

Sample Frequency Distribution

360

Date: 9/13/2007

Resilience

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---------------------|-------------------|----------|---------|-------|----------------|
| Self: 1 | 16.67 | 50 | 16.67 | 16.67 | 0 |
| Boss: 2 | 0 | 16.67 | 41.67 | 33.33 | 8.33 |
| Direct Report: 1 | 0 | 0 | 50 | 50 | 0 |
| Peer: 2 | 8.33 | 8.33 | 41.67 | 25 | 16.67 |
| Customer: 3 | 16.67 | 27.78 | 16.67 | 16.67 | 22.22 |
| Total: 9 | 9.26 | 20.37 | 31.48 | 25.93 | 12.96 |

1. Demonstrates flexibility when responding to uncertainty, ambiguity, and change.

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---------------------|-------------------|----------|---------|-------|----------------|
| Self: 1 | 0 | 100 | 0 | 0 | 0 |
| Boss: 2 | 0 | 100 | 0 | 0 | 0 |
| Direct Report: 1 | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | 50 | 0 | 50 | 0 | 0 |
| Customer: 3 | 66.67 | 33.33 | 0 | 0 | 0 |
| Total: 9 | 33.33 | 44.44 | 22.22 | 0 | 0 |

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2. Develops structured or organized approaches to managing ambiguity.

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---------------------|-------------------|----------|---------|-------|----------------|
| Self: 1 | 100 | 0 | 0 | 0 | 0 |
| Boss: 2 | 0 | 0 | 100 | 0 | 0 |
| Direct Report: 1 | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | 0 | 50 | 0 | 50 | 0 |
| Customer: 3 | 33.33 | 66.67 | 0 | 0 | 0 |
| Total: 9 | 22.22 | 33.33 | 22.22 | 22.22 | 0 |

3. Displays a sense of security and self-assurance.

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---------------------|-------------------|----------|---------|-------|----------------|
| Self: 1 | 0 | 100 | 0 | 0 | 0 |
| Boss: 2 | 0 | 0 | 0 | 100 | 0 |
| Direct Report: 1 | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | 0 | 0 | 50 | 0 | 50 |
| Customer: 3 | 0 | 66.67 | 33.33 | 0 | 0 |
| Total: 9 | 0 | 33.33 | 22.22 | 33.33 | 11.11 |

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4. Has a clear vision of what he/she wants to achieve.

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---------------------|-------------------|----------|---------|-------|----------------|
| Self: 1 | 0 | 100 | 0 | 0 | 0 |
| Boss: 2 | 0 | 0 | 50 | 50 | 0 |
| Direct Report: 1 | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | 0 | 0 | 0 | 50 | 50 |
| Customer: 3 | 0 | 0 | 0 | 66.67 | 33.33 |
| Total: 9 | 0 | 11.11 | 11.11 | 55.56 | 22.22 |

5. Manages change rather than fighting against it.

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---------------------|-------------------|----------|---------|-------|----------------|
| Self: 1 | 0 | 0 | 100 | 0 | 0 |
| Boss: 2 | 0 | 0 | 50 | 50 | 0 |
| Direct Report: 1 | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | 0 | 0 | 50 | 50 | 0 |
| Customer: 3 | 0 | 0 | 33.33 | 0 | 66.67 |
| Total: 9 | 0 | 0 | 55.56 | 22.22 | 22.22 |

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6. Views work as challenging and full of opportunity.

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---------------------|-------------------|----------|---------|-------|----------------|
| Self: 1 | 0 | 0 | 0 | 100 | 0 |
| Boss: 2 | 0 | 0 | 50 | 0 | 50 |
| Direct Report: 1 | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | 0 | 0 | 100 | 0 | 0 |
| Customer: 3 | 0 | 0 | 33.33 | 33.33 | 33.33 |
| Total: 9 | 0 | 0 | 55.56 | 22.22 | 22.22 |

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Results-Oriented

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 9.09 | 36.36 | 36.36 | 18.18 | 0 |
| | Expected Performance | 9.09 | 36.36 | 36.36 | 18.18 | 0 |
| Boss: 2 | Current Performance | 0 | 9.09 | 31.82 | 31.82 | 27.27 |
| | Expected Performance | 0 | 9.09 | 31.82 | 31.82 | 27.27 |
| Direct Report: 1 | Current Performance | 0 | 0 | 18.18 | 54.55 | 27.27 |
| | Expected Performance | 0 | 0 | 18.18 | 54.55 | 27.27 |
| Peer: 2 | Current Performance | 0 | 18.18 | 40.91 | 36.36 | 4.55 |
| | Expected Performance | 0 | 18.18 | 40.91 | 36.36 | 4.55 |
| Customer: 3 | Current Performance | 0 | 6.06 | 18.18 | 57.58 | 18.18 |
| | Expected Performance | 0 | 6.06 | 18.18 | 57.58 | 18.18 |
| Total: 9 | Current Performance | 1.01 | 12.12 | 28.28 | 42.42 | 16.16 |
| | Expected Performance | 1.01 | 12.12 | 28.28 | 42.42 | 16.16 |

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7. Acts decisively after considering input.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 0 | 100 | 0 | 0 |
| | Expected Performance | 0 | 0 | 100 | 0 | 0 |
| Boss: 2 | Current Performance | 0 | 0 | 50 | 50 | 0 |
| | Expected Performance | 0 | 0 | 50 | 50 | 0 |
| Direct Report: 1 | Current Performance | 0 | 0 | 100 | 0 | 0 |
| | Expected Performance | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | Current Performance | 0 | 0 | 0 | 50 | 50 |
| | Expected Performance | 0 | 0 | 0 | 50 | 50 |
| Customer: 3 | Current Performance | 0 | 33.33 | 0 | 66.67 | 0 |
| | Expected Performance | 0 | 33.33 | 0 | 66.67 | 0 |
| Total: 9 | Current Performance | 0 | 11.11 | 33.33 | 44.44 | 11.11 |
| | Expected Performance | 0 | 11.11 | 33.33 | 44.44 | 11.11 |

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8. Anticipates and overcomes obstacles, balancing quality, budget, and timeliness.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 100 | 0 | 0 | 0 |
| | Expected Performance | 0 | 100 | 0 | 0 | 0 |
| Boss: 2 | Current Performance | 0 | 0 | 0 | 50 | 50 |
| | Expected Performance | 0 | 0 | 0 | 50 | 50 |
| Direct Report: 1 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | 0 | 0 | 50 | 50 | 0 |
| | Expected Performance | 0 | 0 | 50 | 50 | 0 |
| Customer: 3 | Current Performance | 0 | 0 | 66.67 | 33.33 | 0 |
| | Expected Performance | 0 | 0 | 66.67 | 33.33 | 0 |
| Total: 9 | Current Performance | 0 | 11.11 | 33.33 | 44.44 | 11.11 |
| | Expected Performance | 0 | 11.11 | 33.33 | 44.44 | 11.11 |

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9. Assumes ownership of problems and the role of problem-solver.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 100 | 0 | 0 | 0 |
| | Expected Performance | 0 | 100 | 0 | 0 | 0 |
| Boss: 2 | Current Performance | 0 | 0 | 0 | 0 | 100 |
| | Expected Performance | 0 | 0 | 0 | 0 | 100 |
| Direct Report: 1 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Customer: 3 | Current Performance | 0 | 33.33 | 0 | 66.67 | 0 |
| | Expected Performance | 0 | 33.33 | 0 | 66.67 | 0 |
| Total: 9 | Current Performance | 0 | 22.22 | 0 | 55.56 | 22.22 |
| | Expected Performance | 0 | 22.22 | 0 | 55.56 | 22.22 |

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10. Demonstrates personal commitment and persistence in achieving goals.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 0 | 100 | 0 | 0 |
| | Expected Performance | 0 | 0 | 100 | 0 | 0 |
| Boss: 2 | Current Performance | 0 | 0 | 50 | 0 | 50 |
| | Expected Performance | 0 | 0 | 50 | 0 | 50 |
| Direct Report: 1 | Current Performance | 0 | 0 | 100 | 0 | 0 |
| | Expected Performance | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | Current Performance | 0 | 50 | 50 | 0 | 0 |
| | Expected Performance | 0 | 50 | 50 | 0 | 0 |
| Customer: 3 | Current Performance | 0 | 0 | 0 | 33.33 | 66.67 |
| | Expected Performance | 0 | 0 | 0 | 33.33 | 66.67 |
| Total: 9 | Current Performance | 0 | 11.11 | 44.44 | 11.11 | 33.33 |
| | Expected Performance | 0 | 11.11 | 44.44 | 11.11 | 33.33 |

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11. Looks for ways to personally cut costs and increase productivity.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Boss: 2 | Current Performance | 0 | 0 | 50 | 50 | 0 |
| | Expected Performance | 0 | 0 | 50 | 50 | 0 |
| Direct Report: 1 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | 0 | 0 | 50 | 50 | 0 |
| | Expected Performance | 0 | 0 | 50 | 50 | 0 |
| Customer: 3 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Total: 9 | Current Performance | 0 | 0 | 22.22 | 77.78 | 0 |
| | Expected Performance | 0 | 0 | 22.22 | 77.78 | 0 |

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12. Makes a valuable contribution to tasks he/she is involved in.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Boss: 2 | Current Performance | 0 | 50 | 0 | 50 | 0 |
| | Expected Performance | 0 | 50 | 0 | 50 | 0 |
| Direct Report: 1 | Current Performance | 0 | 0 | 0 | 0 | 100 |
| | Expected Performance | 0 | 0 | 0 | 0 | 100 |
| Peer: 2 | Current Performance | 0 | 0 | 50 | 50 | 0 |
| | Expected Performance | 0 | 0 | 50 | 50 | 0 |
| Customer: 3 | Current Performance | 0 | 0 | 33.33 | 33.33 | 33.33 |
| | Expected Performance | 0 | 0 | 33.33 | 33.33 | 33.33 |
| Total: 9 | Current Performance | 0 | 11.11 | 22.22 | 44.44 | 22.22 |
| | Expected Performance | 0 | 11.11 | 22.22 | 44.44 | 22.22 |

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13. Manages around/through obstacles to meet deadlines/budgets and project goals.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 100 | 0 | 0 | 0 |
| | Expected Performance | 0 | 100 | 0 | 0 | 0 |
| Boss: 2 | Current Performance | 0 | 0 | 50 | 0 | 50 |
| | Expected Performance | 0 | 0 | 50 | 0 | 50 |
| Direct Report: 1 | Current Performance | 0 | 0 | 0 | 0 | 100 |
| | Expected Performance | 0 | 0 | 0 | 0 | 100 |
| Peer: 2 | Current Performance | 0 | 50 | 0 | 50 | 0 |
| | Expected Performance | 0 | 50 | 0 | 50 | 0 |
| Customer: 3 | Current Performance | 0 | 0 | 33.33 | 0 | 66.67 |
| | Expected Performance | 0 | 0 | 33.33 | 0 | 66.67 |
| Total: 9 | Current Performance | 0 | 22.22 | 22.22 | 11.11 | 44.44 |
| | Expected Performance | 0 | 22.22 | 22.22 | 11.11 | 44.44 |

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14. Provides early warning to senior management when results are in jeopardy beyond personal/work group ability to correct.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 0 | 100 | 0 | 0 |
| | Expected Performance | 0 | 0 | 100 | 0 | 0 |
| Boss: 2 | Current Performance | 0 | 0 | 50 | 50 | 0 |
| | Expected Performance | 0 | 0 | 50 | 50 | 0 |
| Direct Report: 1 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | 0 | 0 | 100 | 0 | 0 |
| | Expected Performance | 0 | 0 | 100 | 0 | 0 |
| Customer: 3 | Current Performance | 0 | 0 | 33.33 | 66.67 | 0 |
| | Expected Performance | 0 | 0 | 33.33 | 66.67 | 0 |
| Total: 9 | Current Performance | 0 | 0 | 55.56 | 44.44 | 0 |
| | Expected Performance | 0 | 0 | 55.56 | 44.44 | 0 |

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15. Sets clear priorities and explains interdependency of projects.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 0 | 100 | 0 | 0 |
| | Expected Performance | 0 | 0 | 100 | 0 | 0 |
| Boss: 2 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Direct Report: 1 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | 0 | 50 | 50 | 0 | 0 |
| | Expected Performance | 0 | 50 | 50 | 0 | 0 |
| Customer: 3 | Current Performance | 0 | 0 | 33.33 | 33.33 | 33.33 |
| | Expected Performance | 0 | 0 | 33.33 | 33.33 | 33.33 |
| Total: 9 | Current Performance | 0 | 11.11 | 33.33 | 44.44 | 11.11 |
| | Expected Performance | 0 | 11.11 | 33.33 | 44.44 | 11.11 |

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16. Sets/advises on action plans that measure drivers of results and enable prompt course correction.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 100 | 0 | 0 | 0 | 0 |
| | Expected Performance | 100 | 0 | 0 | 0 | 0 |
| Boss: 2 | Current Performance | 0 | 50 | 50 | 0 | 0 |
| | Expected Performance | 0 | 50 | 50 | 0 | 0 |
| Direct Report: 1 | Current Performance | 0 | 0 | 0 | 0 | 100 |
| | Expected Performance | 0 | 0 | 0 | 0 | 100 |
| Peer: 2 | Current Performance | 0 | 50 | 0 | 50 | 0 |
| | Expected Performance | 0 | 50 | 0 | 50 | 0 |
| Customer: 3 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| Total: 9 | Current Performance | 11.11 | 22.22 | 11.11 | 44.44 | 11.11 |
| | Expected Performance | 11.11 | 22.22 | 11.11 | 44.44 | 11.11 |

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17. Welcomes "bad" news as well as good.

| | | Never | Almost Never | Sometimes | Almost Always | Always |
|---------------------|----------------------|-------|--------------|-----------|---------------|--------|
| Self: 1 | Current Performance | 0 | 100 | 0 | 0 | 0 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| | Expected Performance | 0 | 100 | 0 | 0 | 0 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| Boss: 2 | Current Performance | 0 | 0 | 50 | 0 | 50 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| | Expected Performance | 0 | 0 | 50 | 0 | 50 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| Direct Report: 1 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| Peer: 2 | Current Performance | 0 | 0 | 100 | 0 | 0 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| | Expected Performance | 0 | 0 | 100 | 0 | 0 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| Customer: 3 | Current Performance | 0 | 0 | 0 | 100 | 0 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| | Expected Performance | 0 | 0 | 0 | 100 | 0 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| Total: 9 | Current Performance | 0 | 11.11 | 33.33 | 44.44 | 11.11 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |
| | Expected Performance | 0 | 11.11 | 33.33 | 44.44 | 11.11 |
| | | Never | Almost Never | Sometimes | Almost Always | Always |

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Self Improvement

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 15.38 | 30.77 | 38.46 | 15.38 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 15.38 | 30.77 | 38.46 | 15.38 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 11.54 | 26.92 | 34.62 | 19.23 | 7.69 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 11.54 | 26.92 | 34.62 | 19.23 | 7.69 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 38.46 | 46.15 | 15.38 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 38.46 | 46.15 | 15.38 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 3.85 | 19.23 | 23.08 | 34.62 | 19.23 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 3.85 | 19.23 | 23.08 | 34.62 | 19.23 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 10.26 | 5.13 | 12.82 | 48.72 | 23.08 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 10.26 | 5.13 | 12.82 | 48.72 | 23.08 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 6.84 | 13.68 | 24.79 | 37.61 | 17.09 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 6.84 | 13.68 | 24.79 | 37.61 | 17.09 |

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18. Applies new and innovative ways of doing things.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 100 | 0 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 100 | 0 | 0 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 50 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 50 | 0 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 100 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 0 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 0 | 50 | 0 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 66.67 | 33.33 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 66.67 | 33.33 | 0 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 33.33 | 44.44 | 22.22 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 33.33 | 44.44 | 22.22 | 0 |

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19. Applies new ways of doing things to improve effectiveness.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 50 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 50 | 0 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 100 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 50 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 50 | 50 | 0 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 0 | 100 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 0 | 100 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 11.11 | 33.33 | 22.22 | 33.33 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 11.11 | 33.33 | 22.22 | 33.33 |

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20. Asks people from other groups for suggestions for improvement.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 0 | 100 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 0 | 100 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 50 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 50 | 50 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 100 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 50 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 50 | 50 | 0 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 33.33 | 55.56 | 11.11 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 33.33 | 55.56 | 11.11 |

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21. At the end of a project, discusses improvements to make next time with his/her team.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 0 | 100 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 0 | 100 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 50 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 50 | 0 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 50 | 50 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 50 | 50 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 66.67 | 33.33 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 66.67 | 33.33 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 11.11 | 11.11 | 44.44 | 33.33 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 11.11 | 11.11 | 44.44 | 33.33 |

Sample Frequency Distribution

360

Date: 9/13/2007

22. Discusses lessons learned with his/her team to improve results next time.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 100 | 0 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 100 | 0 | 0 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 50 | 0 | 50 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 50 | 0 | 50 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 50 | 50 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 50 | 50 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 33.33 | 0 | 0 | 0 | 66.67 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 33.33 | 0 | 0 | 0 | 66.67 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 11.11 | 11.11 | 11.11 | 22.22 | 44.44 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 11.11 | 11.11 | 11.11 | 22.22 | 44.44 |

Sample Frequency Distribution

360

Date: 9/13/2007

23. Is more interested in learning from problems than blaming them on others.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 100 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 100 | 0 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 50 | 50 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 50 | 50 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 50 | 50 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 50 | 50 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 33.33 | 0 | 0 | 33.33 | 33.33 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 33.33 | 0 | 0 | 33.33 | 33.33 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 11.11 | 0 | 11.11 | 44.44 | 33.33 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 11.11 | 0 | 11.11 | 44.44 | 33.33 |

Sample Frequency Distribution

360

Date: 9/13/2007

24. Is open to constructive criticism without becoming defensive.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 100 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 100 | 0 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 0 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 0 | 50 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 100 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 50 | 0 | 50 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 50 | 0 | 50 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 11.11 | 33.33 | 44.44 | 11.11 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 11.11 | 33.33 | 44.44 | 11.11 |

Sample Frequency Distribution

360

Date: 9/13/2007

25. Is open to new learning and criticism without becoming defensive.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 50 | 0 | 50 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 50 | 0 | 50 | 0 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 100 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 100 | 0 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 0 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 0 | 50 | 0 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 33.33 | 66.67 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 33.33 | 66.67 | 0 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 11.11 | 11.11 | 33.33 | 44.44 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 11.11 | 11.11 | 33.33 | 44.44 | 0 |

Sample Frequency Distribution

360

Date: 9/13/2007

26. People respect this person's knowledge and experience in his/her field.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 100 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 100 | 0 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 50 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 50 | 0 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 100 | 0 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 100 | 0 | 0 | 0 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 33.33 | 0 | 66.67 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 33.33 | 0 | 66.67 | 0 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 44.44 | 22.22 | 33.33 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 44.44 | 22.22 | 33.33 | 0 |

Sample Frequency Distribution

360

Date: 9/13/2007

27. Stays current with latest technologies, trends and developments in his/her job.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 100 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 100 | 0 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 0 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 0 | 50 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 0 | 100 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 0 | 100 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 50 | 0 | 50 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 50 | 0 | 50 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 33.33 | 0 | 33.33 | 33.33 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 33.33 | 0 | 33.33 | 33.33 | 0 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 11.11 | 11.11 | 33.33 | 22.22 | 22.22 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 11.11 | 11.11 | 33.33 | 22.22 | 22.22 |

Sample Frequency Distribution

360

Date: 9/13/2007

28. Stays current with the latest technologies and developments in his/her field.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 0 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 0 | 50 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 50 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 50 | 50 | 0 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 33.33 | 0 | 33.33 | 33.33 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 33.33 | 0 | 33.33 | 33.33 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 22.22 | 11.11 | 55.56 | 11.11 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 22.22 | 11.11 | 55.56 | 11.11 |

Sample Frequency Distribution

360

Date: 9/13/2007

29. Talks with people from other groups to find better ways of working together.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 50 | 0 | 50 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 50 | 0 | 50 | 0 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 50 | 50 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 50 | 50 | 0 | 0 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 11.11 | 11.11 | 22.22 | 55.56 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 11.11 | 11.11 | 22.22 | 55.56 | 0 |

Sample Frequency Distribution

360

Date: 9/13/2007

30. When I have a tough problem, people recommend this person as an expert in his/her field.

| | | | | | | |
|---------------------|---------------------|-------------------|--------------------|---------|-----------|----------------|
| Self: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 100 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 100 | 0 |
| Boss: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 50 | 0 | 50 | 0 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 50 | 0 | 50 | 0 | 0 |
| Direct Report: 1 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 0 | 0 | 0 | 0 | 100 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 0 | 0 | 0 | 0 | 100 |
| Peer: 2 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 50 | 0 | 0 | 50 | 0 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 50 | 0 | 0 | 50 | 0 |
| Customer: 3 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 33.33 | 0 | 33.33 | 0 | 33.33 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 33.33 | 0 | 33.33 | 0 | 33.33 |
| Total: 9 | Current Performance | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| | | 33.33 | 0 | 22.22 | 22.22 | 22.22 |
| | Importance | Not Important | Somewhat Important | Neutral | Important | Very Important |
| | | 33.33 | 0 | 22.22 | 22.22 | 22.22 |