



Sample Summary Report

Behavior	Consensus*		Self		Manager		Peers		Direct Reports		Customers	
	Number of Participants		1		2		3		3		3	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Interfaces with co-workers and internal/external customers with a positive attitude	1	100	1	100	2	94	2	91	1	100	4	70
Makes self available to assist employees with problem solving	2	97	5	78	6	71	1	100	6	73	1	100
Behaves in an ethical, honest and forthright manner in all business/personal dealings	3	79	10	58	1	100	6	71	23	15	2	85
Encourages employees to strive for excellence	4	72	9	63	9	66	9	62	2	85	5	69
Contributes helpful ideas, thoughts and/or resources in meetings/team assignments	5	71	8	64	4	75	8	67	5	78	6	63
Encourages employees to deliver on commitments to team members/customers	6	63	12	50	17	53	10	61	9	57	11	49
Communicates clearly and concisely to individuals and groups	7	61	6	73	16	54	11	56	3	82	7	57
Engages employees, using a variety of motivational techniques as needed	8	59	3	97	15	54	5	74	10	56	13	43
Has courage of own convictions even when faced with resistance or controversy	9	58	4	95	26	1	3	87	4	80	24	21
Seeks out additional input as appropriate	10	58	7	70	11	58	7	68	24	12	3	78
Allocates personal time to achieve optimal results	11	56	24	15	3	86	21	21	8	62	8	57
Effectively coaches, counsels and motivates employees	12	55	2	98	10	65	4	83	21	19	14	40
Continuously develops and revises plans resulting in well-organized approaches to job responsibilities	13	42	26	1	14	55	12	55	16	43	26	0
Effectively filters, analyzes and assimilates a broad range of data, information and ideas	14	41	18	29	5	74	14	37	12	50	23	21
Holds self and team accountable for decisions, outcomes, mistakes	15	41	20	25	13	55	18	30	14	45	12	44
Develops plans that integrate with related functions/departments	16	39	17	30	7	68	16	33	18	42	16	35

*Consensus Data does not include data from Self

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Effectively manages competing priorities	17	31	14	43	12	57	24	17	17	43	15	35
Brings a perspective that extends beyond the short term, incorporating a broader business view	18	30	19	26	20	38	19	22	15	45	10	50
Eager to make decisions, move to action and take initiative to achieve results	19	23	22	22	25	4	15	35	7	64	25	10
Rapidly adapts to changes in the work content and environment, continuously developing and revising plans accordingly	20	22	13	49	21	37	20	22	11	52	19	24
Adapts effectively to unanticipated problems, opportunities, unfamiliar situations or other changing circumstances	21	21	21	24	19	39	13	41	26	1	18	25
Decisions/recommendations reflect thorough analysis	22	20	15	38	8	67	22	21	25	10	20	23
Drives problem-solving process to reach clear, sharp conclusions, decisions and strategies for action	23	14	16	33	18	39	23	21	22	19	21	21
Uses sound business judgment; takes action when needed	24	10	23	15	22	28	25	2	20	26	9	54
Actively provides input based on substantive knowledge, sound judgment and unbiased analysis, even when such information goes against the grain	25	9	11	51	24	11	17	31	19	30	17	29
Makes timely decisions and recommendations	26	1	25	14	23	13	26	1	13	47	22	21