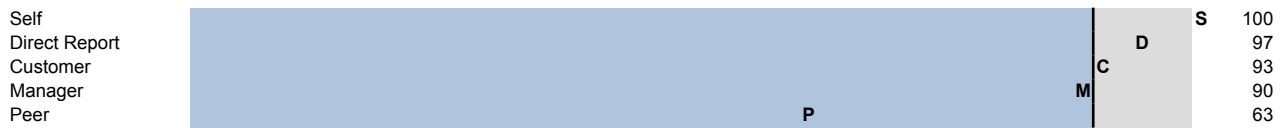**motivator360**

Graphic Report

* Consensus data does not include data from self
** Consensus value is indicated by black vertical line on bar

Continually seeks to improve quality and efficiency of work processes.

Manager	M	100
Direct Report	D	92
Peer	P	86
Customer	C	85
Self	S	81

Makes decisions in a timely manner.

Self	S	100
Direct Report	D	97
Customer	C	93
Manager	M	90
Peer	P	63

Sets high standards of performance for self and others.

Direct Report	D	100
Manager	M	96
Peer	P	86
Self	S	76
Customer	C	68

Maintains professional self-control even during difficult situations.

Customer	C	100
Direct Report	D	97
Peer	P	65
Manager	M	39
Self	S	11

Prioritizes projects effectively, taking into consideration overall department objectives.

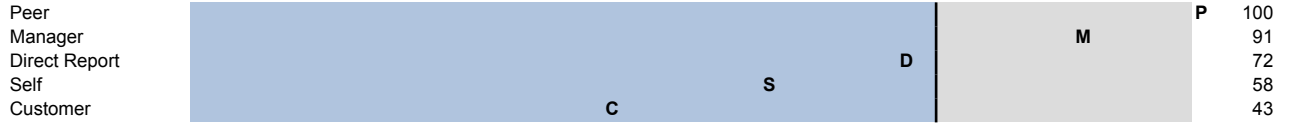|		
Customer	C	88
Direct Report	D	84
Manager	M	81
Self	S	73
Peer	P	59

Shares the praise when there are successes and assumes responsibility when there are mistakes or failures.

Direct Report	D	93
Manager	M	89
Peer	P	87
Self	S	83
Customer	C	61

Self-confident in expressing opinions and gaining the attention of others.

Manager	M	84
Customer	C	76
Peer	P	73
Direct Report	D	61
Self	S	36

0   10   20   30   40   50   60   70   80   90   100

motivator 360
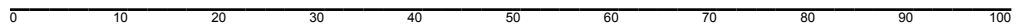
Gives credit to others for good performance and positive contributions to the work group.

Peer	P 100
Manager	M 91
Direct Report	D 72
Self	S 58
Customer	C 43

Facilitates continuous improvement discussions with direct reports.

Manager	M 100
Direct Report	D 77
Peer	P 65
Self	S 55
Customer	C 54

Talks with others openly and directly about problems with their performance and how it can be improved.

Peer	P 72
Manager	M 71
Customer	C 70
Direct Report	D 66
Self	S 36

Plans projects effectively, taking into consideration available resources and competing demands.

Customer	C 73
Direct Report	D 69
Manager	M 66
Peer	P 62
Self	S 31

Seeks input from others when making decisions.

Peer	P 84
Direct Report	D 82
Customer	C 64
Self	S 48
Manager	M 34

Openly admits mistakes and takes actions to correct the situation or change behavior.

Manager	M 77
Peer	P 76
Direct Report	D 66
Self	S 65
Customer	C 53

Treats mistakes as learning opportunities, taking time to coach employees.

Manager	M 73
Peer	P 59
Direct Report	D 57
Customer	C 53
Self	S 21

0 10 20 30 40 50 60 70 80 90 100
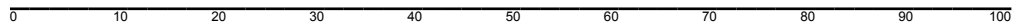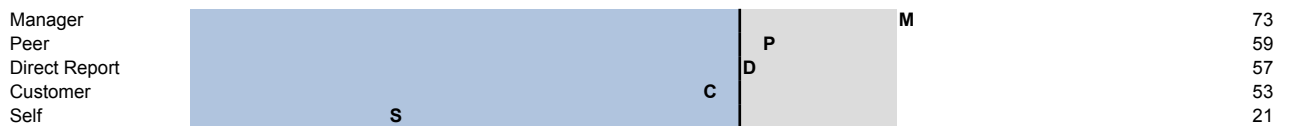
Communicates openly; shares information appropriately.

Customer	C	71
Peer	P	68
Direct Report	D	55
Self	S	49
Manager	M	28
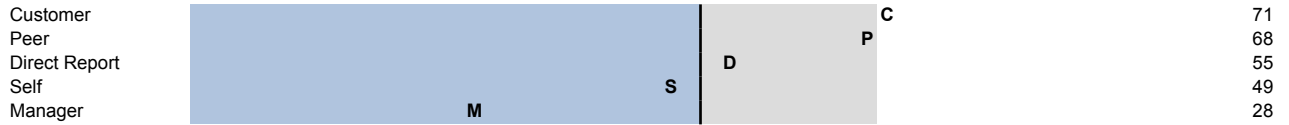
Demonstrates willingness to compromise in order to meet goals or gain cooperation from others.

Peer	P	76
Customer	C	67
Direct Report	D	63
Self	S	32
Manager	M	23

Delegates effectively.

Customer	C	75
Direct Report	D	60
Self	S	57
Manager	M	50
Peer	P	49
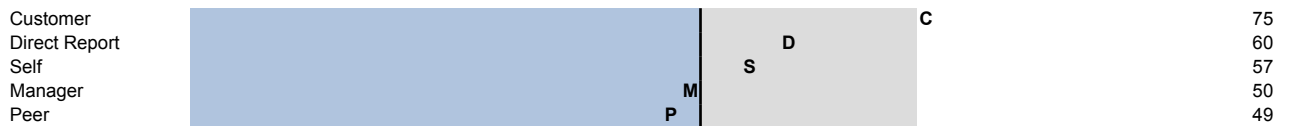
Takes the time to help employees work through problems.

Customer	C	63
Manager	M	54
Peer	P	44
Direct Report	D	21
Self	S	8
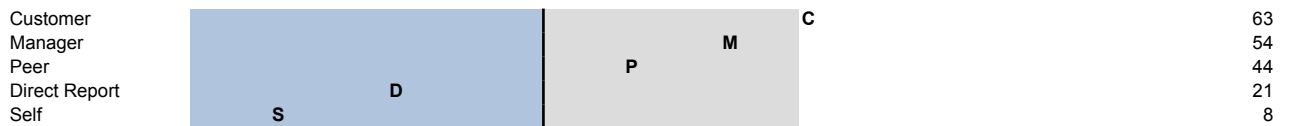
Reviews issues objectively; sees more than one side of situations.

Peer	P	70
Customer	C	52
Direct Report	D	36
Self	S	9
Manager	M	1
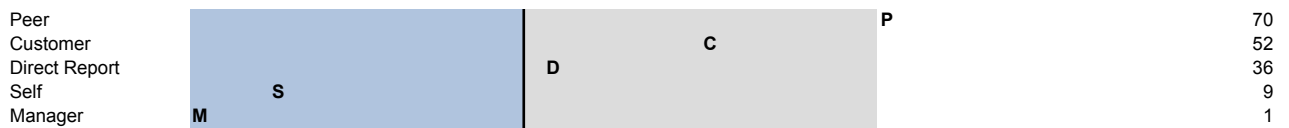
Uses tact and diplomacy in working with others.

Peer	P	61
Customer	C	49
Manager	M	32
Direct Report	D	30
Self	S	8
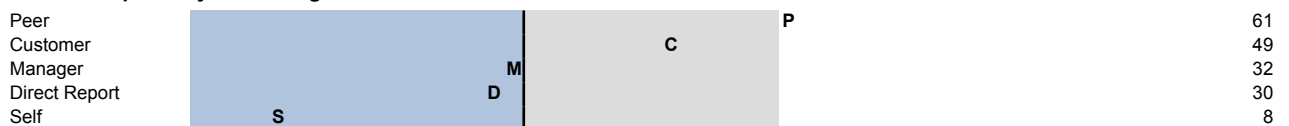
Responds tactfully to criticism and opposing ideas, remaining calm, objective, and receptive to the views of others.

Customer	C	81
Self	S	41
Manager	M	36
Peer	P	19
Direct Report	D	16

0   10   20   30   40   50   60   70   80   90   100
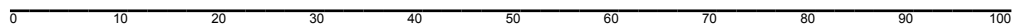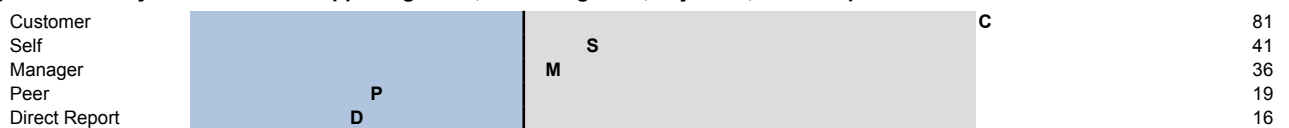
Treats people fairly and with respect.

Peer	P	62
Customer	C	46
Self	S	45
Direct Report	D	37
Manager	M	26
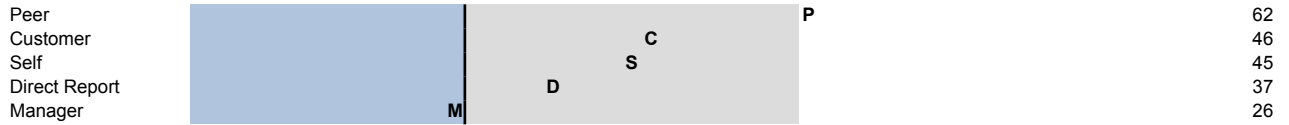
Provides developmental climate that encourages employee growth.

Manager	M	59
Direct Report	D	39
Customer	C	34
Peer	P	31
Self	S	30

Manages conflict effectively.

Customer	C	58
Manager	M	37
Direct Report	D	25
Self	S	9
Peer	P	1

Uses effective techniques to train/develop others.

Customer	C	51
Direct Report	D	27
Manager	M	27
Peer	P	11
Self	S	1
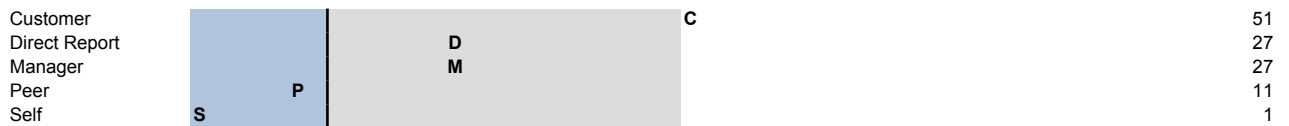
Motivates others to make extra effort.

Self	S	65
Direct Report	D	47
Customer	C	37
Manager	M	35
Peer	P	2
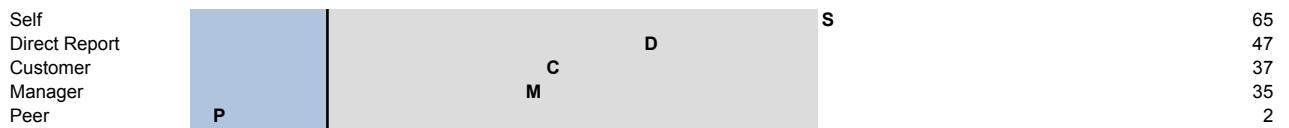
Listens to others to understand their point of view.

Peer	P	62
Customer	C	33
Manager	M	17
Self	S	6
Direct Report	D	1

Treats others with understanding, empathy and respect.

Peer	P	52
Direct Report	D	31
Manager	M	21
Customer	C	1
Self	S	1

0   10   20   30   40   50   60   70   80   90   100
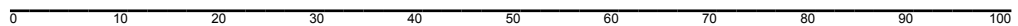
Gains the trust and confidence of others.

Self	S	50
Customer	C	35
Manager	M	26
Peer	P	25
Direct Report	D	19

Recognizes impact of own actions on others.

Direct Report	D	56
Self	S	23
Customer	C	19
Manager	M	8
Peer	P	2

0   10   20   30   40   50   60   70   80   90   100