

**Return to CareerLeader**

**360° Feedback Results**

Feedback from your 4 respondents is summarized below. Your ability ratings are averaged and presented on a 1 (lowest) to 7 (highest) scale, exactly like the questions from the test. Any additional comments are below.

Samuel Kunz

PROBLEM SOLVING	SCORE	MORE DETAILS
Creativity	6.0	The capacity to generate new ideas and approaches to issues and recognize new opportunities.
Critical Thinking	6.3	The capacity to define a problem and determine the information needed to solve it; to form and test hypotheses; to understand unspoken assumptions; and to judge the validity of conclusions.
Quantitative Analysis	6.3	The capacity to apply quantitative analysis to the understanding of business issues.
Quick Thinking	6.7	The capacity to pick up new information and ideas easily and "think on your feet".
Strategic Thinking	6.0	Able to grasp the big picture; work with a vision of the whole project and the long term.

TAKING INITIATIVE	SCORE	MORE DETAILS
Action-orientation	5.7	The capacity to make decisions and then see to it that they are implemented.
Flexibility	5.3	The ability to adapt easily to changing situations and adopt new approaches.
Leveraging	5.7	The capacity to leverage one's time well (e.g., set priorities and keep to them, and delegate when appropriate.)
Multi-focus	6.0	The capacity to juggle many ideas, responsibilities, and projects at once.
Persistence	5.7	Having the tenacity to stay with a project until it is fully completed.
Political Skill	4.7	The ability to get things done within the framework of an organization.
Power-orientation	5.7	The capacity to use power effectively, take risks, and assert oneself.

INTERPERSONAL EFFECTIVENESS	SCORE	MORE DETAILS
Acceptance of Others	4.7	Being comfortable and effective in relating to many different types of people.
Communication	5.0	The ability to listen well and write and speak to individuals and groups in a clear and effective manner.
Confidence	6.0	The ability to feel and project self-confidence and be persuasive even in uncertain and difficult situations.
Leading/Managing	5.3	The ability to lead, motivate, and directly manage other people effectively.
Openness to Criticism	5.3	Being open to criticism and accepting negative feedback without getting defensive.
Psychological Awareness	6.0	The quality of being good at understanding people and getting them to work well.
Sensitivity and Tact	5.0	The capacity to promote an atmosphere of good feeling and mutual consideration.
Sociability	4.3	The ability to be socially venturesome and self-assured, and to form and maintain relationships easily.
Teamwork	6.0	The ability to be team player, cooperate with others, and work well as part of a group.
Toughness	6.7	Having the capacity to be tough, stand one's ground, and confront others effectively when necessary.

## COMMENTS

Being too sharp can sometimes build overconfidence which may or may not be good depending the situation..

## FEEDBACK ANALYSIS

The people who gave you feedback on your business-relevant abilities see you as significantly more skilled than your peers than you did on the following abilities:

- ▶ **Creativity** (the capacity to generate new ideas and approaches to issues and recognize new opportunities)
- ▶ **Quantitative Analysis** (the capacity to apply quantitative analysis to the understanding of business issues)
- ▶ **Teamwork** (the ability to be team player, cooperate with others, and work well as part of a group)

Your job now is to determine who's right: you, or the people who provided the feedback? If you tend to be overly self-critical, and if your feedback providers have at least as thorough an understanding of your strengths as you do, chances are **they're** right. Consider taking a more favorable -- and accurate -- view of your skill level in those ability areas. Being self-critical and striving to improve is good, but doing so at the cost of accuracy isn't. You can see yourself as skilled and still strive to improve.

The people who gave you feedback on your business-relevant abilities saw you as significantly less skilled than your peers than you did on the following abilities:

- ▶ **Acceptance of Others** (being comfortable and effective in relating to many different types of people)
- ▶ **Communication** (the ability to listen well and write and speak to individuals and groups in a clear and effective manner)
- ▶ **Flexibility** (the ability to adapt easily to changing situations and adopt new approaches)
- ▶ **Persistence** (having the tenacity to stay with a project until it is fully completed)
- ▶ **Political Skill** (the ability to get things done within the framework of an organization)
- ▶ **Sensitivity and Tact** (the capacity to promote an atmosphere of good feeling and mutual consideration)

Your job now is to determine who's right: you, or the people who provided the feedback? If you tend to overestimate your ability levels, and if your feedback providers have at least as thorough an understanding of your strengths and weaknesses as you do, chances are **they're** right. Consider taking a more critical -- and accurate -- view of your skill level in those ability areas. Being self-confident is good, but not at the cost of accuracy.

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