedsunity.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.thetimesgrowth.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Your Development Opportunities

List action items for you bottom 5 rated competencies

Opportunity **Personal Conduct** 1.25

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

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Suggested Resources

- [www.culturalstrengths.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhddkdjfh](#)
- [www.focusbreedsunity.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.thetimesgrowth.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Opportunity **Personal Conduct** 2.28

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

Behaviors Defining Competency

- Determines and focuses on time and critical priorities.
- Produces insights and actions that result in increased margins, revenues, and productivity.
- Successfully manages appropriate budgets.
- Utilizes technology appropriately to enhance business efficiency.
- Reduces silos and creates cross-functional partnerships.

Development Suggestions

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- Produces insights and actions that result in increased margins, revenues, and productivity.
- Successfully manages appropriate budgets.
- Utilizes technology appropriately to enhance business efficiency.
- Reduces silos and creates cross-functional partnerships.
- Determines and focuses on time and critical priorities.

Suggested Resources

- [www.culturalstrengths.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhddkdjfh](#)
- [www.focusbreedsunity.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.thetimesgrowth.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Opportunity **Personal Conduct** 3.11

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

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Suggested Resources

- [www.culturalstrengths.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhddkdjfh](#)
- [www.focusbreedsunity.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.thetimesgrowth.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

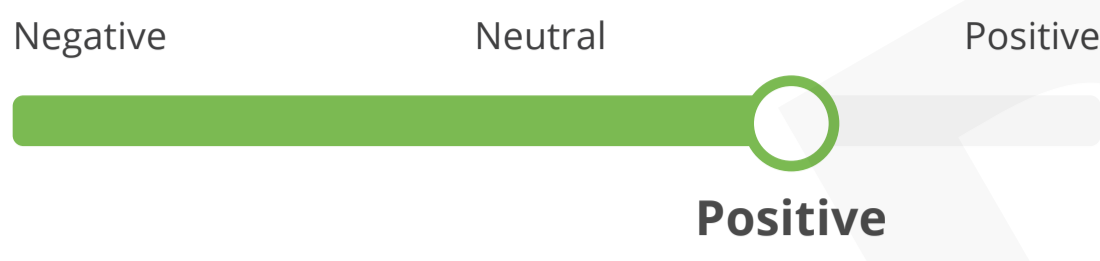
Open-Ended Comment Analysis

9 * Comment question attached to a specific competency

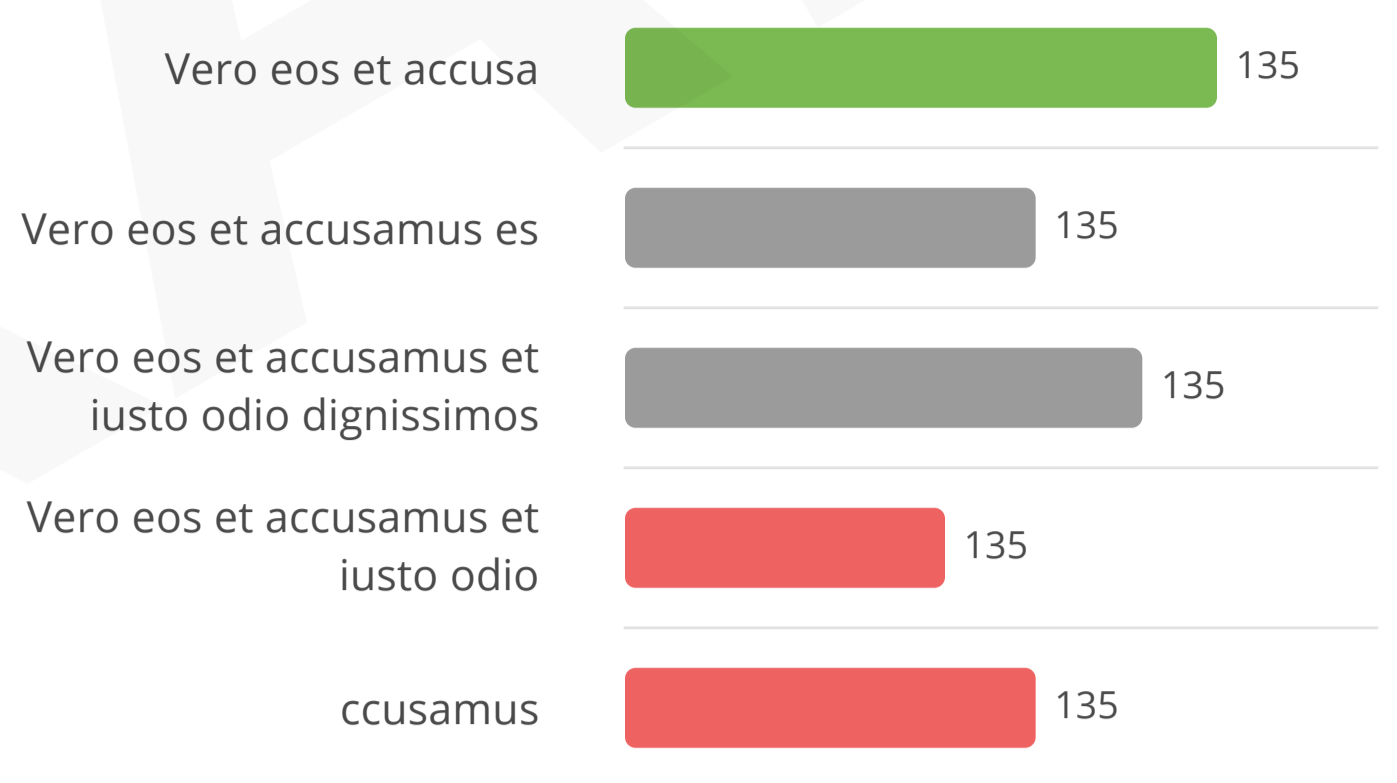
0/34 Responded to Question

Business Knowledge & Skills

Overall Sentiment



Top 5 Keywords/Phrases



Top 3 Positive Comments

Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto

Top 3 Negative Comments

Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
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Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui

34 * This is a question or something that is a bit longer the the other question. Good?

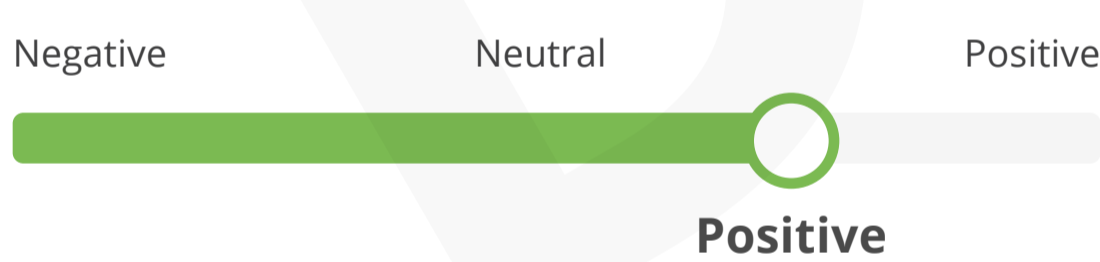
0/34 Responded to Question

No response data to this question.

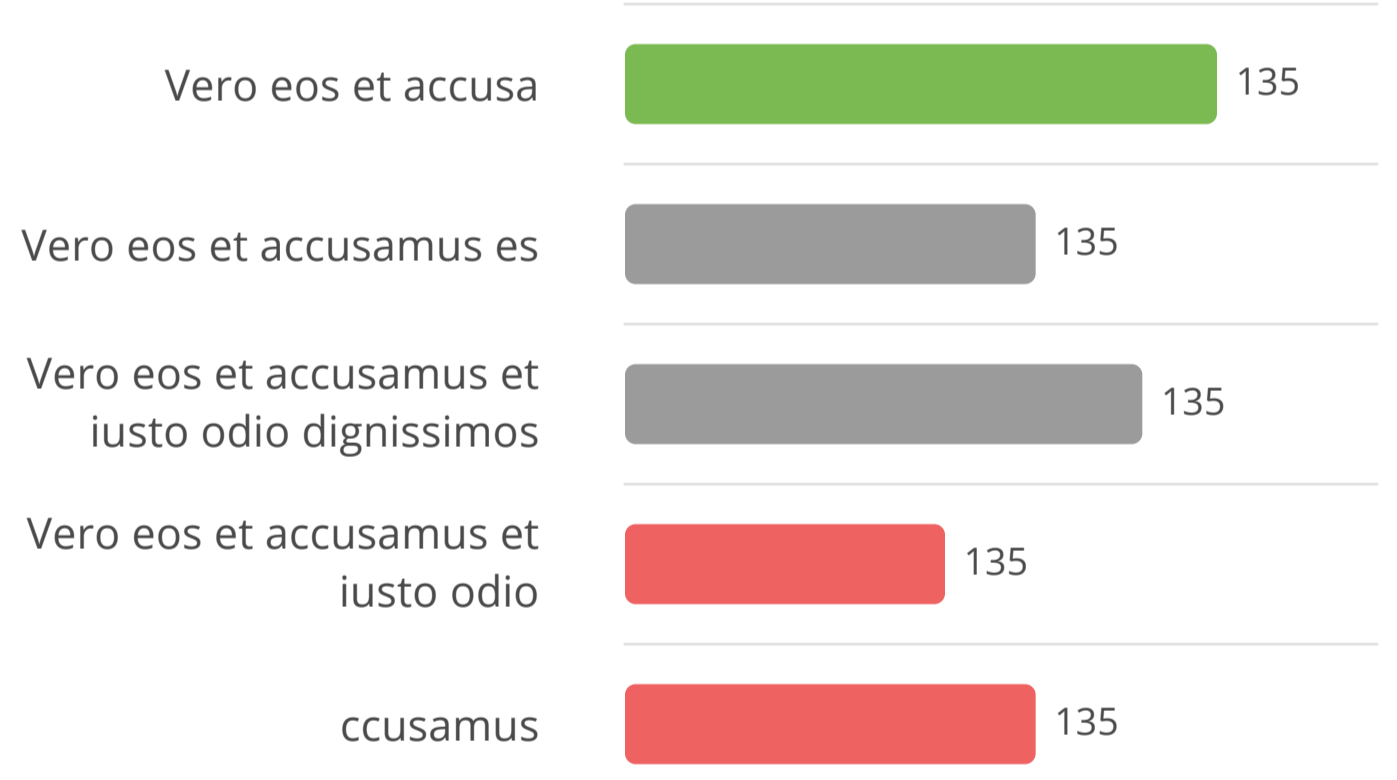
41 * This is an overall comment question for the entire survey

0/34 Responded to Question

Overall Sentiment



Top 5 Keywords/Phrases



Top 3 Positive Comments

Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
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Top 3 Negative Comments

Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
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Individual Development Plan

Leader Name: John Doe

Company Name: CBA, Lts.

Date: _____

Instructions

- Determine goals
- List and prioritize development activities
- Implement plan
- Evaluate activities and track results

Strengths

Business Knowledge & Skills

4.23 19. This is a question or something? This is a question or something? This is a?

Communication

4.02 19. This is a question or something? This is a question or something? This is a?

Visionary Leadership

4.01 19. This is a question or something? This is a question or something? This is a?

Decision Making

3.99 19. This is a question or something? This is a question or something? This is a?

Communication

3.89 19. This is a question or something? This is a question or something? This is a?

Opportunities

Communication

2.15 31. This is a question or something? This is a question or something? This is a?

Accountability & Responsibility

2.27 31. This is a question or something? This is a question or something? This is a?

Personal Conduct

3.01 31. This is a question or something? This is a question or something? This is a?

Personal Conduct

3.03 31. This is a question or something? This is a question or something? This is a?

Interpersonal Relationships

3.11 31. This is a question or something? This is a question or something? This is a?

Individual Development Plan

Leader Name: John Doe

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Instructions

- Determine goals
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- Evaluate activities and track results

Personal Development Item/Critical Behavior	
Development <i>(How your progress will be measured)</i>	
Activities	
Action Steps/ Resources Needed	
Target Dates	
Track Results <i>(How you progressed on meeting your critical behavior goals)</i>	

Your Development Plan (Continued)

Personal Development Item/Critical Behavior	
Development <i>(How your progress will be measured)</i>	
Activities	
Action Steps/ Resources Needed	
Target Dates	
Track Results <i>(How you progressed on meeting your critical behavior goals)</i>	

Your Development Plan (Continued)

Personal Development Item/Critical Behavior	
Development <i>(How your progress will be measured)</i>	
Activities	
Action Steps/ Resources Needed	
Target Dates	
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Your Development Plan (Continued)

Personal Development Item/Critical Behavior	
Development <i>(How your progress will be measured)</i>	
Activities	
Action Steps/ Resources Needed	
Target Dates	
Track Results <i>(How you progressed on meeting your critical behavior goals)</i>	

Your Development Plan (Continued)

Stakeholder Update <i>(Who will you inform about you accomplishments and how will you inform/involve them?)</i>	

DRAFT

