



Feedback Results
Your CompanyName Here
2025

Sample Employee

Results Generated by HR-Survey

November 2025

Introduction

What you will find in this report

This report contains the results of the feedback collected for you. These results are presented to help you identify your strengths, areas for development, and areas where your ratings may diverge with individuals providing you feedback.

We hope that you remember from your own experience how difficult it can be to provide others with this type of feedback, be open to considering their opinions, and be willing to use their feedback in your development.

Goals of the 360 Degree Feedback

Multi-Source Feedback presents a more complete picture of an individual's behavior and performance by drawing information from different perspectives within the work environment. It gives recipients a resource to guide their development, and reviewers' additional input.

Feedback from multiple sources helps you in several ways, including increasing awareness of your strengths, how you are perceived by others in different roles, and providing input for your professional development.

Receiving Feedback

Receiving feedback is a tremendous opportunity to discover how you are perceived by others which may be similar or dissimilar to how you perceive yourself. It is important to reflect on your feedback as a tool to help you set specific goals for professional development. This can be done when you see the feedback as it is, a perspective on where you may improve your performance and working relationships. It is important to realize that seeking and receiving constructive feedback is the only way we can see our "blind spots." This feedback may help us to understand the negative impact our actions may unintentionally have on others.

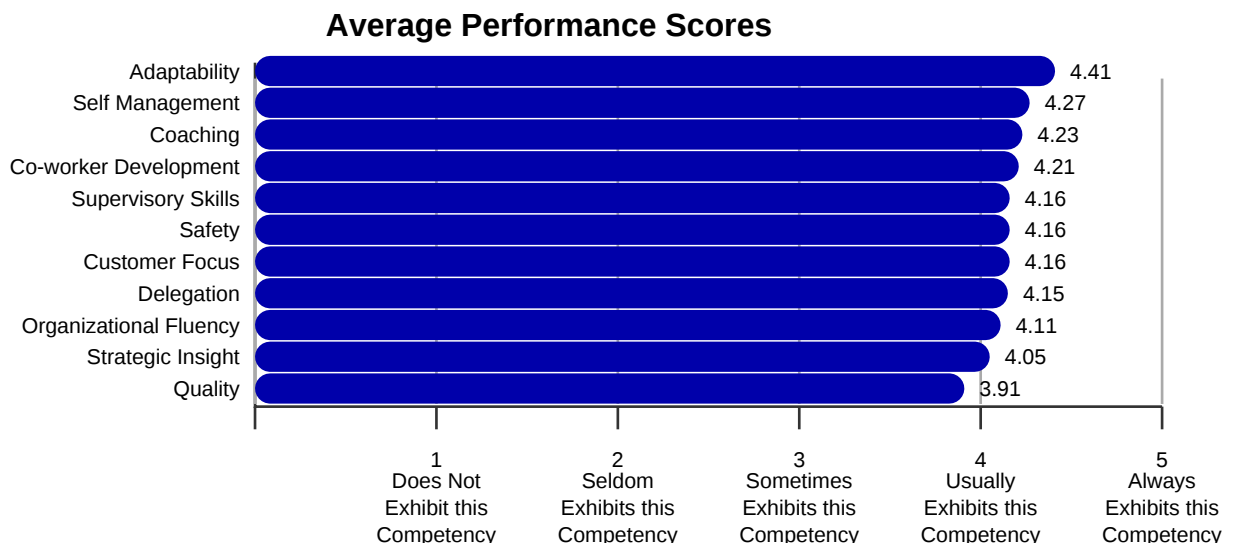
What to Do with Your Feedback

Use your feedback to help you develop awareness and set goals for developing your effectiveness. This can be done if you see the feedback as multiple perspectives on where you are already strong or can improve in the defined areas of effectiveness.

Summary

The questionnaire items used in this feedback process asked respondents to rate specific behaviors and competencies identified by [Your Company Name] current leaders. These behaviors and competencies fall into 11 major dimensions of leadership.

The summary scores for each dimension shown below were calculated by averaging all respondents' scores for all of the questions within that dimension. These dimension summary scores are sorted from high to low, with the highest shown at the top. The dimensions toward the bottom may need the most development.



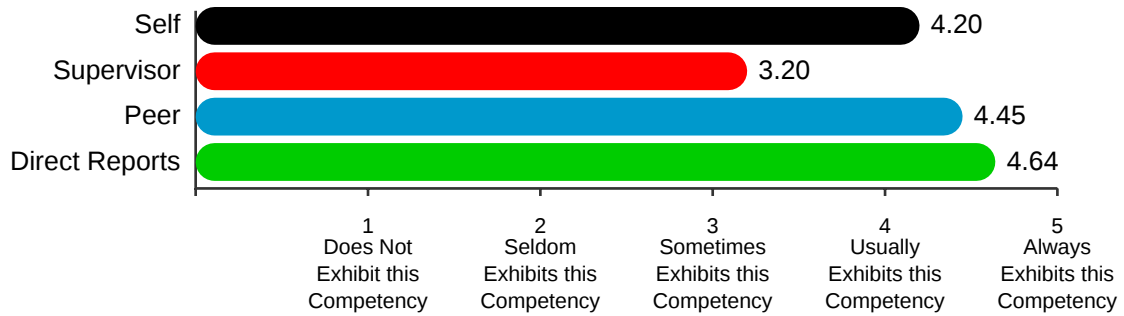
Gap Analysis

The following table graphically displays the "Gap," or difference between your average rating on each competency (labeled "Self") and the average score of all other respondents (labeled "Others") who provided you with feedback. This can help you identify blind spots, or areas where you were rated more favorably by other respondents than by yourself. The Gaps for these competencies are colored in shades of green. Conversely, the graph can also help you identify your opportunities for improvement, or areas where you rated yourself higher than others did. The Gaps for these dimensions are colored in shades of red. The darker the shade of green or red, the larger the Gap. Finally, if a dimension's Gap is not shaded with a specific color, it indicates an area of agreement between yourself and others.



Adaptability

Summary Scores



1. You can adjust plans and procedures.



2. You are able to adjust plans as need for implementation of projects.



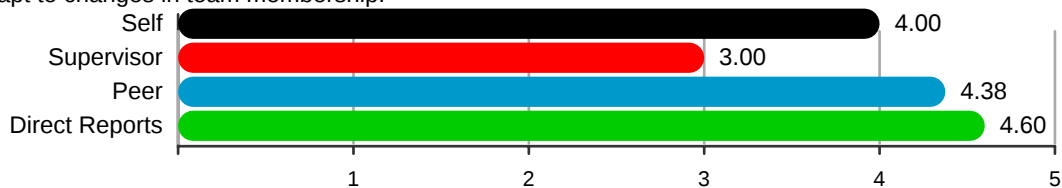
3. You can adjust priorities to the new Corporate mission.



4. You can adjust tactics and strategies.



5. You adapt to changes in team membership.



Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Does Not Exhibit this Competency) to green (Always Exhibits this Competency).

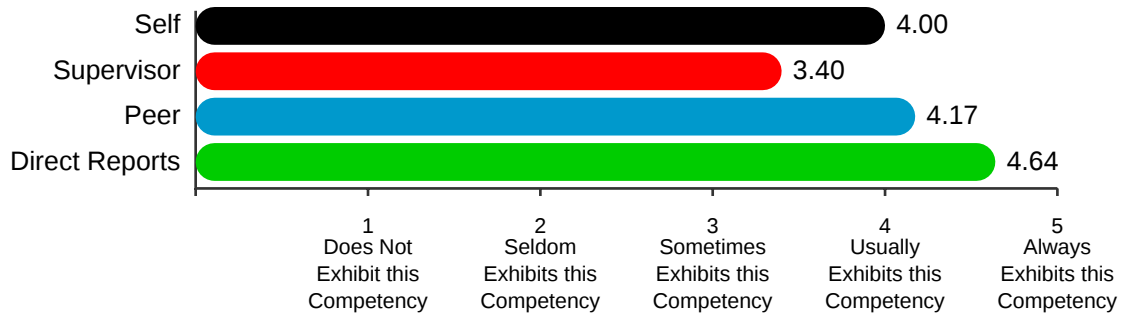
Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
1. You can adjust plans and procedures.	15	4.20	93.3	7%		67%		27%
2. You are able to adjust plans as need for implementation of projects.	15	4.87	100.0	13%		87%		
3. You can adjust priorities to the new Corporate mission.	15	4.27	93.3	7%		60%		33%
4. You can adjust tactics and strategies.	15	4.40	86.7	13%		33%		53%
5. You adapt to changes in team membership.	15	4.33	93.3	7%		53%		40%

Comments:

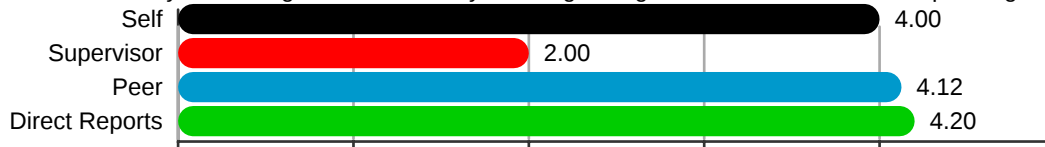
- I know I can always count of ____ to offer her true opinion and be supportive in any efforts or initiatives I'm passionate about.
- ____ pushes me to be more involved in committees, such as the customer satisfaction committee. When motivating the group has been a struggle, ____ has stepped in and redirected the conversations. This redirection has resulted in good dialogue with the group.
- I value her feedback, collaboration and sense of teamwork. She's clearly hardworking and dedicated and she and I have been able to have some very good discussions this past year, which I appreciate. I always appreciate her candor and feedback.
- ____ is very reliable, respectful and ethical in her leadership.
- She will always take the time to discuss all customer service issues that may arise or are brought to her attention.
- ____ is very dedicated. She makes sure she is here all times of the day to capture evening shift staff.

Self Management

Summary Scores



6. You deal with conflict by controlling own emotions by listening, being flexible, and sincere in responding.



7. You step away from a situation to process appropriate response.



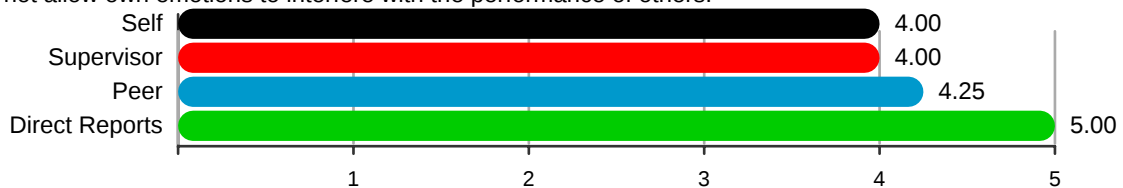
8. You consciously control own negative emotions in order to keep team morale up.



9. You are aware of personal impact on others and adjusts behavior to create a positive leadership presence.



10. You do not allow own emotions to interfere with the performance of others.



Level of Skill

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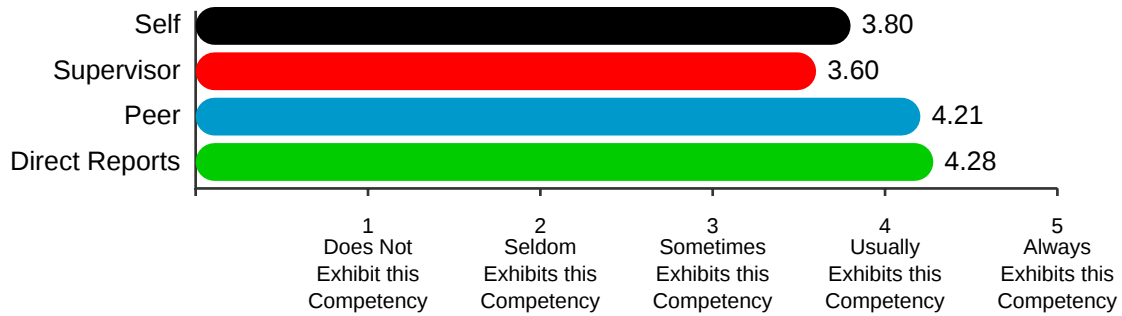
Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
6. You deal with conflict by controlling own emotions by listening, being flexible, and sincere in responding.	15	4.00	80.0	7%	13%	53%	27%	
7. You step away from a situation to process appropriate response.	15	4.07	80.0		20%	53%	27%	
8. You consciously control own negative emotions in order to keep team morale up.	15	4.33	93.3	7%	47%	47%		
9. You are aware of personal impact on others and adjusts behavior to create a positive leadership presence.	15	4.47	93.3	7%	40%	53%		
10. You do not allow own emotions to interfere with the performance of others.	15	4.47	93.3	7%	40%	53%		

Comments:

- ___ has a keen ability to focus in on what needs to be done and to drive for resolution. She is able to see new and innovative options for driving operational performance.
- ___ see the opportunity for process improvement within the department but does not consistently lead an organized approach to initiate those improvements.
- ___ is fully engaged with all of the leadership team. She makes herself available to work with both leaders and staff at [CompanyName]. ___ is very encouraging to leadership and staff to use Core Competency principles when looking at issues/processes. ___ is a role model for communication with staff, customers as well as community members.
- Without a doubt, ___ is the best director I have worked for in my 30+ year carrer at [CompanyName]. She inspires me and everyone else she comes in contact with; to be excellent, not just good, but excellent. I feel supported, respected, recognized and needed as the manager of SCI.
- She has created a highly engaged team and manages a diverse group of individuals very well.
- Between leadership meetings, my masters program in leadership, and most recently my involvement in R&D, I am challenged to stretch and grow my skillset daily.

Supervisory Skills

Summary Scores



11. You demonstrate exemplary work performance that others should follow.



12. I always remain calm and professional even in stressful situations.



13. I have a strong work ethic that inspires others.



14. You decide the best approach for addressing issues that arise on the job.



15. You review performance against established measures.



Level of Skill

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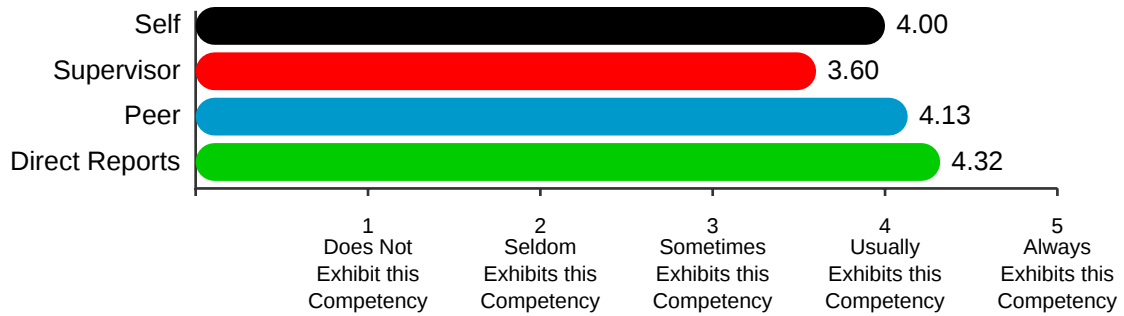
Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
11. You demonstrate exemplary work performance that others should follow.	15	4.60	100.0			40%	60%	
12. I always remain calm and professional even in stressful situations.	15	4.27	100.0			73%		27%
13. I have a strong work ethic that inspires others.	15	4.33	100.0			67%	33%	
14. You decide the best approach for addressing issues that arise on the job.	15	3.93	73.3		27%	53%		20%
15. You review performance against established measures.	14	3.64	57.1	14%	29%		36%	21%

Comments:

- Take charge without being pushed to do so.
- Is always learning. Whether it is a webinar, tutorial, self-improvement books, etc.
- ___ is an excellent role model. She received the Employee Excellence Award this past year and also advanced certification, so she obvious is very motivated! Thank you for allowing me to participate in her evaluation.
- She has integrity, dependability, and a desire to constantly improve.
- ___ is dedicated, putting in long days and long hours and is accessible to both staff and her leadership team by phone or email.
- ___ has been eager to learn her new position and is transitioning well.

Delegation

Summary Scores



16. I provide opportunities for employees to lead initiatives or mentor others as part of their growth.



17. You assign tasks to subordinates for completion.



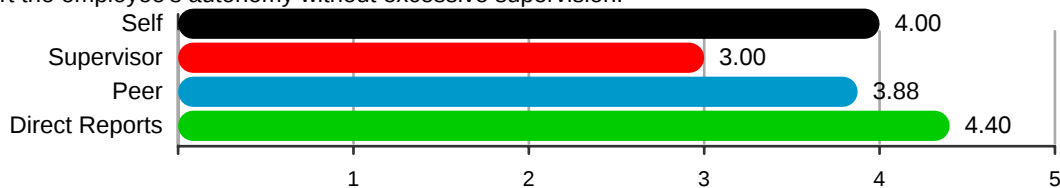
18. I leverage employees' natural curiosity and enthusiasm for certain work areas to drive performance.



19. You align tasks with team members' roles, strengths, and development goals.



20. I support the employee's autonomy without excessive supervision.



Level of Skill

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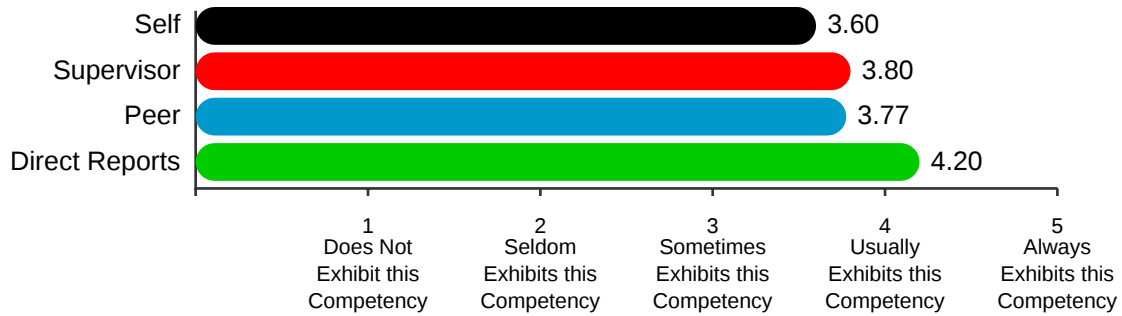
Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
16. I provide opportunities for employees to lead initiatives or mentor others as part of their growth.	15	4.33	86.7	13%		40%	47%	
17. You assign tasks to subordinates for completion.	15	4.27	93.3	7%		60%	33%	
18. I leverage employees' natural curiosity and enthusiasm for certain work areas to drive performance.	14	4.00	92.9	7%		86%		7%
19. You align tasks with team members' roles, strengths, and development goals.	14	4.14	85.7	7%	7%	50%		36%
20. I support the employee's autonomy without excessive supervision.	15	4.00	66.7	7%	27%	27%		40%

Comments:

- ___ would be my choice for permanent manager of the department.
- She has taken her team to the next level.
- ___ supports each security officer in such a way that you want to grow and improve in what you do.
- I am glad ___ was chosen to step in and take lead of [CompanyName]. She uses good judgment and makes the right decisions, even when they are difficult.
- She allows me to give my opinion then discusses the best solution to an opportunity, whether that be to return to the table for more evidence or present what is already known.
- As a new Manager to the area, ___ was subjected to a review of department services. This was tough on her, but she did very well with it.

Quality

Summary Scores



21. I effectively coordinate with other departments to improve quality.



22. You take preventative measures to address quality issues before they escalate.



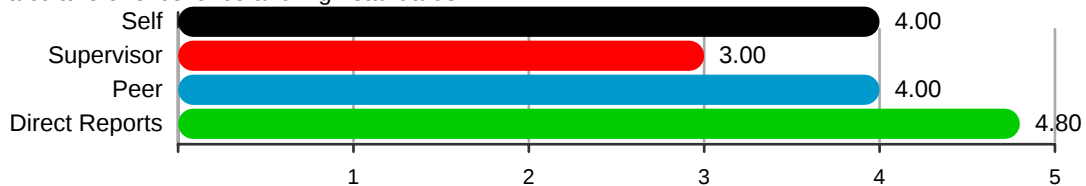
23. I identify appropriate sources of quality standards.



24. I quickly address changes in quality of the products.



25. I create a culture of excellence and high standards.



Level of Skill

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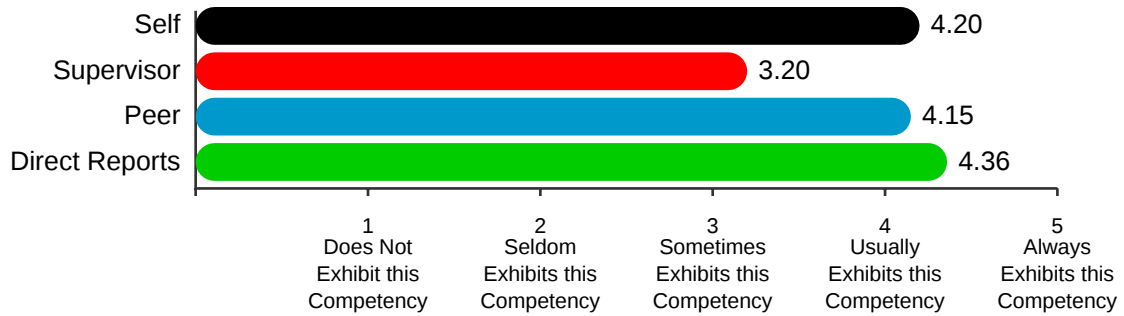
Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
21. I effectively coordinate with other departments to improve quality.	15	4.00	66.7	13%	20%	20%	47%	
22. You take preventative measures to address quality issues before they escalate.	15	3.47	53.3	13%	33%		47%	7%
23. I identify appropriate sources of quality standards.	15	3.60	66.7	13%	20%		60%	7%
24. I quickly address changes in quality of the products.	15	4.27	86.7	7%	7%	40%	47%	
25. I create a culture of excellence and high standards.	15	4.20	80.0	7%	13%	33%	47%	

Comments:

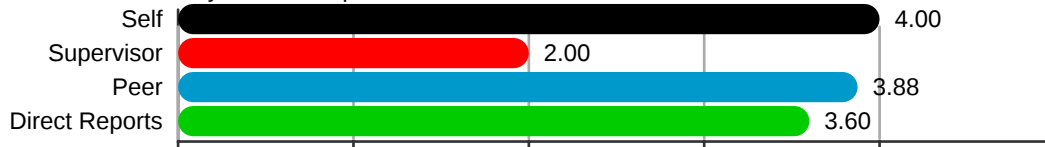
- Is a great teammate and valuable resource for the company. it is obvious she cares for the team
- She has really filled the role of interim manager for the department well.
- Need to continue to engage staff in team development and role clarification.
- We have some very experienced people in our department and they need to be able to work more autonomously and run with projects.
- She offers up ideas of how I could have handled something differently in a constructive manner.
- ___ does an excellent job of focusing on customer service and going above and beyond to help her internal customers, which I hope provides her with some feeling of success. While it is true that not everything can be important if everything IS important, ___ somehow manages to give me the attention I need, when I need it, as though my priorities are hers. I know this not humanly possible given the volume of priorities in all areas of [CompanyName] but she is so effective in her role that she is able to create that atmosphere and instill confidence in the managers. ___ has a solid reputation for being a direct communicator and her opinion is respected in our group.

Safety

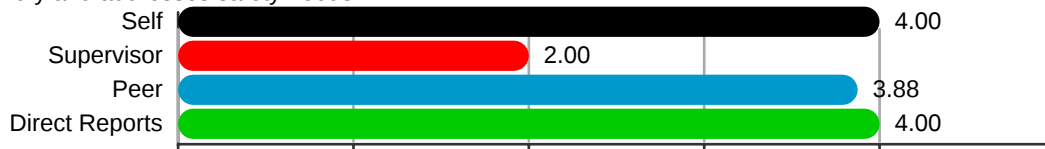
Summary Scores



26. You are committed to safety in the workplace.



27. You identify and addresses safety needs.



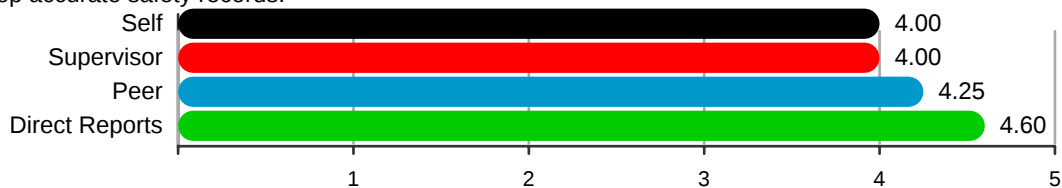
28. You work to implement corrective safety measures.



29. You mitigate hazards and safety issues that arise.



30. You keep accurate safety records.



Level of Skill

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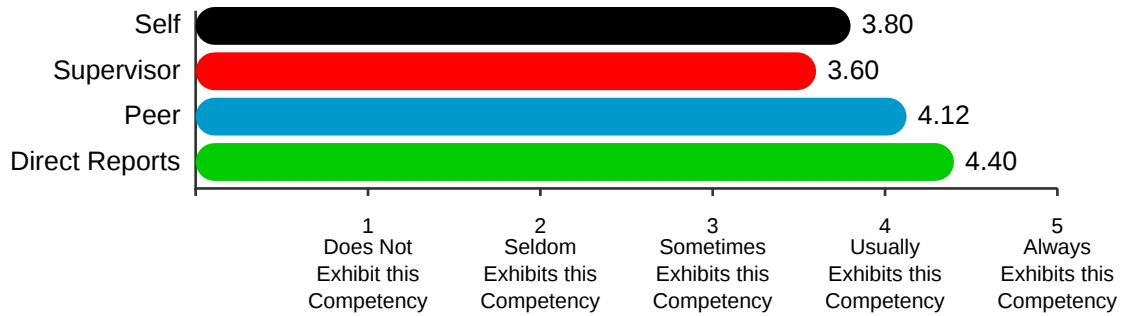
Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
26. You are committed to safety in the workplace.	15	3.67	66.7	20%	13%	47%	20%	
27. You identify and addresses safety needs.	15	3.80	73.3	20%	7%	47%	27%	
28. You work to implement corrective safety measures.	15	4.33	86.7	13%	40%	47%		
29. You mitigate hazards and safety issues that arise.	15	4.67	100.0	33%	67%			
30. You keep accurate safety records.	15	4.33	100.0	67%	33%			

Comments:

- ___ has great insights regarding individuals and relationships, as well as good ideas about processes.
- ___ always engaged her staff and ensured she obtained everyone's ideas and opinions before moving forward on a project. ___ invests in the projects she leds and follows them through to completion. ___ always maintains a focus on the customers and how we as an organization can best serve our customers.
- Her professionalism is beyond reproach and she is fair and just.
- One of the main reasons I am here is because of ___.
- It is critical to maintain a sense of humor throughout difficult projects, especially when the progress of those projects is beyond our control. ___ does an excellent job of managing ongoing frustration with humor. She stays on point in meetings and encourages adherence to the agenda.
- She is doing great work with the CCO. The role of COO is new at [CompanyName] and needs better definition over the long pull.

Customer Focus

Summary Scores



31. I make customers feel valued by acknowledging their concerns and validate their experiences.



32. I am committed to the customer's success.



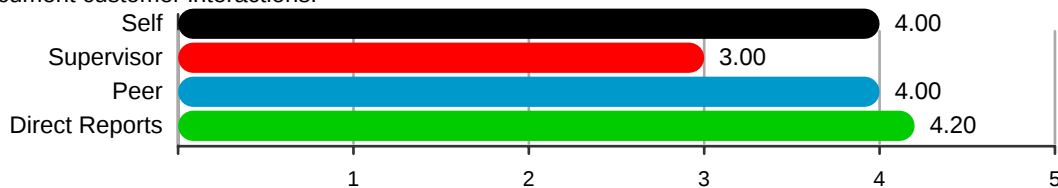
33. You understand the needs of the customer.



34. You help others in responding to customer needs.



35. You document customer interactions.



Level of Skill

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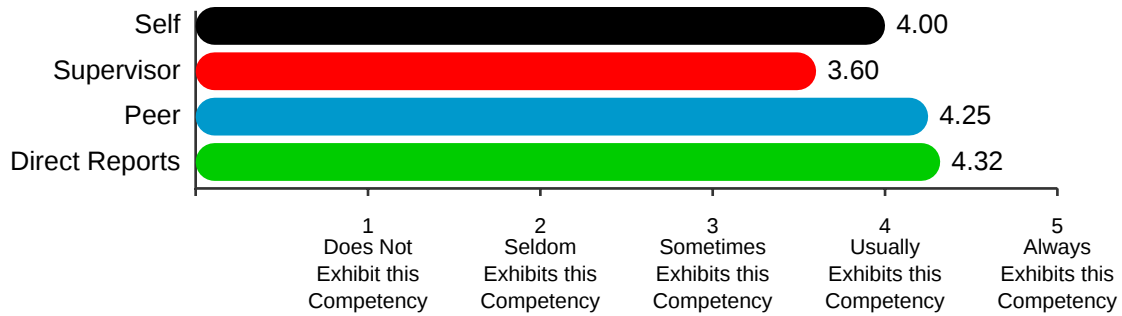
Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
31. I make customers feel valued by acknowledging their concerns and validate their experiences.	15	4.07	80.0	20%		53%		27%
32. I am committed to the customer's success.	15	4.47	100.0		53%		47%	
33. You understand the needs of the customer.	15	4.13	80.0	20%		47%		33%
34. You help others in responding to customer needs.	15	4.13	86.7	13%		60%		27%
35. You document customer interactions.	15	4.00	80.0	20%		60%		20%

Comments:

- I look forward to learning and improving with her and the other members in the division.
- ___ uses her available resources including the technical specialist and supervisors to aid in decision making processes, to help support our laboratory and move it forward in process improvement.
- One of the things I appreciate about ___ as a leader is her willingness and enthusiasm to adopt new strategies that help the department continue to move forward and improve. An example this past year has been her involvement with Competencies and helping our staff think about how we can apply these concepts to our work.
- I appreciate her openness and availability to all the staff.
- I would like to receive some more feedback on completed tasks to make sure I am being effective.
- ___ always presents herself in the most professional manner.

Co-worker Development

Summary Scores



36. You give others development opportunities through project assignments and increased job responsibilities



37. You set and clearly communicate expectations, performance goals, and measurements to others



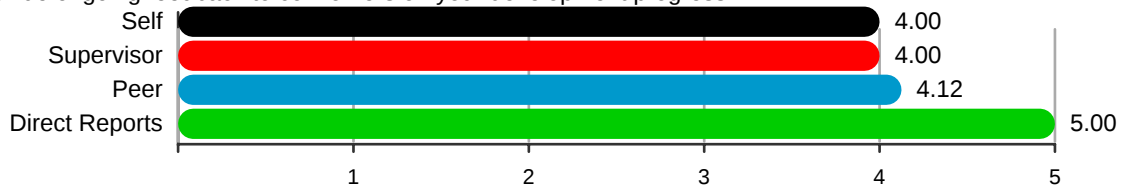
38. You work to identify root causes of performance problems



39. You adapt coaching and mentoring approach to meet the style or needs of individuals



40. You provide ongoing feedback to co-workers on your development progress



Level of Skill

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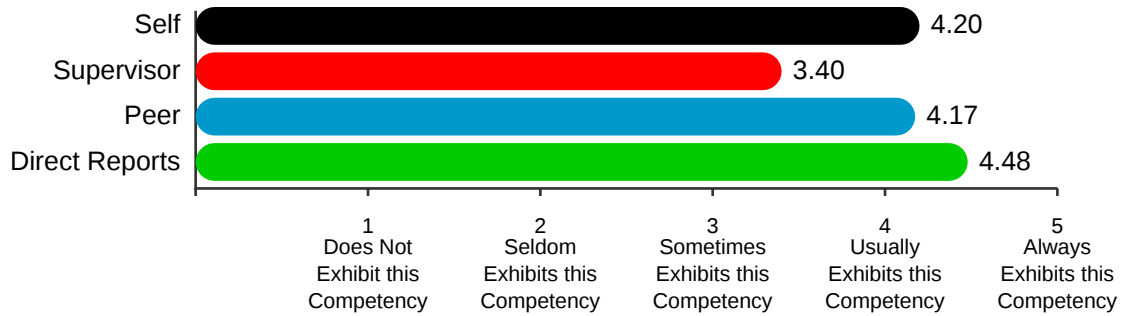
Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
36. You give others development opportunities through project assignments and increased job responsibilities	15	4.33	100.0			67%		33%
37. You set and clearly communicate expectations, performance goals, and measurements to others	15	3.93	80.0	13%	7%	53%		27%
38. You work to identify root causes of performance problems	15	4.27	86.7		13%	47%		40%
39. You adapt coaching and mentoring approach to meet the style or needs of individuals	15	4.13	86.7		13%	60%		27%
40. You provide ongoing feedback to co-workers on your development progress	15	4.40	93.3		7%	47%		47%

Comments:

- ____ is the heart and soul of the pharmacy. She has great vision and she is always thinking of ways to improve our department and the services we provide to the customers. We have hired some great new managers that will help us move in a new direction in many areas.
- She is approachable and easy to talk to. In every interaction she is honest, encouraging, a great listener, and very supportive.
- I feel confident as if she treats us all as equals.
- I appreciate her assignments of employee strengths and responsibilities for the best of our departments and other departments
- She communicates clearly, and is always willing to listen attentively.
- I think she is the kind of manager our department has needed and will continue to need.

Coaching

Summary Scores



41. You pose open-ended questions that promote exploration, self-reflection, and problem-solving.



42. You provide assignments and experiences to develop employees.



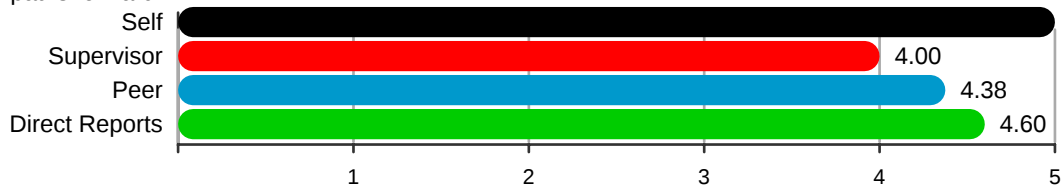
43. You help employees achieve high performance.



44. You foster an environment where coaching is considered an integral part of the corporate culture.



45. You encourage the employee to use brainstorming sessions to generate creative ideas, emphasizing that there are always multiple paths forward.



Level of Skill

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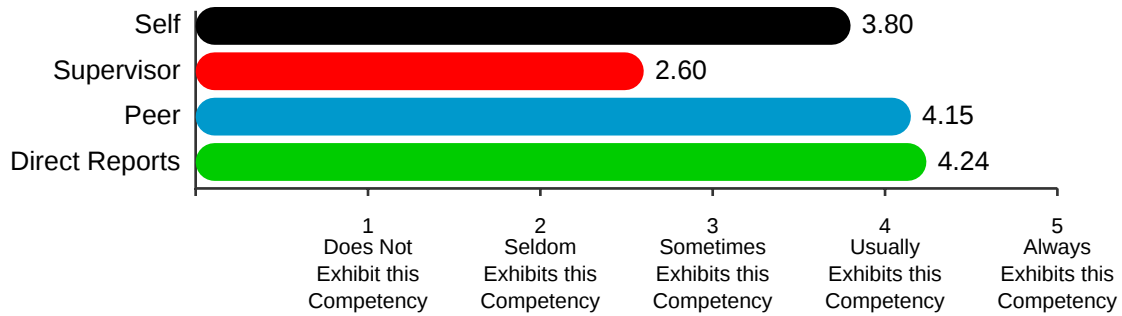
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42. You provide assignments and experiences to develop employees.	15	4.20	80.0	20%		40%		40%
43. You help employees achieve high performance.	15	4.13	86.7	13%		60%		27%
44. You foster an environment where coaching is considered an integral part of the corporate culture.	15	4.00	86.7	13%		73%		13%
45. You encourage the employee to use brainstorming sessions to generate creative ideas, emphasizing that there are always multiple paths forward.	15	4.47	93.3	7%		40%		53%

Comments:

- In the area of 'Communication skills' I would like to see ___ be more direct in her oral delivery.
- When ___ was the manager of engineering she identified areas that needed improvement and implemented the changes to improve the department. The impressive part. By working collaboratively with the team She was able to raise the departments moral while implementing those changes. ___ is an engaged Leader.
- ___ has been in her new role a short time, but I already am appreciating the higher level of expectations she is setting and the groundwork for quality improvement
- Transparency and honesty is important early in the process.
- I am glad to have ___ in her role. Because of her openness and willingness to work with others she helps my department produce quality work, and encourages us to reciprocate.
- Good leadership style.

Strategic Insight

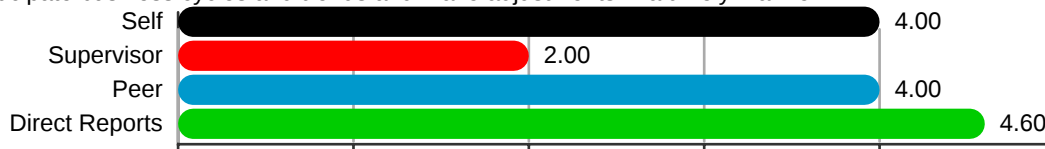
Summary Scores



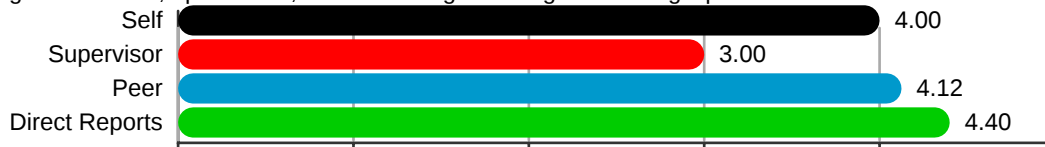
46. I use knowledge, benchmarking and performance metrics to evaluate strategic effectiveness and identify areas for improvement.



47. You anticipate business cycles and trends and make adjustments in a timely manner.



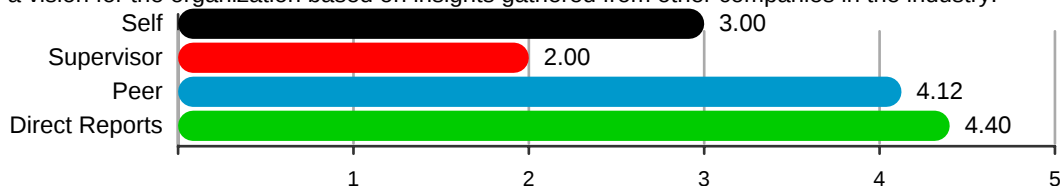
48. You integrate financial, operational, and marketing data to guide strategic priorities and resource allocation.



49. You let employees know how their roles contribute toward the achievement of strategic company objectives.



50. I create a vision for the organization based on insights gathered from other companies in the industry.



Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Does Not Exhibit this Competency) to green (Always Exhibits this Competency).

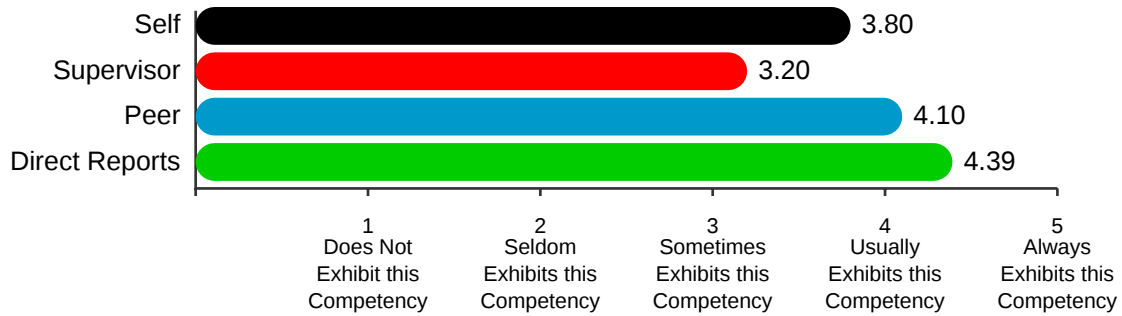
Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
46. I use knowledge, benchmarking and performance metrics to evaluate strategic effectiveness and identify areas for improvement.	15	3.87	80.0	7%	13%	67%		13%
47. You anticipate business cycles and trends and make adjustments in a timely manner.	15	4.07	86.7	13%		53%		33%
48. You integrate financial, operational, and marketing data to guide strategic priorities and resource allocation.	15	4.13	86.7		13%	60%		27%
49. You let employees know how their roles contribute toward the achievement of strategic company objectives.	15	4.20	86.7	7%	7%	47%		40%
50. I create a vision for the organization based on insights gathered from other companies in the industry.	15	4.00	73.3	13%	13%	33%		40%

Comments:

- Outstanding leader.
- Does well in most technical skills and is willing to learn anything that is new
- It is often difficult to contact ___ and email communication may take a long period for a reply.
- ___ takes pride in her department. Her follow through is excellent. ___ leads by example.
- I have worked with ___ on many projects over the years and have found each experience to be done in a professional, knowledgeable fashion.
- Each member feels they are a part of the team and knows their contribution is valued.

Organizational Fluency

Summary Scores



51. You get things done through the department.



52. You are adept at navigating within the culture of the department.



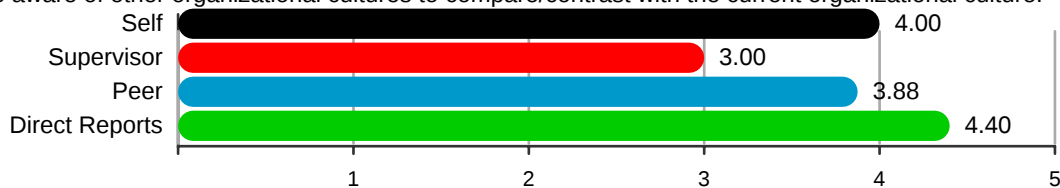
53. You are able to use corporate politics to advance department objectives.



54. You anticipate problems that may affect the department.



55. You are aware of other organizational cultures to compare/contrast with the current organizational culture.



Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Does Not Exhibit this Competency) to green (Always Exhibits this Competency).

Item	n	Avg	LOA	Does Not Exhibit this Competency	Seldom Exhibits this Competency	Sometimes Exhibits this Competency	Usually Exhibits this Competency	Always Exhibits this Competency
51. You get things done through the department.	14	4.14	92.9	7%		71%		21%
52. You are adept at navigating within the culture of the department.	14	4.21	85.7	14%		50%		36%
53. You are able to use corporate politics to advance department objectives.	15	4.13	80.0	20%		47%		33%
54. You anticipate problems that may affect the department.	15	4.07	80.0	20%		53%		27%
55. You are aware of other organizational cultures to compare/contrast with the current organizational culture.	15	4.00	80.0	20%		60%		20%

Comments:

- Norm made an excellent choice by selecting ____ to lead [CompanyName].
- She is very astute, proactive in problem solving, and a great team member.
- ____ is a great listener and leader for the department.
- Always looking for ways to grow as a person. Inspires others to do the same.
- ____ listens to her staff and delegates responsibilities as appropriate.
- ____ is very supportive of Core Competency and concepts. The one concept that ____ refers to consistently is what we respect most is people's ability to think.

Comments

Those who gave you feedback had the opportunity to provide additional written comments about perceived strengths and possible development areas. This section provides a consolidated list of these comments.

What would help make you a more effective leader?

- I respect ___ and have turned to her for advice.
- She has taken the initiative to always be finding new ways to grow both professionally and personally.
- Again, ___ has a great talent for observing and mapping system and flow problems, helping guide groups through improvement processes.
- Does above and beyond work consistently
- ___'s office staff each have their own personalities and she effectively communicates with all of them.
- ___ encourages our staff to strive to be the best that we can be.

What do you like best about working with this individual?

- She is approachable and easy to talk to. In every interaction she is honest, encouraging, a great listener, and very supportive.
- She has also greatly improved her communication.
- Initiative, attitude, and willingness to pitch in.
- She has been a great addition to the company.
- ___ is fully on board with engaging our staff in continuing improvements. I can see great improvements in team development.
- I appreciate that as a new manager to this department ___ has sought to understand my work flow and process. She is actively learning more about our work processes and involved to determine needed resources.

What do you like least about working with this individual?

- Outstanding leader.
- I value her feedback, collaboration and sense of teamwork. She's clearly hardworking and dedicated and she and I have been able to have some very good discussions this past year, which I appreciate. I always appreciate her candor and feedback.
- She is always looking to and listening to the staff for their and needs.
- ___ has great communication skills and is a dependable member of the team.
- She is a strength that supports department morale and work flow.
- ___ has been able to provide her staff the support and encouragement needed for their professional growth, this has benefited the whole team.

What do you see as this person's most important leadership-related strengths?

- Ready to tackle any given problem and help others finish 1st
- I wish I had 5 more years to learn from ___. She teaches me with every interaction.
- She's very good at her job, Service and relationship development are talents at which she excels. My constructive feedback would be for ___ to speak up more in meetings and be more forthcoming in groups and with other leaders with her thoughts and opinions. I know she has them as she does share them with me aside, but but I would encourage her to share them more broadly.
- ___ makes decisions based upon HR compliance regulations and what is right even if those decisions are hard.
- We are lucky to have her here at [CompanyName].
- Where do I even start to articulate how much I value about working with ___ ? I learn something every time I have the opportunity to work with her and she is the picture of grace under pressure. She uses any frustration to drive [Pronoun: him/her] to a better level of performance and understanding and I never see her turn that on others. I feel so fortunate to have a good relationship with such a gifted professional colleague as ___ is.

What do you see as this person's most important leadership-related areas for improvement?

- ___ has a great sense of leadership, constantly keeping the goal in sight and striving toward success not only for her role but for the entire department and staff.
- I enjoy working with ___. I feel she is honest and has a desire to see improvement in the organization as a whole. Her area is unique which, at times, allows ___ to give a whole new perspective on a subject.
- This year ___ was responsible for hiring the line staff. Throughout this process she engaged her management team, staff and team members to ensure the right candidate was picked.
- I value her feedback, collaboration and sense of teamwork. She's clearly hardworking and dedicated and she and I have been able to have some very good discussions this past year, which I appreciate. I always appreciate her candor and feedback.
- ___ is very approachable. She is able to get people to follow through and engage in their daily work.
- I think ___ has shown willingness to attend, listen and learn with high profile opportunities such as magnet etc... now I would encourage her to sit down with her staff and peers for the learning and growth opportunities that are available within our unit.

Any final comments?

- ___ has been very supportive as a supervisor.
- I have found that when ___ has hit a barrier or road block in accomplishing a task or goal she is quick to overcome it and take action.
- Having very minimum one-on-one discussion.
- As ___ gets to know more leaders and staff, she will gain better insight on strengths and challenges presented by departments asking for help. It's just a matter of time and getting to know people.
- ___ recently set a good example with staff in living out a key behavior she believes in, which is to bring the people involved in a project together to review the proposed plan in order to make sure the client gets the benefit of the best thinking of the team. This is an improvement over the past when projects just happened and staff didn't know about anything until they needed to do something. That is a behavior the entire team is working to develop.
- Don't work with her enough to observe the vast majority of these items.