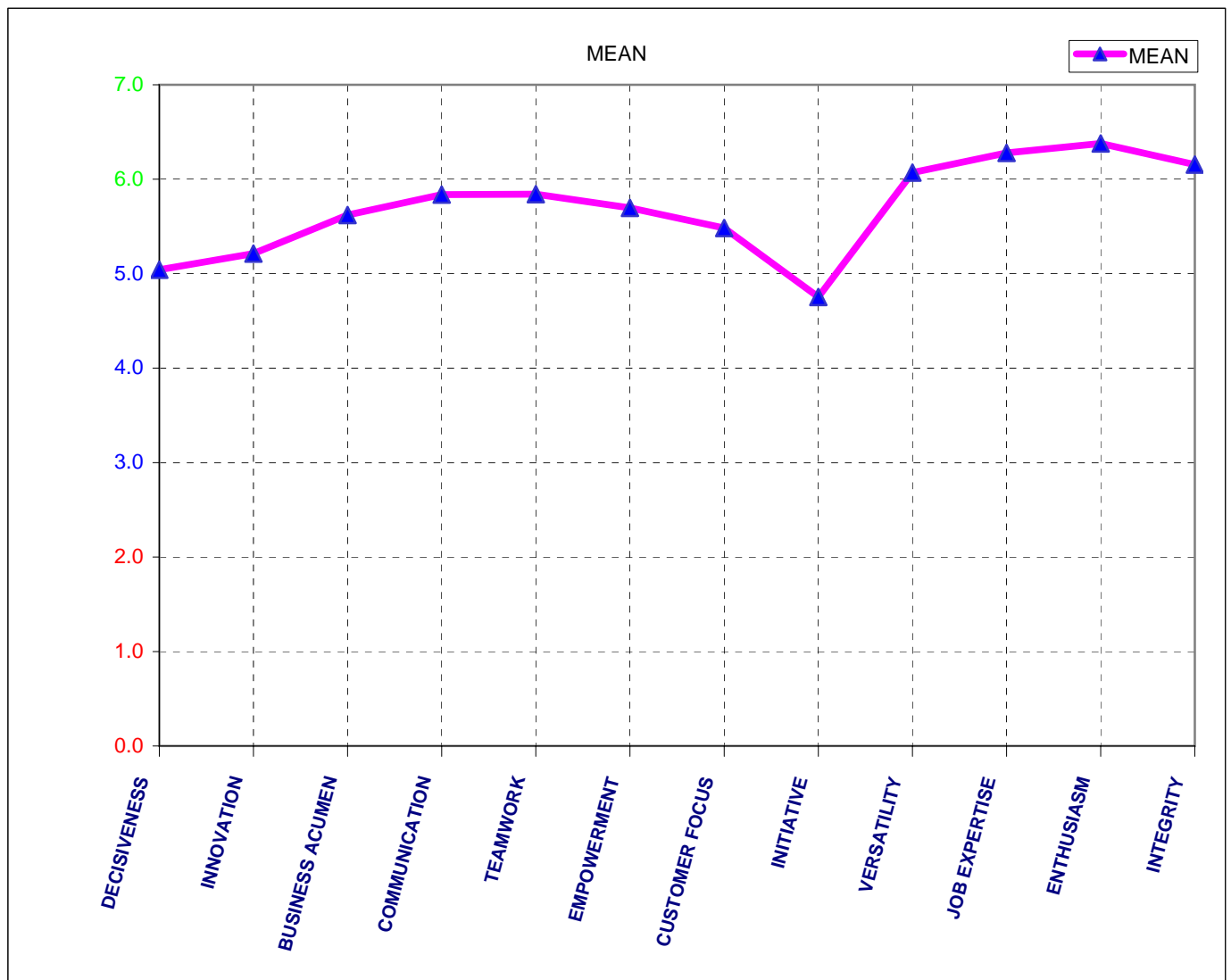
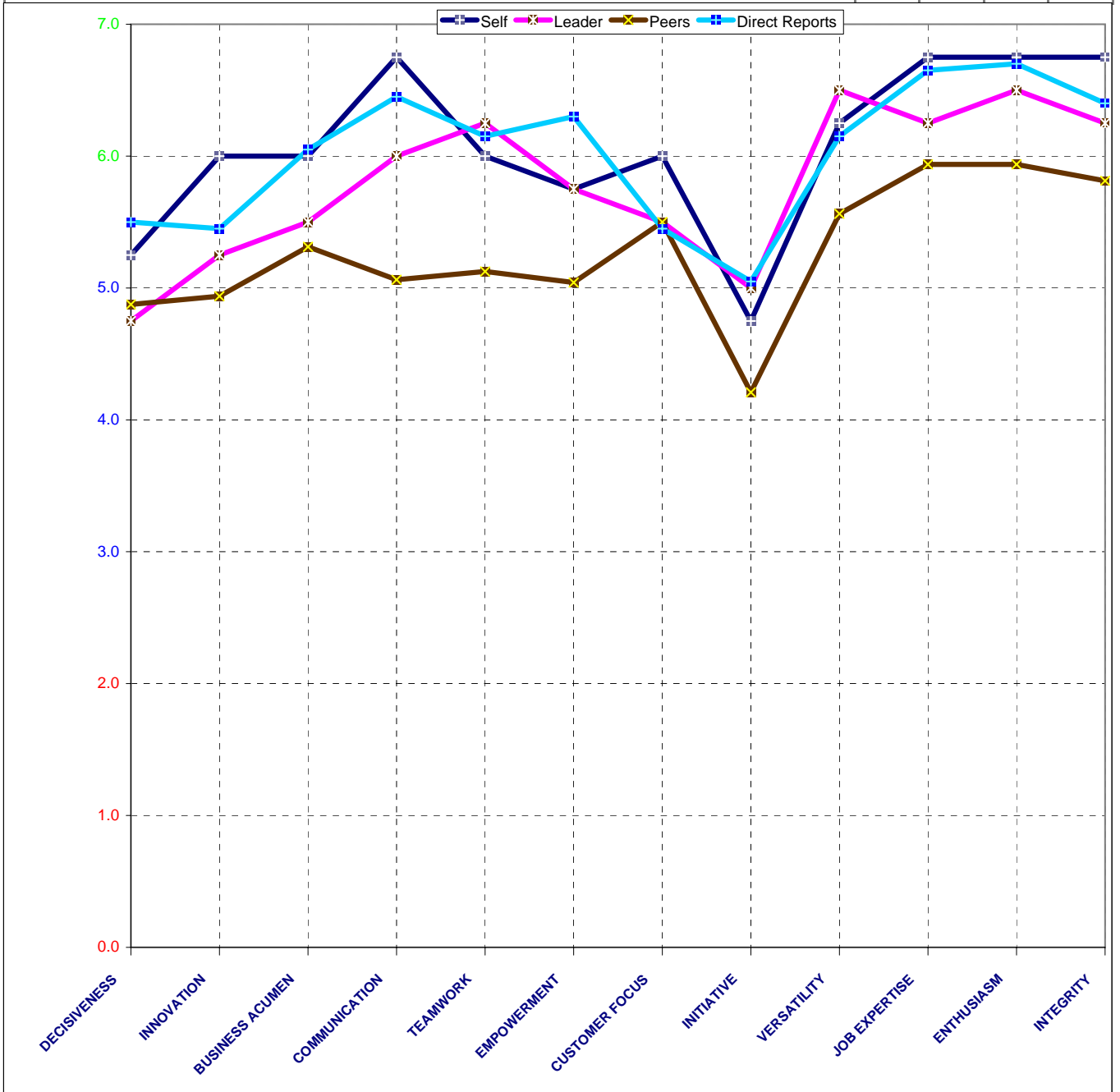


Data from all participants but Self

		MEAN
THOUGHT CAPABILITY	DECISIVENESS	5.0
	INNOVATION	5.2
	BUSINESS ACUMEN	5.6
INTERPERSONAL CAPABILITY	COMMUNICATION	5.8
	TEAMWORK	5.8
	EMPOWERMENT	5.7
RESULTS CAPABILITY	CUSTOMER FOCUS	5.5
	INITIATIVE	4.8
	VERSATILITY	6.1
PERSONAL CAPABILITY	JOB EXPERTISE	6.3
	ENTHUSIASM	6.4
	INTEGRITY	6.2
Overall MEAN		5.7



	Self	Leader	Peers	Direct Reports
MEAN				
DECISIVENESS	5.3	4.8	4.9	5.5
INNOVATION	6.0	5.3	4.9	5.5
BUSINESS ACUMEN	6.0	5.5	5.3	6.1
COMMUNICATION	6.8	6.0	5.1	6.5
TEAMWORK	6.0	6.3	5.1	6.2
EMPOWERMENT	5.8	5.8	5.0	6.3
CUSTOMER FOCUS	6.0	5.5	5.5	5.5
INITIATIVE	4.8	5.0	4.2	5.1
VERSATILITY	6.3	6.5	5.6	6.2
JOB EXPERTISE	6.8	6.3	5.9	6.7
ENTHUSIASM	6.8	6.5	5.9	6.7
INTEGRITY	6.8	6.3	5.8	6.4
OVERALL MEAN	6.1	5.8	5.3	6.0

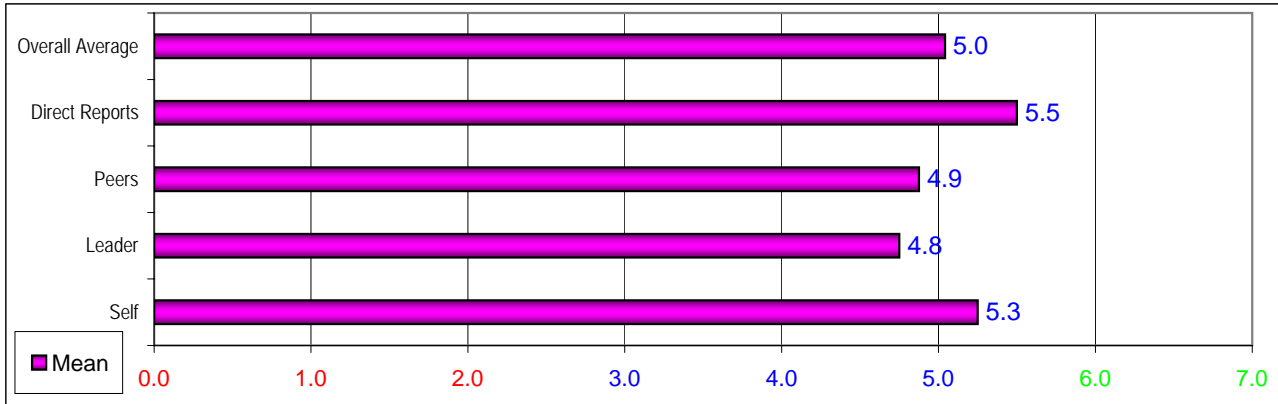


Joe Sample

Red = Low score Blue = Middle Range Green = High Scores

		Self	Leader	Peers	Direct Reports	Average
THOUGHT	DECISIVENESS	5.3	4.8	4.9	5.5	5.0
	1. Makes fact-based decisions that are consistent with our objectives.	6.0	6.0	5.8	6.4	6.1
	2. Asks the right people for input in order to make the best decision.	5.0	2.0	3.3	3.6	3.0
	3. Makes sound decisions quickly even with limited information.	5.0	5.0	5.0	6.0	5.3
	4. Stands by decisions and can support them with facts.	5.0	6.0	5.5	6.0	5.8
	INNOVATION	6.0	5.3	4.9	5.5	5.2
	Your chosen question will be here	7.0	6.0	5.3	6.4	5.9
	Your chosen question will be here	6.0	6.0	6.0	6.4	6.1
	Your chosen question will be here	5.0	3.0	3.0	2.8	2.9
	Your chosen question will be here	6.0	6.0	5.5	6.2	5.9
	BUSINESS ACUMEN	6.0	5.5	5.3	6.1	5.6
	Your chosen question will be here	6.0	6.0	6.3	6.6	6.3
	Your chosen question will be here	6.0	7.0	5.5	6.4	6.3
	Your chosen question will be here	5.0	3.0	3.5	5.0	3.8
Your chosen question will be here	7.0	6.0	6.0	6.2	6.1	
INTERPERSONAL	YOUR CHOSEN COMPETENCY WILL BE HERE	6.8	6.0	5.1	6.5	5.8
	Your chosen question will be here	7.0	6.0	5.8	6.8	6.2
	Your chosen question will be here	7.0	6.0	4.5	6.0	5.5
	Your chosen question will be here	6.0	6.0	4.5	6.4	5.6
	Your chosen question will be here	7.0	6.0	5.5	6.6	6.0
	YOUR CHOSEN COMPETENCY WILL BE HERE	6.0	6.3	5.1	6.2	5.8
	Your chosen question will be here	4.0	7.0	4.0	4.6	5.2
	Your chosen question will be here	6.0	6.0	5.5	6.8	6.1
	Your chosen question will be here	7.0	6.0	5.0	6.4	5.8
	Your chosen question will be here	7.0	6.0	6.0	6.8	6.3
	YOUR CHOSEN COMPETENCY WILL BE HERE	5.8	5.8	5.0	6.3	5.7
	Your chosen question will be here	6.0	5.0	5.0	6.2	5.4
	Your chosen question will be here	5.0	5.0	5.3	6.2	5.5
	Your chosen question will be here	5.0	7.0	4.7	6.4	6.0
Your chosen question will be here	7.0	6.0	5.3	6.4	5.9	
RESULTS	YOUR CHOSEN COMPETENCY WILL BE HERE	6.0	5.5	5.5	5.5	5.5
	Your chosen question will be here	7.0	7.0	6.0	6.4	6.5
	Your chosen question will be here	7.0	6.0	6.3	6.0	6.1
	Your chosen question will be here	3.0	3.0	3.8	3.0	3.3
	Your chosen question will be here	7.0	6.0	6.0	6.4	6.1
	YOUR CHOSEN COMPETENCY WILL BE HERE	4.8	5.0	4.2	5.1	4.8
	Your chosen question will be here	2.0	3.0	3.3	3.0	3.1
	Your chosen question will be here	5.0	6.0	4.0	5.2	5.1
	Your chosen question will be here	6.0	5.0	4.8	6.0	5.3
	Your chosen question will be here	6.0	6.0	4.8	6.0	5.6
	YOUR CHOSEN COMPETENCY WILL BE HERE	6.3	6.5	5.6	6.2	6.1
	Your chosen question will be here	6.0	7.0	5.3	5.8	6.0
	Your chosen question will be here	6.0	6.0	5.8	6.4	6.1
	Your chosen question will be here	6.0	7.0	5.8	6.4	6.4
Your chosen question will be here	7.0	6.0	5.5	6.0	5.8	
PERSONAL	YOUR CHOSEN COMPETENCY WILL BE HERE	6.8	6.3	5.9	6.7	6.3
	Your chosen question will be here	7.0	6.0	5.8	6.8	6.2
	Your chosen question will be here	7.0	7.0	5.3	6.6	6.3
	Your chosen question will be here	7.0	6.0	6.3	6.4	6.2
	Your chosen question will be here	6.0	6.0	6.5	6.8	6.4
	YOUR CHOSEN COMPETENCY WILL BE HERE	6.8	6.5	5.9	6.7	6.4
	Your chosen question will be here	7.0	6.0	6.3	6.8	6.4
	Your chosen question will be here	6.0	7.0	5.3	6.6	6.3
	Your chosen question will be here	7.0	7.0	5.5	6.6	6.4
	Your chosen question will be here	7.0	6.0	6.8	6.8	6.5
	YOUR CHOSEN COMPETENCY WILL BE HERE	6.8	6.3	5.8	6.4	6.2
	Your chosen question will be here	7.0	6.0	5.3	6.2	5.8
	Your chosen question will be here	6.0	6.0	6.0	6.4	6.1
	Your chosen question will be here	7.0	6.0	6.0	6.6	6.2
Your chosen question will be here	7.0	7.0	6.0	6.4	6.5	

DECISIVENESS		Mean
	Self	5.3
	Leader	4.8
	Peers	4.9
	Direct Reports	5.5
	Overall Average	5.0



Number	Mean	Minimum	Maximum
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1. Makes fact-based decisions that are consistent with our objectives.

	#	Mean	Min	Max
Self	1	6.0	6.0	6.0
Leader	1	6.0	6.0	6.0
Peers	4	5.8	5.0	7.0
Direct Reports	5	6.4	5.0	7.0

2. Asks the right people for input in order to make the best decision.

	#	Mean	Min	Max
Self	1	5.0	5.0	5.0
Leader	1	2.0	2.0	2.0
Peers	4	3.3	3.0	4.0
Direct Reports	5	3.6	3.0	4.0

3. Makes sound decisions quickly even with limited information.

	#	Mean	Min	Max
Self	1	5.0	5.0	5.0
Leader	1	5.0	5.0	5.0
Peers	4	5.0	4.0	7.0
Direct Reports	5	6.0	5.0	7.0

4. Stands by decisions and can support them with facts.

	#	Mean	Min	Max
Self	1	5.0	5.0	5.0
Leader	1	6.0	6.0	6.0
Peers	4	5.5	4.0	7.0
Direct Reports	5	6.0	5.0	7.0

Participants Comments:**Thought Capability****DECISIVENESS****Leader**

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INNOVATION**Leader**

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BUSINESS ACUMEN**Leader**

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