

LEADERSHIP SURVEY SUBJECT LIST

1. Lisa Sample

Subjects 1-1 of 1 total subjects

LEADERSHIP SURVEY

Confidential Feedback Report

Lisa Sample

Individual

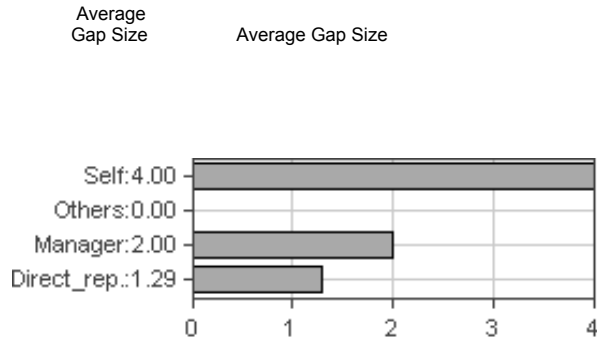
ABC SAMPLE COMPANY

February 14, 2008

LEADERSHIP SURVEY LISTING OF INDIVIDUAL BEHAVIORS

STRAIGHT TALK FOR PERF DISCUSS

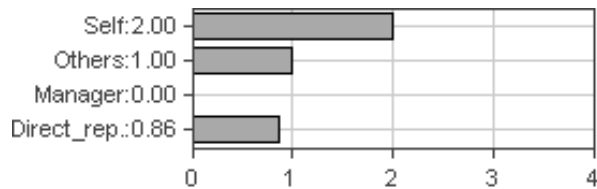
20) Provide employees constructive feedback on performance?



Gap Size Distribution

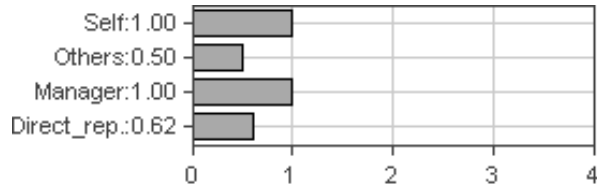
R	No Gap	1	2	3	4
					1
	1				
			1		
	2	1	4		

21) Describe behavior accurately when giving feedback?



R	No Gap	1	2	3	4
			1		
		1			
	1				
	3	2	2		

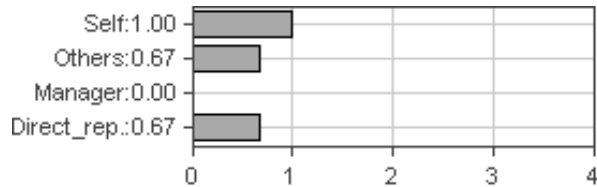
22) Demonstrate understanding of employees' concerns and keep the discussion on track?



R	No Gap	1	2	3	4
		1			
	1	1			
		1			
	4	3	1		

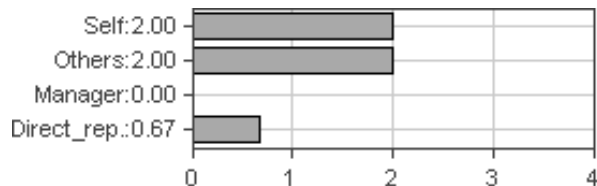
RESULTS-BASED L

6) Help others identify the main cause of a problem before attempting to solve it?



R	No Gap	1	2	3	4
		1			
	2		1		
	1				
	5	2	2		

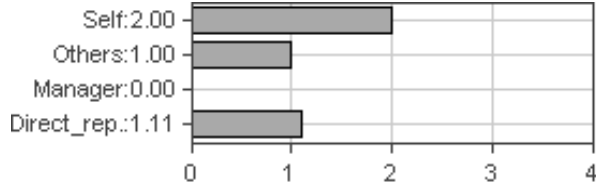
7) Help others find the solution to a problem rather than solving it for them?



R	No Gap	1	2	3	4
			1		
			2		
	1				
	5	2	2		

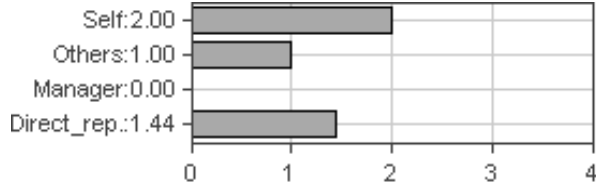
AGREEMENTS

8) Make sure others clearly understand what he or she is asking them to do - whenever assigning work or requesting help?



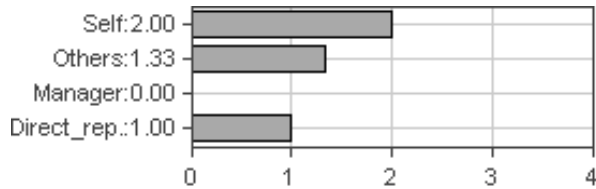
R	No Gap	1	2	3	4
			1		
		3			
	1				
	2	4	3		

9) Make sure others understand why the assignment or request is important?



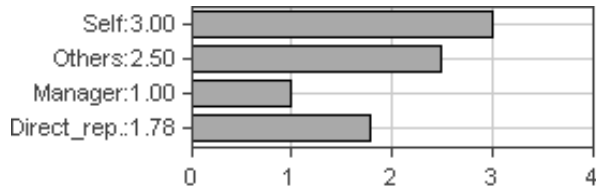
R	No Gap	1	2	3	4
			1		
	1	1	1		
	1				
	2	3	2	2	

10) Explore and resolve others' potential obstacles to completing the task or assignment?



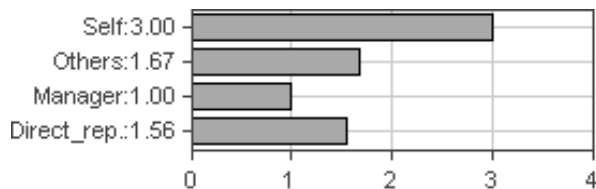
R	No Gap	1	2	3	4
			1		
	1		2		
	1				
	3	3	3		

11) Discuss when and how he or she will follow up on the task or assignment?



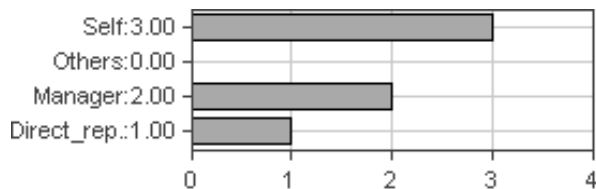
R	No Gap	1	2	3	4
				1	
1			1	1	
		1			
	1	2	4	2	

12) Follow up as planned?



R	No Gap	1	2	3	4
				1	
	1		1	1	
		1			
	2	1	5	1	

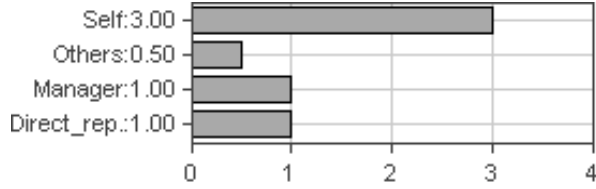
13) Show his or her appreciation whenever others accomplish tasks or assignments?



R	No Gap	1	2	3	4
				1	
	3				
			1		
	2	5	2		

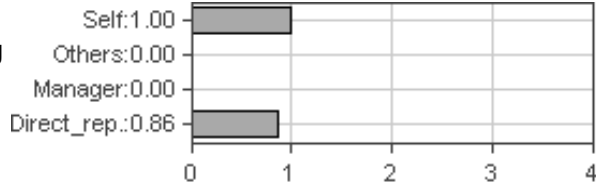
RECONFIRMING AG

14) Attempt to regain others' commitment to tasks or assignments that have not been accomplished as agreed?



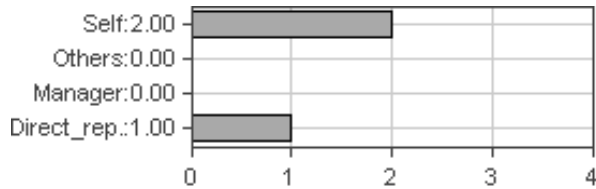
R	No Gap	1	2	3	4
				1	
	1	1			
		1			
1	2	4	2		

15) Avoid getting 'hooked' by emotion when reconfirming agreements?



R	No Gap	1	2	3	4
		1			
1	2				
	1				
	3	2	2		

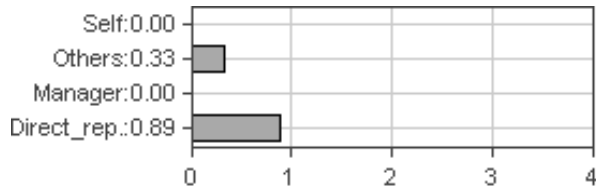
16) Diffuse any defensiveness that arises while he or she is reconfirming agreements?



R	No Gap	1	2	3	4
			1		
	2				
	1				
	3	1	3		

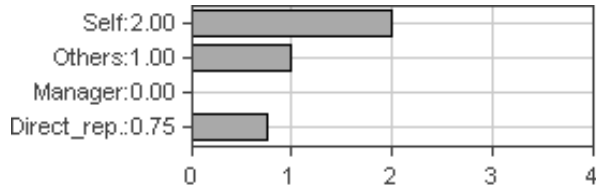
CONFLICT MGMT

17) Treat others with respect when he or she has differing views?



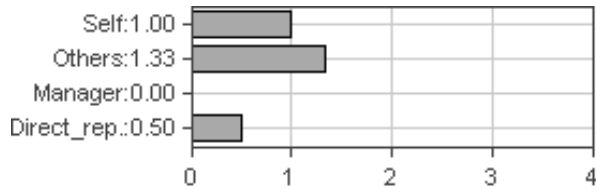
R	No Gap	1	2	3	4
	1				
	2	1			
	1				
	5	1	2	1	

18) Work to understand the underlying reasons for the differing views?



R	No Gap	1	2	3	4
			1		
	1	1	1		
	1				
	4	2	2		

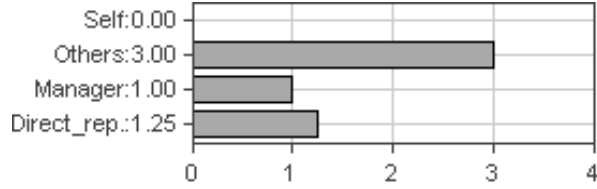
19) Work to create mutually agreeable solutions that take differing views into account?



R	No Gap	1	2	3	4
		1			
		2	1		
	1				
	5	2	1		

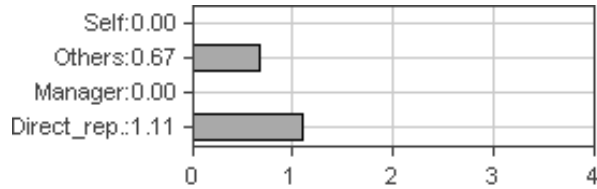
INTERACTION

23) Maintain productive relationships with people who interact differently?



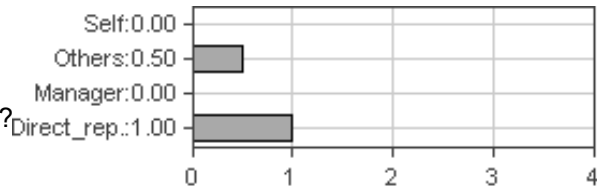
R	No Gap	1	2	3	4
	1				
				1	
		1			
	2	2	4		

24) Work constructively with others?



R	No Gap	1	2	3	4
	1				
	1	2			
	1				
	2	4	3		

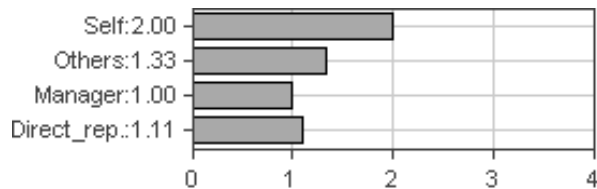
25) Work with others in a way that minimizes relationship tensions without capitulating his or her view?



R	No Gap	1	2	3	4
	1				
	1	1			
	1				
	3	2	3		

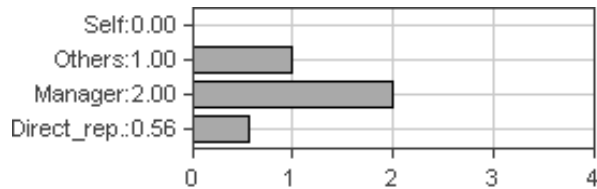
CORE COMM SKILLS

1) Communicate his or her viewpoints clearly and concisely?



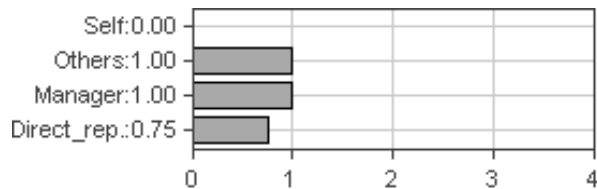
R	No Gap	1	2	3	4
			1		
	1	1		1	
		1			
	3	2	4		

2) Encourage others to express their views?



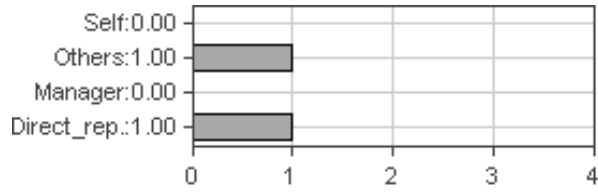
R	No Gap	1	2	3	4
	1				
		2			
			1		
	5	3	1		

3) Try to truly understand others viewpoints?



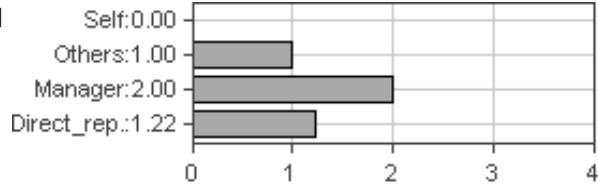
R	No Gap	1	2	3	4
	1				
		3			
		1			
1	3	4	1		

4) Listen with an open mind?



R	No Gap	1	2	3	4
	1				
	1	1	1		
	1				
	2	5	2		

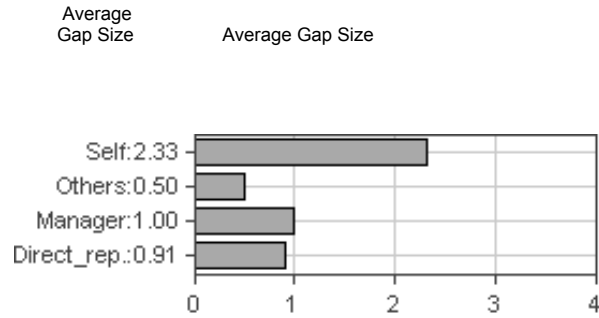
5) Serve as a sounding board for others?



R	No Gap	1	2	3	4
	1				
		1			
			1		
	2	4	2	1	

LEADERSHIP SURVEY THEME REPORT

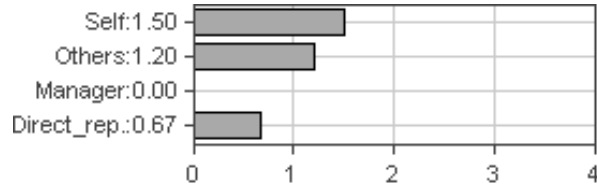
STRAIGHT TALK FOR PERF DISCUSS



Gap Size Distribution

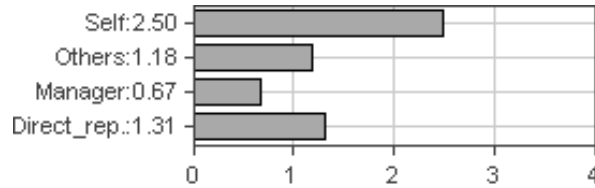
R	No Gap	1	2	3	4
		1	1		1
	2	2			
	1	1	1		
	9	6	7		

RESULTS-BASED L



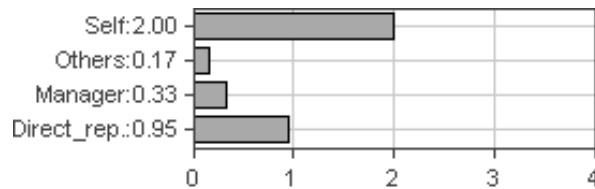
R	No Gap	1	2	3	4
		1	1		
	2		3		
	2				
	10	4	4		

AGREEMENTS



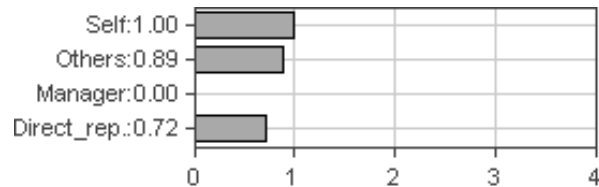
R	No Gap	1	2	3	4
			3	3	
1	6	4	5	2	
	3	2	1		
	12	18	19	5	

RECONFIRMING AG



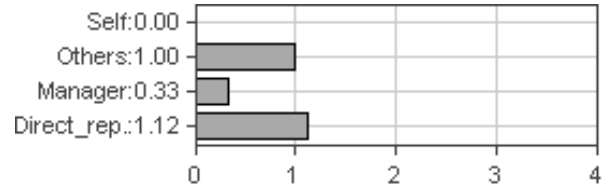
R	No Gap	1	2	3	4
		1	1	1	
1	5	1			
	2	1			
1	8	7	7		

CONFLICT MGMT



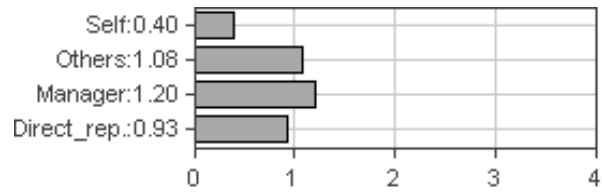
R	No Gap	1	2	3	4
	1	1	1		
	3	4	2		
	3				
	14	5	5	1	

INTERACTION



R	No Gap	1	2	3	4
	3				
	2	3		1	
	2	1			
	7	8	10		

CORE COMM SKILLS



R	No Gap	1	2	3	4
	4		1		
	2	8	1	1	
	1	2	2		
1	15	18	10	1	

Summary Report

RESPONSES FROM OTHERS

The following list displays the practices on the survey for this group arranged by Average Gap Size.

Practice	Gap Size
13) Show his or her appreciation whenever others accomplish tasks or assignments?	0.00
15) Avoid getting 'hooked' by emotion when reconfirming agreements?	0.00
16) Diffuse any defensiveness that arises while he or she is reconfirming agreements?	0.00
20) Provide employees constructive feedback on performance?	0.00
17) Treat others with respect when he or she has differing views?	0.33
14) Attempt to regain others' commitment to tasks or assignments that have not been accomplished as agreed?	0.50
22) Demonstrate understanding of employees' concerns and keep the discussion on track?	0.50
25) Work with others in a way that minimizes relationship tensions without capitulating his or her view?	0.50
6) Help others identify the main cause of a problem before attempting to solve it?	0.67
24) Work constructively with others?	0.67
2) Encourage others to express their views?	1.00
3) Try to truly understand others viewpoints?	1.00
4) Listen with an open mind?	1.00
5) Serve as a sounding board for others?	1.00
8) Make sure others clearly understand what he or she is asking them to do - whenever assigning work or requesting help?	1.00
9) Make sure others understand why the assignment or request is important?	1.00
18) Work to understand the underlying reasons for the differing views?	1.00
21) Describe behavior accurately when giving feedback?	1.00
1) Communicate his or her viewpoints clearly and concisely?	1.33
10) Explore and resolve others' potential obstacles to completing the task or assignment?	1.33
19) Work to create mutually agreeable solutions that take differing views into account?	1.33
12) Follow up as planned?	1.67
7) Help others find the solution to a problem rather than solving it for them?	2.00
11) Discuss when and how he or she will follow up on the task or assignment?	2.50
23) Maintain productive relationships with people who interact differently?	3.00

For the practices with the largest Gap Sizes, examine each practice to see how many people completed the surveys and the degree of change desired by the majority.

Select priorities to develop by also considering the importance of the practice and your ability to make the changes people desire.

Summary Report

RESPONSES FROM MANAGER

The following list displays the practices on the survey for this group arranged by Average Gap Size.

Practice	Gap Size
4) Listen with an open mind?	0.00
6) Help others identify the main cause of a problem before attempting to solve it?	0.00
7) Help others find the solution to a problem rather than solving it for them?	0.00
8) Make sure others clearly understand what he or she is asking them to do - whenever assigning work or requesting help?	0.00
9) Make sure others understand why the assignment or request is important?	0.00
10) Explore and resolve others' potential obstacles to completing the task or assignment?	0.00
15) Avoid getting 'hooked' by emotion when reconfirming agreements?	0.00
16) Diffuse any defensiveness that arises while he or she is reconfirming agreements?	0.00
17) Treat others with respect when he or she has differing views?	0.00
18) Work to understand the underlying reasons for the differing views?	0.00
19) Work to create mutually agreeable solutions that take differing views into account?	0.00
21) Describe behavior accurately when giving feedback?	0.00
24) Work constructively with others?	0.00
25) Work with others in a way that minimizes relationship tensions without capitulating his or her view?	0.00
1) Communicate his or her viewpoints clearly and concisely?	1.00
3) Try to truly understand others viewpoints?	1.00
11) Discuss when and how he or she will follow up on the task or assignment?	1.00
12) Follow up as planned?	1.00
14) Attempt to regain others' commitment to tasks or assignments that have not been accomplished as agreed?	1.00
22) Demonstrate understanding of employees' concerns and keep the discussion on track?	1.00
23) Maintain productive relationships with people who interact differently?	1.00
2) Encourage others to express their views?	2.00
5) Serve as a sounding board for others?	2.00
13) Show his or her appreciation whenever others accomplish tasks or assignments?	2.00
20) Provide employees constructive feedback on performance?	2.00

For the practices with the largest Gap Sizes, examine each practice to see how many people completed the surveys and the degree of change desired by the majority.

Select priorities to develop by also considering the importance of the practice and your ability to make the changes people desire.

Summary Report

RESPONSES FROM DIRECT REP.

The following list displays the practices on the survey for this group arranged by Average Gap Size.

Practice	Gap Size
19) Work to create mutually agreeable solutions that take differing views into account?	0.50
2) Encourage others to express their views?	0.56
22) Demonstrate understanding of employees' concerns and keep the discussion on track?	0.63
6) Help others identify the main cause of a problem before attempting to solve it?	0.67
7) Help others find the solution to a problem rather than solving it for them?	0.67
3) Try to truly understand others viewpoints?	0.75
18) Work to understand the underlying reasons for the differing views?	0.75
15) Avoid getting 'hooked' by emotion when reconfirming agreements?	0.86
21) Describe behavior accurately when giving feedback?	0.86
17) Treat others with respect when he or she has differing views?	0.89
4) Listen with an open mind?	1.00
10) Explore and resolve others' potential obstacles to completing the task or assignment?	1.00
13) Show his or her appreciation whenever others accomplish tasks or assignments?	1.00
14) Attempt to regain others' commitment to tasks or assignments that have not been accomplished as agreed?	1.00
16) Diffuse any defensiveness that arises while he or she is reconfirming agreements?	1.00
25) Work with others in a way that minimizes relationship tensions without capitulating his or her view?	1.00
1) Communicate his or her viewpoints clearly and concisely?	1.11
8) Make sure others clearly understand what he or she is asking them to do - whenever assigning work or requesting help?	1.11
24) Work constructively with others?	1.11
5) Serve as a sounding board for others?	1.22
23) Maintain productive relationships with people who interact differently?	1.25
20) Provide employees constructive feedback on performance?	1.29
9) Make sure others understand why the assignment or request is important?	1.44
12) Follow up as planned?	1.56
11) Discuss when and how he or she will follow up on the task or assignment?	1.78

For the practices with the largest Gap Sizes, examine each practice to see how many people completed the surveys and the degree of change desired by the majority.

Select priorities to develop by also considering the importance of the practice and your ability to make the changes people desire.