

### Data Report

\* Consensus Data does not include data from self  
 \*\* Number of participants is listed below the breakout name

	Consensus		Self		Manager		Peer		Direct Report		Customer	
	12		1		2		3		4		3	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Continually seeks to improve quality and efficienc...	1	100	3	81	2	100	3	86	5	92	4	85
Makes decisions in a timely manner.	2	93	1	100	5	90	14	63	3	97	2	93
Sets high standards of performance for self and ot...	3	91	4	76	3	96	4	86	1	100	11	68
Maintains professional self-control even during di...	4	90	23	11	16	39	13	65	2	97	1	100
Prioritizes projects effectively, taking into cons...	5	85	5	73	8	81	20	59	6	84	3	88
Shares the praise when there are successes and ass...	6	80	2	83	6	89	2	87	4	93	15	61
Self-confident in expressing opinions and gaining ...	7	78	16	36	7	84	8	73	14	61	6	76
Gives credit to others for good performance and po...	8	76	8	58	4	91	1	100	9	72	24	43
Facilitates continuous improvement discussions wit...	9	70	10	55	1	100	12	65	8	77	17	54
Talks with others openly and directly about proble...	10	69	17	36	11	71	9	72	12	66	10	70
Plans projects effectively, taking into considerat...	11	66	19	31	12	66	17	62	10	69	8	73
Seeks input from others when making decisions.	12	65	13	48	20	34	5	84	7	82	13	64
Openly admits mistakes and takes actions to correc...	13	63	7	65	9	77	7	76	11	66	18	53
Treats mistakes as learning opportunities, taking ...	14	56	22	21	10	73	19	59	16	57	19	53
Communicates openly; shares information appropriat...	15	53	12	49	22	28	11	68	18	55	9	71
Demonstrates willingness to compromise in order to...	16	52	18	32	26	23	6	76	13	63	12	67
Delegates effectively.	17	52	9	57	15	50	22	49	15	60	7	75
Takes the time to help employees work through prob...	18	36	27	8	14	54	23	44	27	21	14	63
Reviews issues objectively; sees more than one sid...	19	35	25	9	30	1	10	70	22	36	20	52
Uses tact and diplomacy in working with others.	20	35	26	8	21	32	18	61	24	30	22	49
Responds tactfully to criticism and opposing ideas...	21	34	15	41	18	36	26	19	29	16	5	81
Treats people fairly and with respect.	22	29	14	45	25	26	16	62	21	37	23	46
Provides developmental climate that encourages emp...	23	28	20	30	13	59	24	31	20	39	27	34
Manages conflict effectively.	24	22	24	9	17	37	30	1	26	25	16	58
Uses effective techniques to train/develop others.	25	15	30	1	23	27	27	11	25	27	21	51
Motivates others to make extra effort.	26	15	6	65	19	35	28	2	19	47	25	37
Listens to others to understand their point of vie...	27	15	28	6	28	17	15	62	30	1	28	33
Treats others with understanding, empathy and resp...	28	10	29	1	27	21	21	52	23	31	30	1
Gains the trust and confidence of others.	29	9	11	50	24	26	25	25	28	19	26	35
Recognizes impact of own actions on others.	30	1	21	23	29	8	29	2	17	56	29	19