



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.

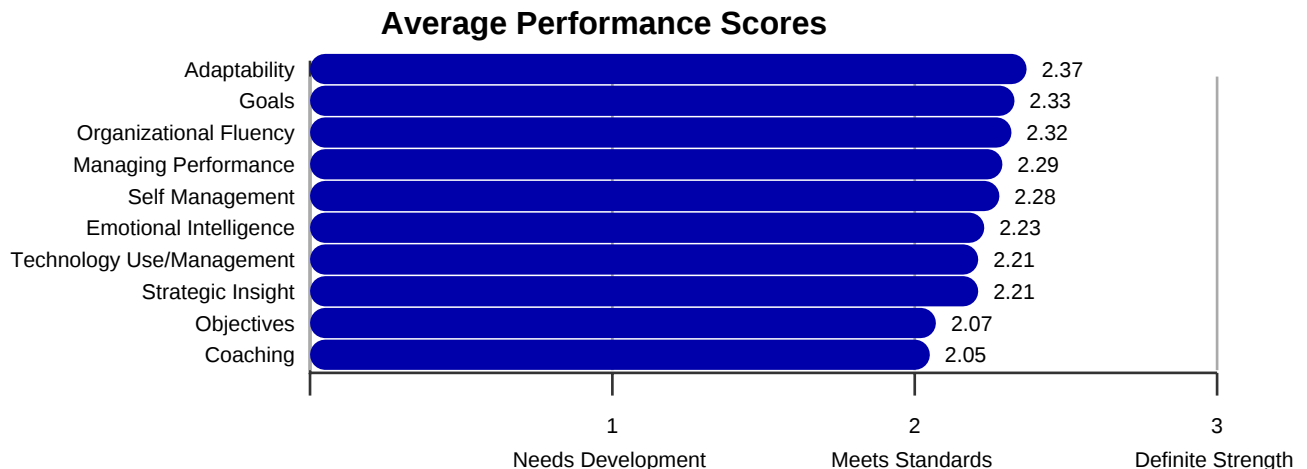
What to Do with Your Feedback

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 10 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

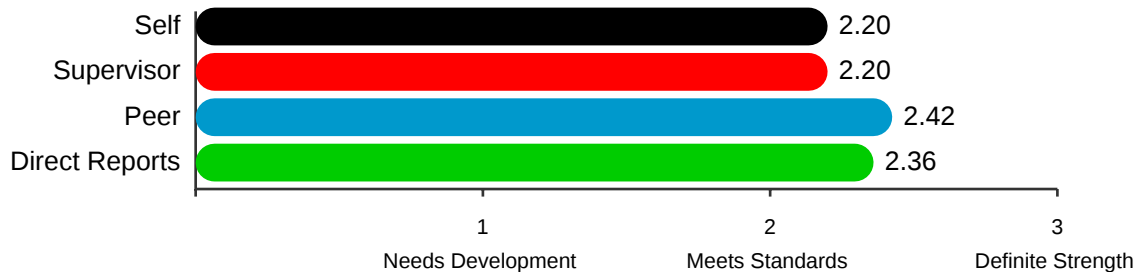
Definition:

Adaptability is the ability to adjust to new responsibilities, changing circumstances, and uncertain environments while maintaining efficiency and effectiveness. It involves embracing shifts in organizational structure, technology, and processes, as well as modifying strategies, perspectives, and priorities to align with evolving business needs. By continuously developing skills, assisting others through transitions, and refining workflows, adaptability fosters resilience, innovation, and long-term success in dynamic environments.

Why this is Important:

Summary Scores:

The summary scores shown here are an average of each of the items in this competency.



Scores on Each Item:

The scores for each of the items in this competency are shown below.

1. Is flexible and open minded in dealing with others.



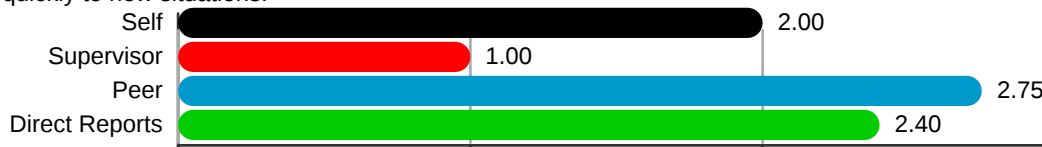
2. Successfully handles the implementation of the reorganization.



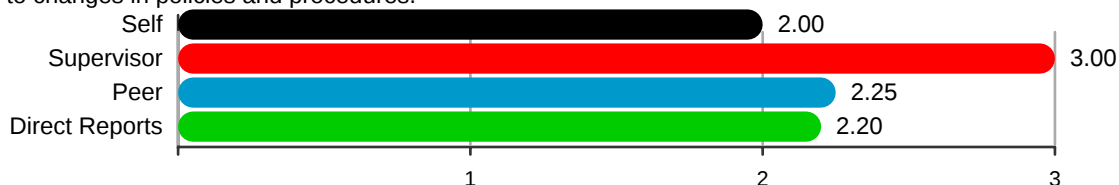
3. Uses a variety of tools and equipment to service the machines/products.



4. Adapts quickly to new situations.



5. Is open to changes in policies and procedures.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses are color-coded from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Level of Skill		
				Needs Development 1 1	Meets Standards 2 2	Definite Strength 3 3
1. Is flexible and open minded in dealing with others.	15	2.27	33.3	7%	60%	33%
2. Successfully handles the implementation of the reorganization.	15	2.53	73.3	20%	7%	73%
3. Uses a variety of tools and equipment to service the machines/products.	15	2.33	40.0	7%	53%	40%
4. Adapts quickly to new situations.	15	2.47	53.3	7%	40%	53%
5. Is open to changes in policies and procedures.	15	2.27	40.0	13%	47%	40%

Comments:

- I believe I need to give him a chance to get into his position.
- There is apprehension with all the changes, but still a lot of engagement and positivity.
- He encourages teammates more as a peer than a coach.
- As I have indicated above, _____ has had a difficult time in defining his role as manager within the department. As the manager of the department I appreciate _____'s engagement since last month and I am hopeful that he will grow in his leadership role.
- He is very effective and he has learned so much about our product.
- More opportunities to share knowledge with the team.

Self Management

Definition:

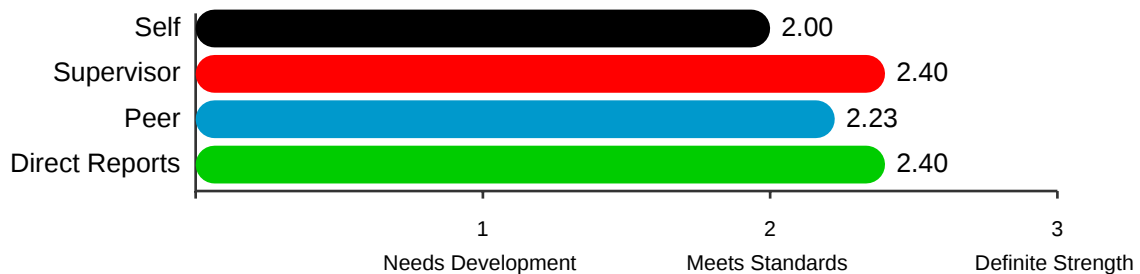
Manages own responses to feelings and actions. Uses introspection and self-evaluation to improve their own performance.

Why this is Important:

This is a critical skill set for achieving success in business by allowing you to provide solutions that are tailored to their specific challenges. This proactive approach can lead to increased customer and employee satisfaction and loyalty. This fosters a positive work environment allowing employees to feel more secure and valued in the organization.

Summary Scores:

The summary scores shown here are an average of each of the items in this competency.



Scores on Each Item:

The scores for each of the items in this competency are shown below.

6. Sets an example for associates during stressful periods by maintaining a positive, can-do attitude.



7. Consciously controls own negative emotions in order to keep team morale up.



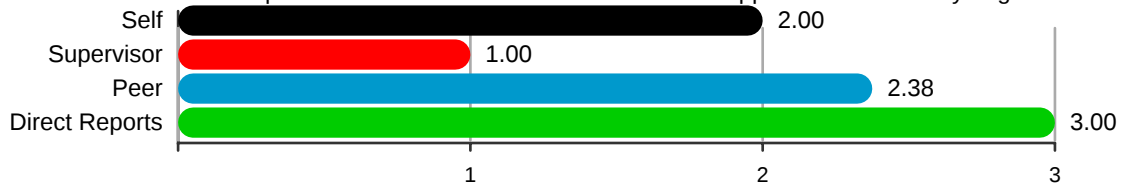
8. Analyzes interpersonal problems instead of reacting to them.



9. Steps away from a situation to process appropriate response.



10. Analyzes own reactions on the spot to ensure that communication does not appear to be driven by anger.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses are categorized using a color from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Needs Development 1 1	Meets Standards 2 2	Definite Strength 3 3
6. Sets an example for associates during stressful periods by maintaining a positive, can-do attitude.	15	2.13	33.3	20%	47%	33%
7. Consciously controls own negative emotions in order to keep team morale up.	15	2.07	26.7	20%	53%	27%
8. Analyzes interpersonal problems instead of reacting to them.	15	2.33	40.0	7%	53%	40%
9. Steps away from a situation to process appropriate response.	15	2.40	53.3	13%	33%	53%
10. Analyzes own reactions on the spot to ensure that communication does not appear to be driven by anger.	15	2.47	60.0	13%	27%	60%

Comments:

- He was wonderful to work with, and I have a great deal of confidence and trust in his as a professional, a leader, and a colleague.
- I value _____'s input and knowledge. He is a great partner and team member. I know when we are on a project together, he will see it through to the end.
- _____ excels at keeping in touch with all aspects of their job, and our jobs.
- Communication is not always timely, I think he means well but lack of communication causes more stress on the department than the actual information when finally received.
- I would encourage him to share with others the work going on in his area in this regard. It deserves to be recognized and shared.
-

I would recommend that _____ proof read his emails for sentence structure and grammatical/spelling errors. Occasionally this has been noticed by his staff.

Emotional Intelligence

Definition:

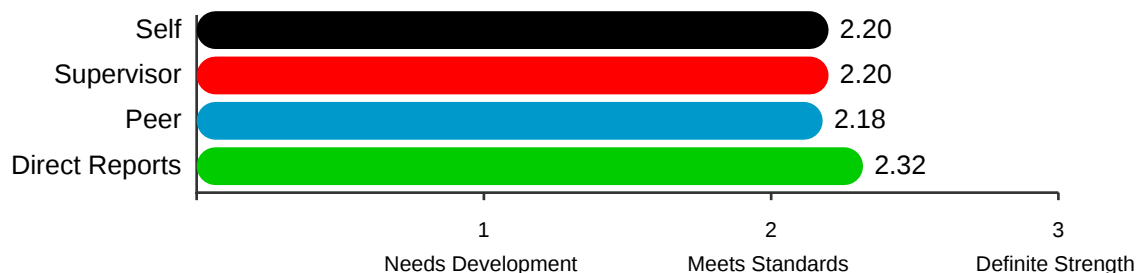
Ability to perceive, interpret, and understand the emotions of others.

Why this is Important:

This is a critical skill set for achieving success in business by allowing you to provide solutions that are tailored to their specific challenges. This proactive approach can lead to increased customer and employee satisfaction and loyalty. This fosters a positive work environment allowing employees to feel more secure and valued in the organization.

Summary Scores:

The summary scores shown here are an average of each of the items in this competency.



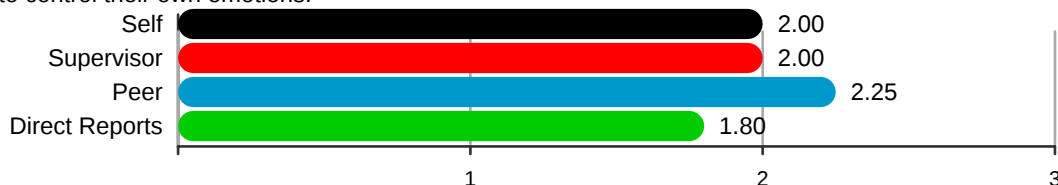
Scores on Each Item:

The scores for each of the items in this competency are shown below.

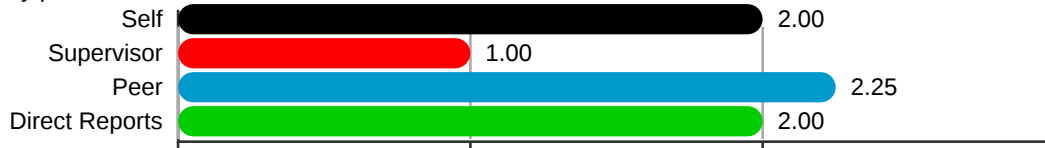
11. Able to understand others' points of view.



12. Is able to control their own emotions.



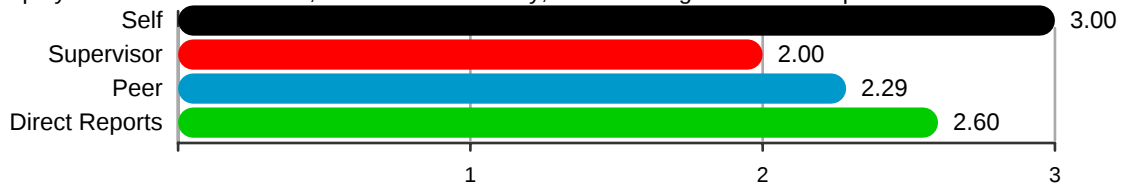
13. Accurately perceives the emotional reactions of others.



14. Is able to manage their own emotions.



15. Helps employees to resolve conflicts, communicate clearly, and work together to solve problems.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses are categorized using a color from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Level of Skill		
				Needs Development 1 1	Meets Standards 2 2	Definite Strength 3 3
11. Able to understand others' points of view.	15	2.33	40.0	7%	53%	40%
12. Is able to control their own emotions.	15	2.07	20.0	13%	67%	20%
13. Accurately perceives the emotional reactions of others.	15	2.07	26.7	20%	53%	27%
14. Is able to manage their own emotions.	15	2.27	40.0	13%	47%	40%
15. Helps employees to resolve conflicts, communicate clearly, and work together to solve problems.	14	2.43	50.0	7%	43%	50%

Comments:

- Strive for excellence. Willing to learn. Implement advice from others.
- _____ has done a remarkable job managing the department.
- I appreciate his assignments of employee strengths and responsibilities for the best of our departments and other departments
- _____ is an excellent listener. He is HIGHLY respected by his staff, and other leaders around the organization. I honestly have a very hard time trying to think of an area for improvement.
- I know that _____ would want me to include suggestions on how he could be a better leader. I have really thought long and hard about this, and sincerely cannot think of what he could do differently to improve as a leader. Maybe allow Christmas decor before December?
- Always appreciate _____'s organized approach to coordinating service opportunities between departments

Managing Performance

Definition:

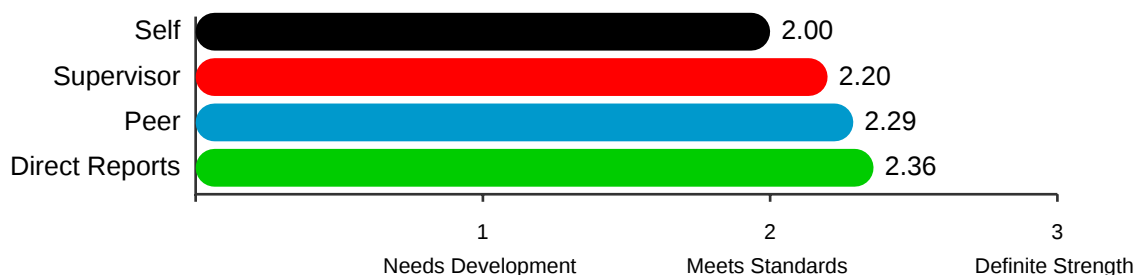
Manages the performance of subordinates. Plans and sets goals and performance expectations for work outcomes; determines measures of performance and communicates those expectations to the employee. Measures and monitors performance and conducts regular performance reviews using standardized performance measures. Recognizes and rewards performance that exceeds expectations and implements remedial actions if necessary.

Why this is Important:

Performance Management is an important supervisory skill that impacts business operations by setting expectations for achieving superior performance. It provides a framework for measuring work and motivating employees to achieve goals consistent with the organization's mission and values.

Summary Scores:

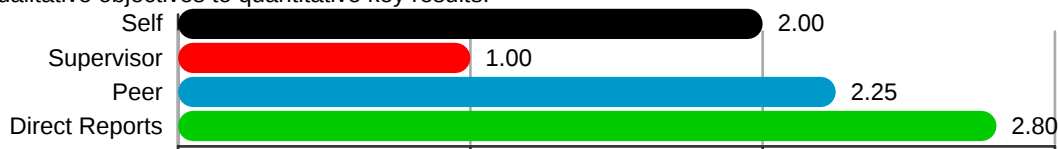
The summary scores shown here are an average of each of the items in this competency.



Scores on Each Item:

The scores for each of the items in this competency are shown below.

16. Links qualitative objectives to quantitative key results.



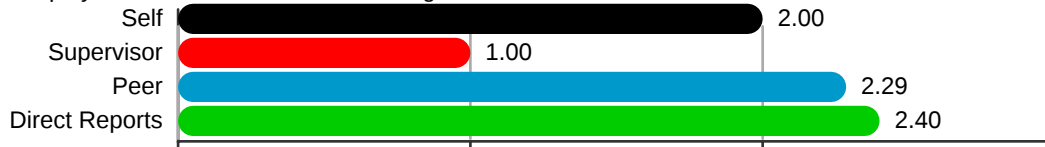
17. Communicates OKRs to employees regularly during monthly meetings.



18. Addresses poor performance sooner rather than later.



19. Ensures employees are accountable for meeting OKRs.



20. Reviews monthly or weekly reports of quantitative metrics (sales/production) to measure performance level.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses are color-coded from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Level of Skill		
				Needs Development 1 1	Meets Standards 2 2	Definite Strength 3 3
16. Links qualitative objectives to quantitative key results.	15	2.33	46.7	13%	40%	47%
17. Communicates OKRs to employees regularly during monthly meetings.	15	2.33	40.0	7%	53%	40%
18. Addresses poor performance sooner rather than later.	14	2.00	14.3	14%	71%	14%
19. Ensures employees are accountable for meeting OKRs.	14	2.21	42.9	21%	36%	43%
20. Reviews monthly or weekly reports of quantitative metrics (sales/production) to measure performance level.	15	2.53	60.0	7%	33%	60%

Comments:

- _____ knows his work and knows the facility very well. _____ is sincere about doing good work, but at times struggles with communicating in objective manner.
- _____ is highly respect as a leader in this organization. He demonstrates excellent communication and negotiation skills.
- _____ demonstrates daily his engagement in [CompanyName] and continuously strives to improve [CompanyName] and the services we provide.
- _____ is very supportive to staff and offers many opportunities for staff to grow.
- Having a routine for schedule and coming to office more frequently
- He translated the creative thinking into real change and solution that advanced our department.

Goals

Definition:

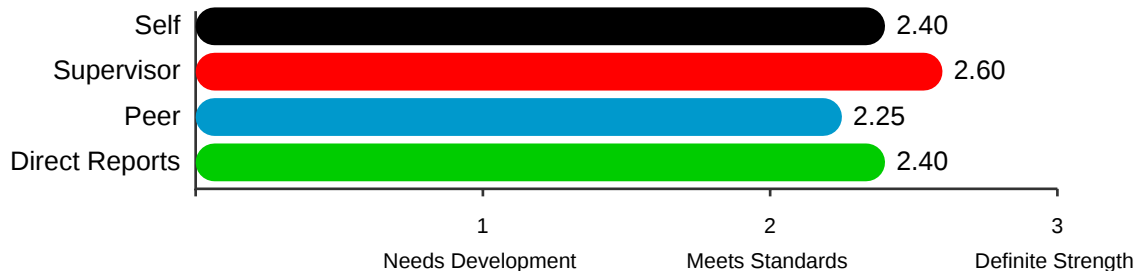
Goal setting involves the ability to establish and define aspirational, stretch, and strategic goals. It encompasses prioritizing, optimizing, and aligning these goals to ensure coherence and focus. Additionally, it requires understanding, creating, and utilizing performance metrics to track progress and success. Effective goal setting also includes setting and adhering to timelines while minimizing distractions. It involves coordinating multiple goals simultaneously and providing the necessary support, resources, and feedback to others to help them achieve their objectives.

Why this is Important:

The goal setting competency is important in that it establishes focus and direction for a business helping to align the efforts of employees. These goals can motivate and engage employees by giving them a clear purpose and a sense of accomplishment. Goals also provide a framework (or benchmark) for measuring performance. Performance metrics help evaluate the effectiveness of different strategies. Goals also help to determine where resources should be allocated. Goals also establish lines of accountability and responsibility. Goals are also used in strategic planning.

Summary Scores:

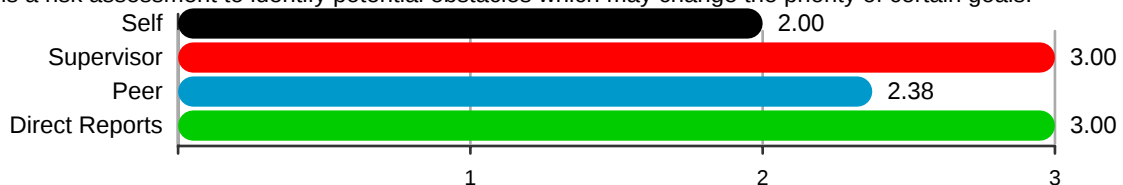
The summary scores shown here are an average of each of the items in this competency.



Scores on Each Item:

The scores for each of the items in this competency are shown below.

21. Performs a risk assessment to identify potential obstacles which may change the priority of certain goals.



22. Establishes goals that are both attainable and ambitious.



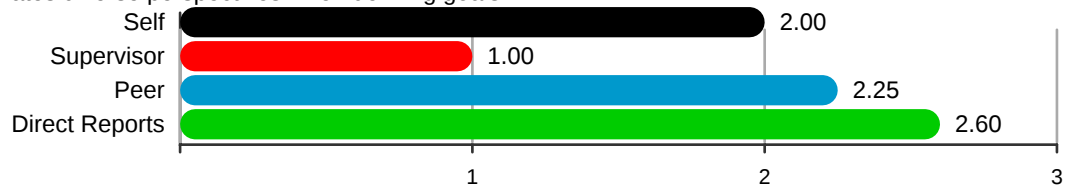
23. Ensures goals have relevance to a specific scenario.



24. Encourages coworkers to attain team goals.



25. Incorporates diverse perspectives when defining goals.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses is represented using a color from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Needs Development 1 1 Meets Standards 2 2 Definite Strength 3 3		
21. Performs a risk assessment to identify potential obstacles which may change the priority of certain goals.	15	2.60	66.7	7%	27%	67%
22. Establishes goals that are both attainable and ambitious.	15	2.33	40.0	7%	53%	40%
23. Ensures goals have relevance to a specific scenario.	15	2.07	20.0	13%	67%	20%
24. Encourages coworkers to attain team goals.	15	2.40	53.3	13%	33%	53%
25. Incorporates diverse perspectives when defining goals.	15	2.27	53.3	27%	20%	53%

Comments:

- _____ has an opportunity to communicate more courteously when having to move through the bureaucracy within our organization, e.g. planning and program directives or policies and procedures.
- He always answers my questions even if he's having a busy day or isn't the right person to be asking.
- he is trying to prove his strengths and be a firm leader in the organization, however when he makes these decisions before hearing all sides, he appears as if he does not care about the consequences.
- Manager is always interested in our views, and continually works at implementing our suggestions.
- Manager routinely demonstrates all of the above characteristics, as marked
- He does follow up and follow through.

Technology Use/Management

Definition:

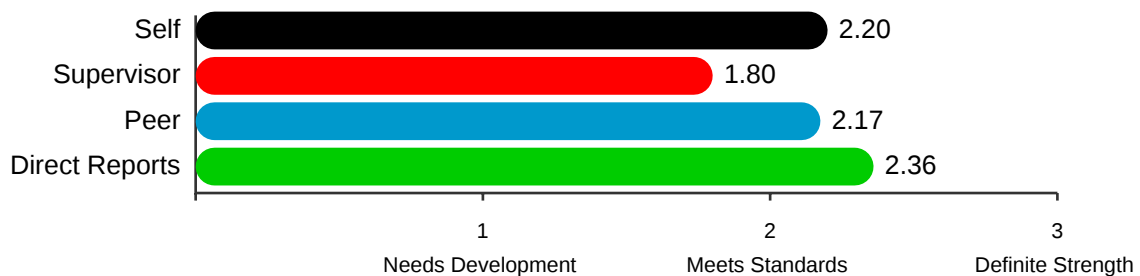
Uses technology (computers/tablets/smart phones/scanners/printers) to perform required tasks.

Why this is Important:

This is a critical skill set for achieving success in business by allowing you to provide solutions that are tailored to their specific challenges. This proactive approach can lead to increased customer and employee satisfaction and loyalty. This fosters a positive work environment allowing employees to feel more secure and valued in the organization.

Summary Scores:

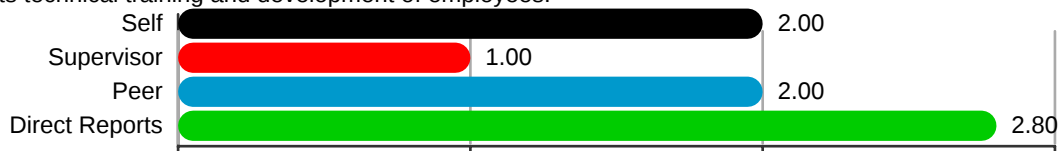
The summary scores shown here are an average of each of the items in this competency.



Scores on Each Item:

The scores for each of the items in this competency are shown below.

26. Supports technical training and development of employees.



27. Understands and is committed to implementing new technologies.



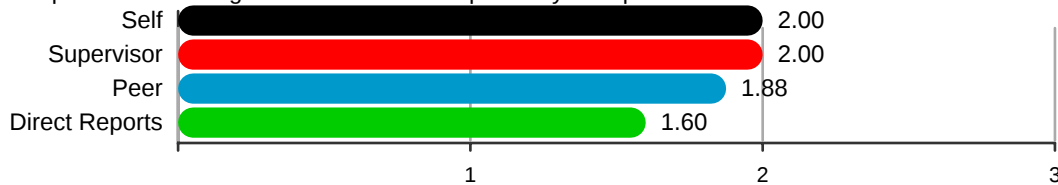
28. Uses technology in decision making and problem solving.



29. Adopts the implementation of new technology into the workplace.



30. Applies complex rules and regulations to maintain optimal system performance.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses are categorized using a color from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Level of Skill		
				Needs Development 1 1	Meets Standards 2 2	Definite Strength 3 3
26. Supports technical training and development of employees.	15	2.20	33.3	13%	53%	33%
27. Understands and is committed to implementing new technologies.	15	2.00	26.7	27%	47%	27%
28. Uses technology in decision making and problem solving.	15	2.47	53.3	7%	40%	53%
29. Adopts the implementation of new technology into the workplace.	15	2.60	60.0		40%	60%
30. Applies complex rules and regulations to maintain optimal system performance.	15	1.80	13.3	33%	53%	13%

Comments:

- The only area I feel _____ needs improvement is that when he gives a project he often has a vision for it but waits until the work is done to share that vision. Can be frustrating at times.
- Does well in most technical skills and is willing to learn anything that is new
- _____ is not always open to new ideas or troubleshooting issue and workflows. He does end up willing to review situations, it just sometimes takes some time.
- He works very hard to keep the department running smoothly and I appreciate all that he does for [CompanyName].
- _____ is a great leader. He has excellent communication skills and has a wonderful leadership style.
- _____ is dedicated, putting in long days and long hours and is accessible to both staff and his leadership team by phone or email.

Objectives

Definition:

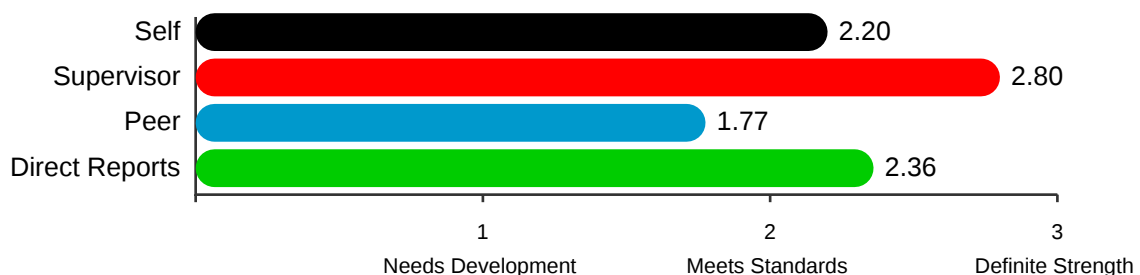
Establishes and completes objectives.

Why this is Important:

This is a critical skill set for achieving success in business by allowing you to provide solutions that are tailored to their specific challenges. This proactive approach can lead to increased customer and employee satisfaction and loyalty. This fosters a positive work environment allowing employees to feel more secure and valued in the organization.

Summary Scores:

The summary scores shown here are an average of each of the items in this competency.



Scores on Each Item:

The scores for each of the items in this competency are shown below.

31. Works toward achieving established goals and objectives.



32. Able to organize work.



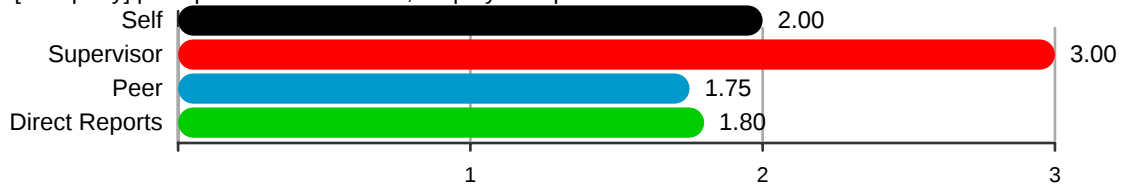
33. Effectively organizes resources and plans



34. Ability to establish realistic goals.



35. Assures [Company] principles are understood, employed & pursued.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses are categorized using a color from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Needs Development 1 1	Meets Standards 2 2	Definite Strength 3 3
31. Works toward achieving established goals and objectives.	15	2.13	33.3	20%	47%	33%
32. Able to organize work.	15	2.13	33.3	20%	47%	33%
33. Effectively organizes resources and plans	15	2.07	33.3	27%	40%	33%
34. Ability to establish realistic goals.	15	2.13	26.7	13%	60%	27%
35. Assures [Company] principles are understood, employed & pursued.	15	1.87	20.0	33%	47%	20%

Comments:

- He allows self-starter employees to take ownership of tasks/improvements and doesn't hover, but is available when you need him. He has monthly meetings with our team to keep everyone current and allow employees to make suggestions for change and improvement for workflow and cost saving ideas.
- _____'s leadership in finance and strategy is exemplary. However, his ability to use his team and discuss direction is an area where he can improve.
- He has grown as a manager in the last few months and it shows.
- He always has the customer's best interest in mind, and because he is so highly engaged, it carries over to his staff.
- I really enjoy working with _____ and I respect his as a leader and role model.
- I think that _____ demonstrates the computer skills and initiative that is needed to do the manager's role now it is the critical thinking application.

Coaching

Definition:

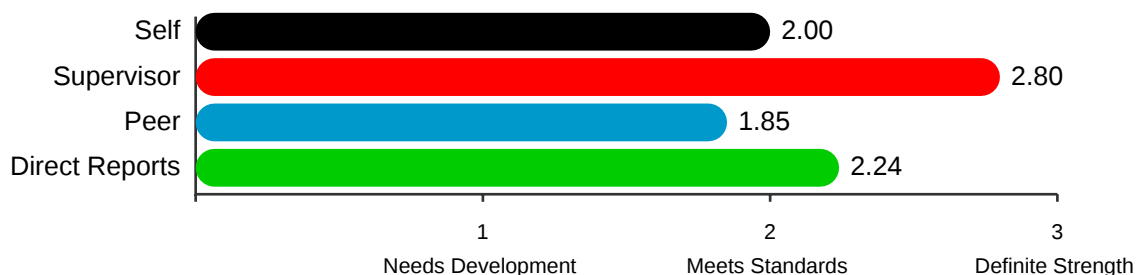
Coaching is an essential leadership skill that enhances performance by fostering dialogue and active listening, asking open-ended questions, challenging assumptions, and tailoring approaches to individual needs. It involves reframing challenges as opportunities, broadening perspectives, providing constructive feedback, empowering employees, and emphasizing future potential. Effective coaching supports growth and development by creating a receptive environment, encouraging introspection and self-reflection, demonstrating empathy, investing time, and driving meaningful impact.

Why this is Important:

Coaching is essential for businesses because it enhances employee performance, fosters innovation, and strengthens engagement by encouraging dialogue, introspection, and tailored guidance. It empowers employees to solve challenges, embrace growth, and align personal goals with organizational objectives, creating a culture of trust and development. By focusing on long-term potential and adaptability, coaching equips businesses to thrive in an evolving landscape while cultivating a motivated and capable workforce.

Summary Scores:

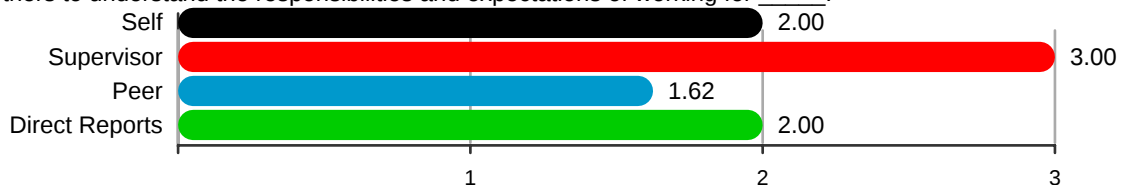
The summary scores shown here are an average of each of the items in this competency.



Scores on Each Item:

The scores for each of the items in this competency are shown below.

36. Helps others to understand the responsibilities and expectations of working for _____.



37. Coaches and mentors employees to achieve excellence.



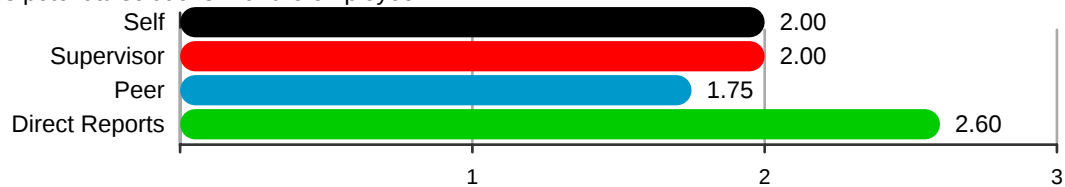
38. Develops subordinates.



39. Challenges the employee to grow and reflect on their capabilities and opportunities.



40. Explores potential solutions with the employee.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses is represented using a color from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Needs Development 1 1	Meets Standards 2 2	Definite Strength 3 3
36. Helps others to understand the responsibilities and expectations of working for ____.	15	1.87	20.0	33%	47%	20%
37. Coaches and mentors employees to achieve excellence.	15	1.93	13.3	20%	67%	13%
38. Develops subordinates.	15	2.07	33.3	27%	40%	33%
39. Challenges the employee to grow and reflect on their capabilities and opportunities.	15	2.33	33.3		67%	33%
40. Explores potential solutions with the employee.	15	2.07	33.3	27%	40%	33%

Comments:

- His great communication style allows him to draw in floor staff, other departments and individuals easily.
- _____ relies on his direct reports to solicit input and involve front line staff in everyday work.
- He leads by example, not reputation.
- I appreciate _____'s direct style, however, it can be too abrupt sometimes, causing staff to be afraid to speak up.
- _____ has been an excellent addition to our department. Having a positive, supportive director has helped increase staff engagement.
- _____ is honest, does what he says he is going to do and can be counted on to be timely in his communication.

Strategic Insight

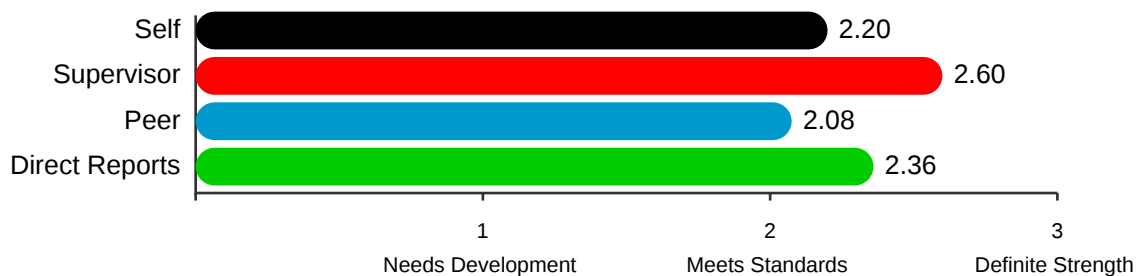
Definition:

Strategic Insight is the ability to synthesize observations, data, and interactions into forward-looking decisions that align organizational goals with evolving market and stakeholder needs. It requires a deep understanding of business cycles, customer expectations, and internal dynamics--supported by analytical rigor, clear communication, and collaborative engagement across diverse groups. Managers with strategic insight anticipate challenges, adjust plans responsively, and foster innovation through creative problem solving and informed planning.

Why this is Important:

Summary Scores:

The summary scores shown here are an average of each of the items in this competency.



Scores on Each Item:

The scores for each of the items in this competency are shown below.

41. Translates complex industry trends into actionable strategies for the team/department.



42. Works with others to develop insights into the resources and actions required to produce desired results.



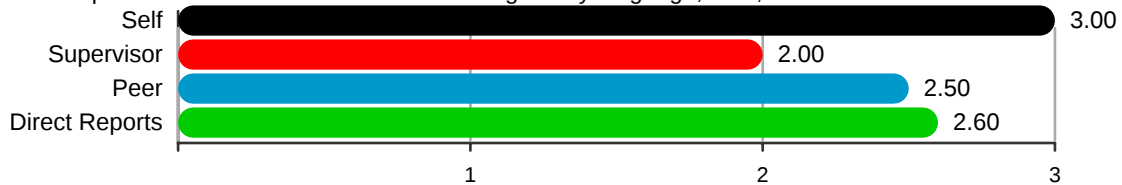
43. Understands how to strategically grow the business and increase customers.



44. Recognizes when strategic plans are no longer relevant due to environmental or organizational changes.



45. Recognizes unspoken concerns or morale issues through body language, tone, and team interactions.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses are categorized using a color from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Level of Skill		
				Needs Development 1 1	Meets Standards 2 2	Definite Strength 3 3
41. Translates complex industry trends into actionable strategies for the team/department.	15	2.00	26.7	27%	47%	27%
42. Works with others to develop insights into the resources and actions required to produce desired results.	15	2.13	33.3	20%	47%	33%
43. Understands how to strategically grow the business and increase customers.	15	2.20	40.0	20%	40%	40%
44. Recognizes when strategic plans are no longer relevant due to environmental or organizational changes.	15	2.20	26.7	7%	67%	27%
45. Recognizes unspoken concerns or morale issues through body language, tone, and team interactions.	15	2.53	60.0	7%	33%	60%

Comments:

- I truly enjoy working with _____. He is a great worker who is clear in his direction/expectations and provides valuable insight when asked. I have worked with him on several conceptual projects and he has been a valued team member every time.
- He is by far the best manager I have ever worked for, without having to be overbearing or a micro-manager.
- Our department continues to have a very low loss rate.
- The only constructive feedback that I would have for _____ is that it would be nice to have him "present" more often. There are times during 1:1 or group meetings where I feel that _____ is incredibly distracted and not taking in everything that the individual or team is saying; this is understandable given his current burden here.
- Set clear expectations for others.
-

_____ is concerned about the input of the staff. Has worked to try to improve his responsiveness and performance.

Organizational Fluency

Definition:

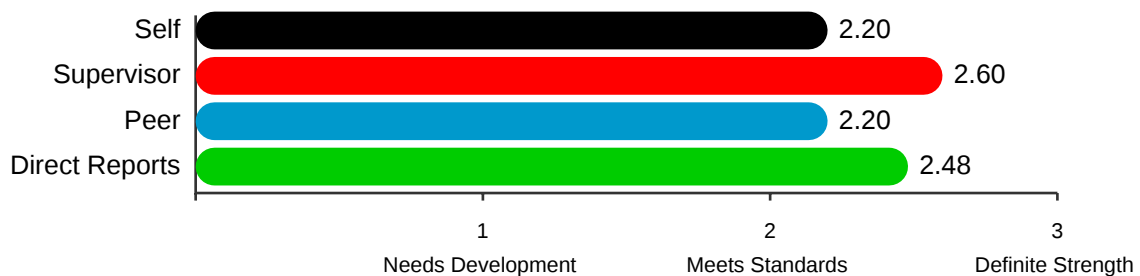
Able to work within the department/division/organization.
Understand how different parts of the business interact.

Why this is Important:

This is a critical skill set for achieving success in business by allowing you to provide solutions that are tailored to their specific challenges. This proactive approach can lead to increased customer and employee satisfaction and loyalty. This fosters a positive work environment allowing employees to feel more secure and valued in the organization.

Summary Scores:

The summary scores shown here are an average of each of the items in this competency.



Scores on Each Item:

The scores for each of the items in this competency are shown below.

46. Gets things done through the department.



47. Adept at navigating within the culture of the department.



48. Able to explain departmental policies and procedures to others.



49. Understands departmental policies and procedures.



50. Effective in communicating with others within the organization.



Level of Skill

The table below shows the responses in a graphic form where the percentage of responses are color-coded from red (Needs Development) to green (Definite Strength).

Item	n	Avg	LOA	Level of Skill		
				Needs Development 1	Meets Standards 2	Definite Strength 3
46. Gets things done through the department.	15	2.27	26.7		73%	27%
47. Adept at navigating within the culture of the department.	15	2.13	26.7	13%	60%	27%
48. Able to explain departmental policies and procedures to others.	15	2.40	40.0		60%	40%
49. Understands departmental policies and procedures.	15	2.47	46.7		53%	47%
50. Effective in communicating with others within the organization.	15	2.33	46.7	13%	40%	47%

Comments:

- He makes sound decisions and is a great role model in communication, teamwork, and engagement.
- He makes sure we work together as a manager team when it comes to the Fleet scheduling.
- I have observed that _____ has made some very good decisions with his leadership team this year. He values his team and sets clear expectations. He is a team player when working on projects or issues and he always responds promptly to requests for assistance.
- He meets these measurements and has been focusing on getting team members that historically not been as involved to take on new projects.
- There are some behaviors that are either accepted or ignored that continue to be an issue for the equality and satisfaction in the department.
- _____ was very clear with a shared staff member on expectations of mandatory education requirements. I am glad _____ has joined the team.