

Jane Sample
Confidential Feedback Report



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Number of Respondents by Group

Your report contains feedback from the following participants:

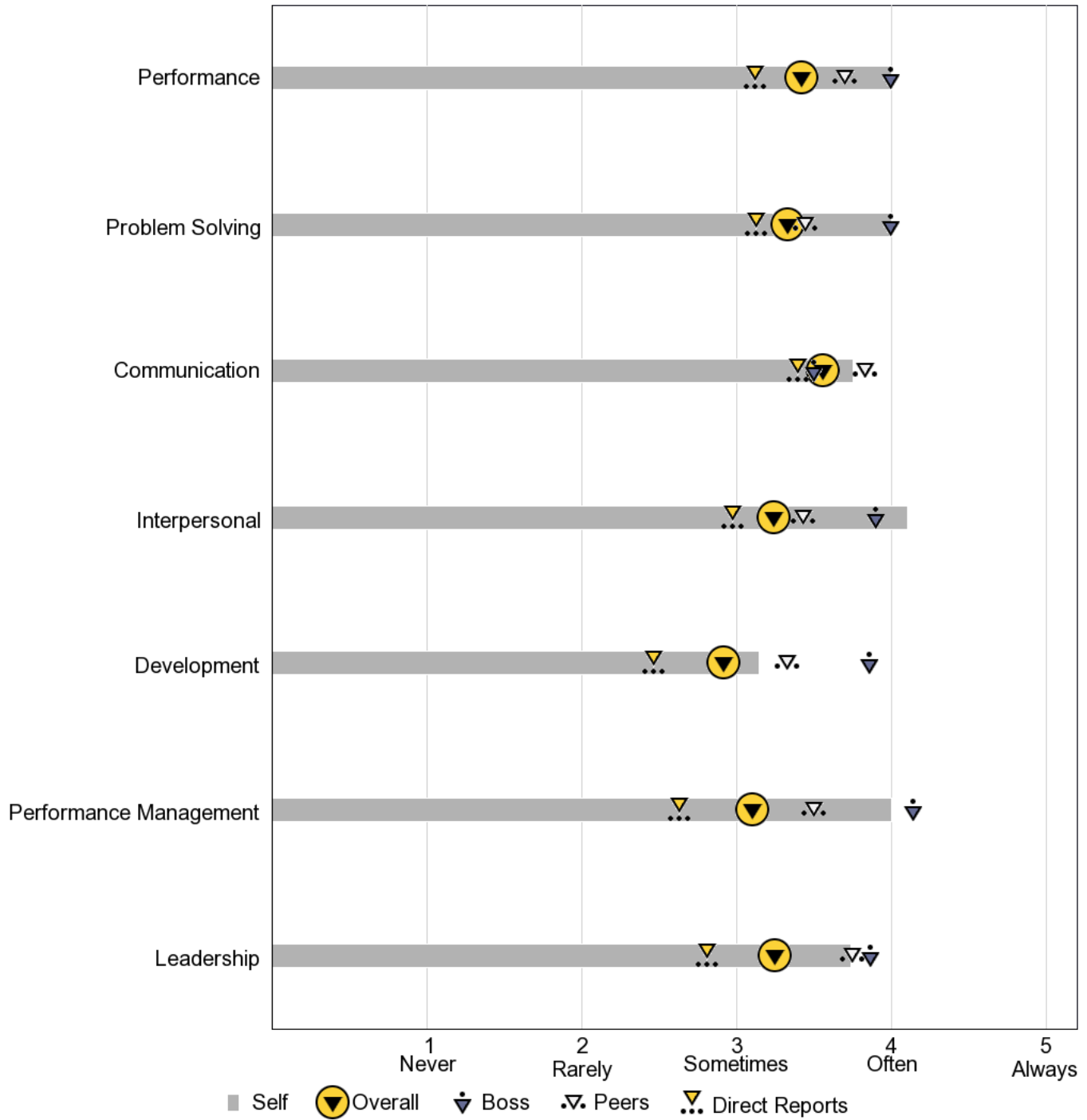
1 Boss

1 Self

4 Peers

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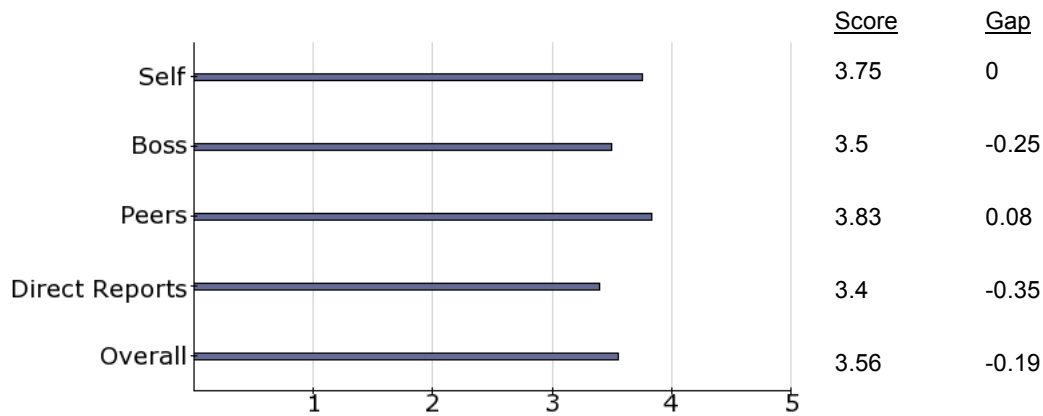


Blind Spots Based on Overall Scores

Jane Sample

A blind spot is defined as a skill or competency where you scored yourself much higher than others scored you. The difference in scores indicates that you may not realize how people perceive your skills in these areas.

Question	Self	Overall	Competency
Effectively modifies his/her style according to the situation or the people involved	5	2.89	Performance Management
Seeks to understand the perspectives of all parties involved in a conflict	5	3.22	Interpersonal
Gives capable employees opportunities to self-manage; does not micromanage	5	3.22	Performance Management
Considers all relevant information when making decisions	5	3.22	Problem Solving
Maintains composure in stressful situations	5	3.33	Interpersonal
Follows through on promises and commitments	5	3.33	Leadership
Takes personal responsibility for the performance of the team	5	3.33	Performance
Recognizes those who demonstrate company values	4	2.44	Leadership
Sets measurable standards of performance for self and others	5	3.67	Performance
Conducts regular performance review meetings	4	2.71	Performance Management



Questions	Boss	Self	Direct Reports	Peers	Overall	Gap
Paraphrases or restates a speaker's points in order to ensure understanding	3	3	3	3.67	3.22	0.22
Accurately interprets nonverbal behavior	3	4	3.6	4	3.67	-0.33
Effectively expresses information and ideas in writing	4	4	3.6	3.67	3.67	-0.33
Is skillful at communicating information and ideas verbally	4	4	3.4	4	3.67	-0.33

Comments

Jane seems very intelligent and she demonstrates very effective communication at all times. She communicates clearly and directly, leaving very little chance for misunderstandings.