



# Executive Summary

## Dimensional Importance

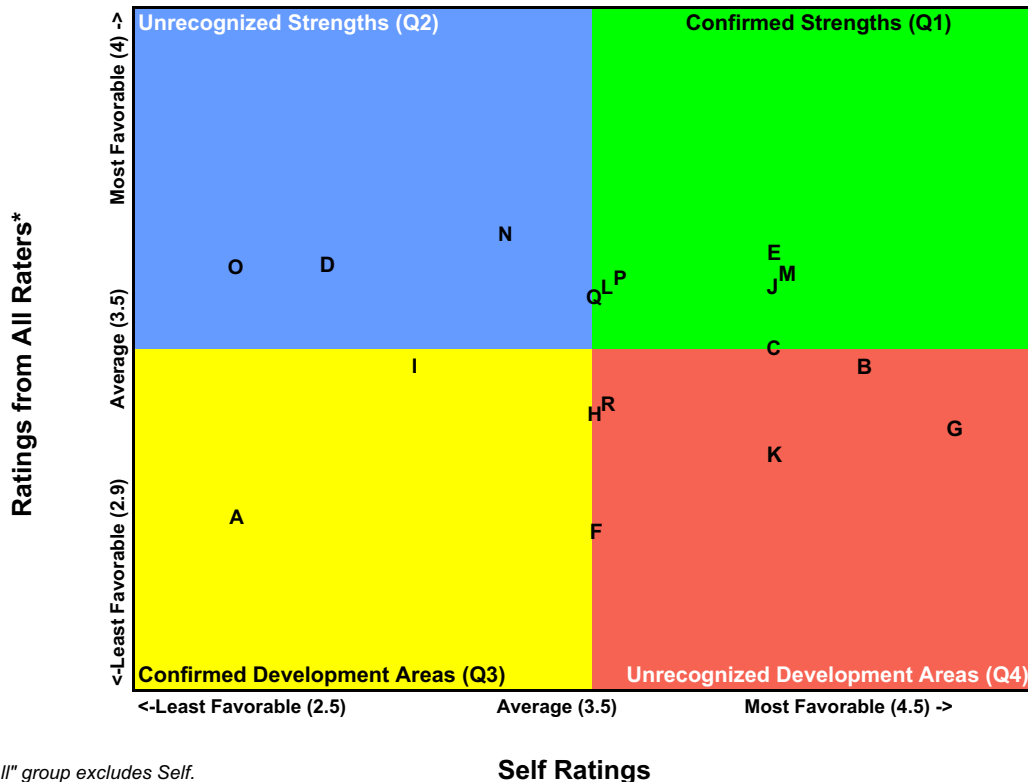
Participant Sample

Your raters were asked, "What are the four areas most important for success in this individual's position?" Below are the consolidated results of all responses. In each column, you see the number of individuals in the group who selected the behavioral dimension in response to the question. On the far right, you see the percentage of all raters, including yourself, who selected the dimension as one of the four that are most important to success in your position.

	Direct Reports	Peers	Others	Manager	Self	Total Count	Total Percent
<b>A</b> Beneficial Partnerships		1				1	9%
<b>B</b> Aligned Emotions							
<b>C</b> Sustained Determination	1		1		1	3	27%
<b>D</b> Intellectual Flexibility	1	3			1	5	45%
<b>E</b> Character	2	1				3	27%
<b>F</b> Change Agent	1	2				3	27%
<b>G</b> Spokesperson		2	1		1	4	36%
<b>H</b> Direction Setter		1	1		1	3	27%
<b>I</b> Coach		1	1			2	18%
<b>J</b> Knowing the Business	2	1	2			5	45%
<b>K</b> Providing Service	2		1			3	27%
<b>L</b> Driving Results	2		2			4	36%
<b>M</b> Innovating	1		1	1		3	27%
<b>N</b> Vision Casting			1	1		2	18%
<b>O</b> Strategy Implementation				1		1	9%
<b>P</b> Aligning			1			1	9%
<b>Q</b> Motivating				1		1	9%
<b>R</b> Analysis and Judgment							

## Relative Strengths & Development Areas

For each behavior dimension, consolidated responses of all raters were compared with the self-assessment and plotted on the scatter graph below. The horizontal axis represents the average of all scores you gave yourself on the behavior dimensions. Those dimensions you rated as relative strengths appear in the two right-hand quadrants. Those that were less favorable than your average rating for yourself appear in the two left hand quadrants. The vertical axis represents the average score for all other raters. Those behavior dimensions representing relative strengths, based on their ratings, appear in the two upper quadrants, while those representing relative development areas appear in the two lower quadrants.



\* "All" group excludes Self.