

Feedback Report

Created for Mary Langlois
Survey Type - Multi-Rater Survey
Report created on 21 Sep 2013
Powered by SelfStir for atest

Report Overview

Rater Information

This section lists the raters who accepted to rate you and who completed the survey.

Context Description

This section is taken from the description that you gave in describing your context at the time of the survey.

Competencies

This section lists the selected competencies in the survey.

Competency Summary Results

This section provides an overall summary of your competency results showing your rating versus all other raters.

When completing the survey, you and your raters responded to statements using the following rating scale:

N/A - Not applicable for this individual in their current role

1 - Strongly Disagree

2 - Disagree

3 - Neutral

4 - Agree

5 - Strongly Agree

Detailed Competency Scores

This section provides a detailed view of each competency and its statements showing the results of your raters grouped by relationship including yourself. Next to each statement scores graph, you will also see another graph representing the spread of the raters response distribution. This graph includes all the raters except your own rating. You will also find the open-ended responses here.

Highest/Lowest Rated Statements

This section contains the five highest and five lowest rated statements.

Blind Spots and Hidden Strengths

Blind spots refer to competencies where others rated you significantly lower than you rated yourself. Hidden strengths refer to competencies where others rated you significantly higher than you rated yourself.

Continue Your Development

If available, this section provides you with recommendations that would get you started on developing your competencies. You can find a greater selection to choose from by visiting the Recommendations page where you can view a list of all the recommendations as well as be able to filter based on your preferences.

Rater Information

First name	Last name	Email	Relationship
Jenna	Jameson	jennajameson5@mail.com	Peer
Danielle	Seyouri	dseyouri@hotmail.com	Peer
Touride	Mayer	touride@gmail.com	Peer
Denkine	MHIR	denkine@outlook.com	Manager
Chris	Store	chrisstore9@hotmail.com	Direct Report
Paul	Davis	pauldavis17@hotmail.com	Direct Report
Rachel	Lawson	rachellawson@mail.com	Direct Report

Context Description

I've been promoted 9 months ago to a team lead role. I'd like to get feedback on my leadership competencies.

Competencies

Core Competencies

Core competencies are for everyone in all walks of life. They provide skills that help you live your life with honor and dignity, and provide you with the basics for success in all contexts of your life.

- Accountability - Responsibility
- Adaptability - Flexibility
- Personal Integrity - Inspiring Trust

I lead Myself

These competencies are selected to help you in the early stages of family life, where you learn to live better with yourself and others. They provide you with the foundations to move successfully to higher levels of leading a family.

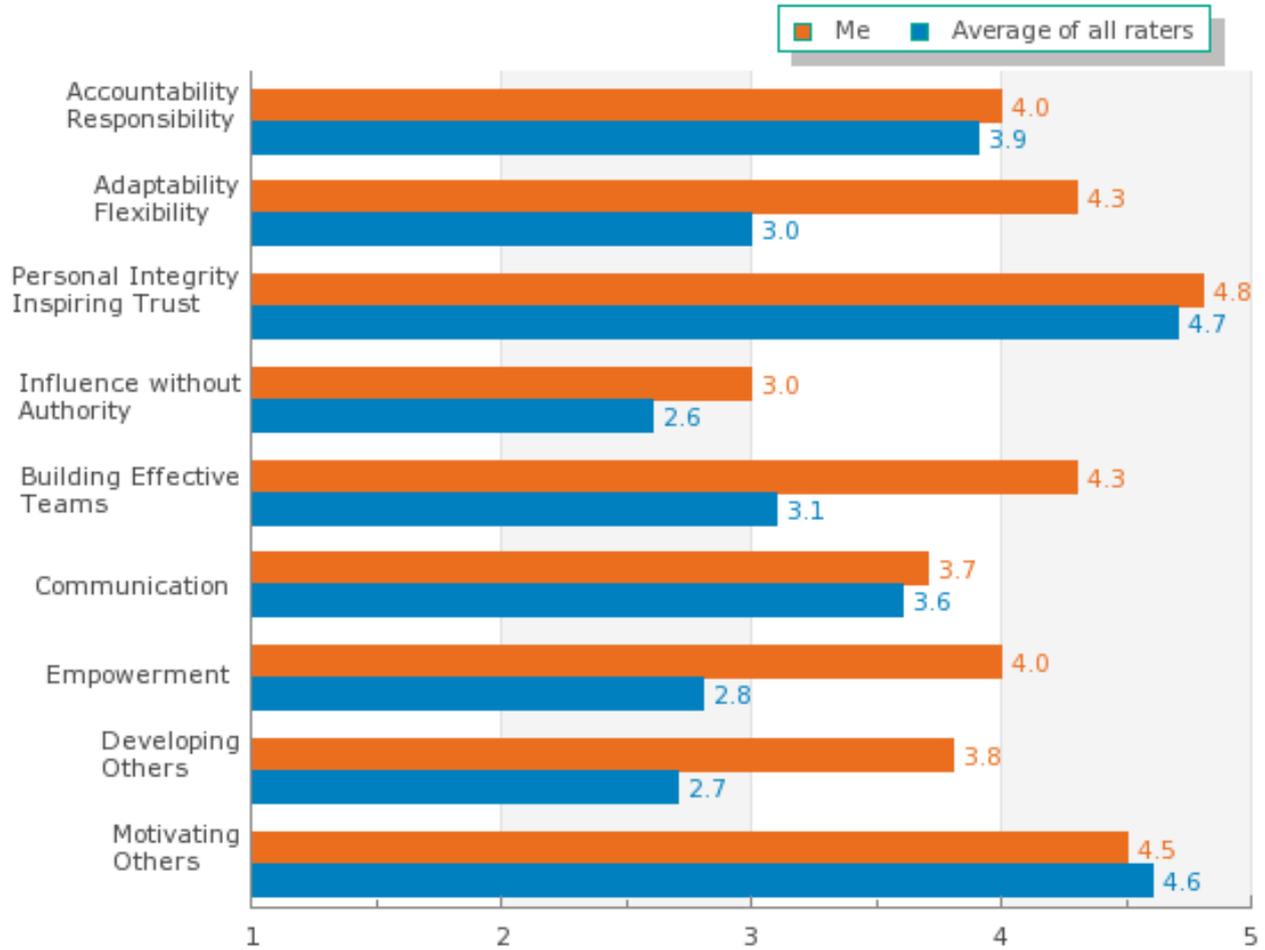
- Influence without Authority

I lead People

These competencies help individuals who are leading families. As a parent or a parent figure, these competencies provide the foundations of managing the dynamics of families with children at different stages of their life. Mastering these competencies will help you move to the higher level of Leading Extended Families.

- Building Effective Teams
- Communication
- Empowerment
- Developing Others
- Motivating Others

Competency Summary Results



Detailed Competency Scores

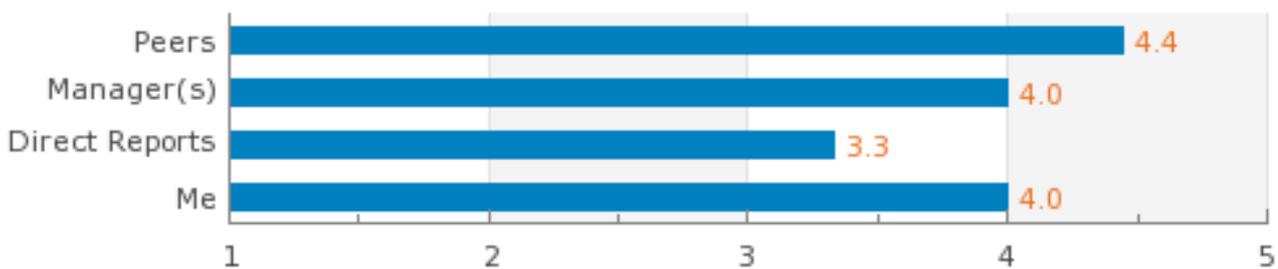
Accountability - Responsibility

Accountability/responsibility is the ability to take on required roles in every context you are in and to meet the demands of those roles, holding yourself accountable for your actions and outcomes.

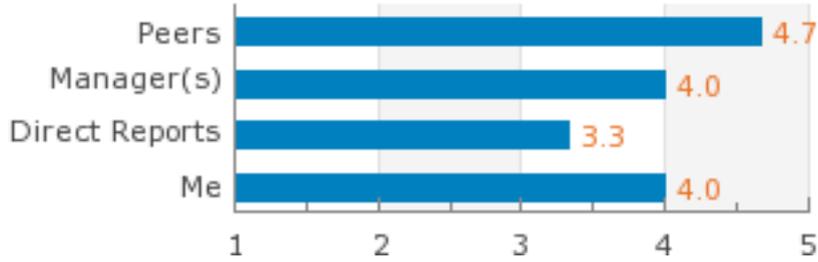
Behaviors that reflect accountability/responsibility are the ability and willingness to be committed to meeting every major aspect of one’s role(s), honoring one’s commitments, and following through to the end even when faced with challenges. Furthermore, one consistently holds oneself accountable for one’s actions and outcomes, and is willing to reflect and look inwards when things go wrong. People who reflect this competency tend to draw out more responsible behavior from others, and promote a culture where people are willing to hold themselves accountable for their actions and outcomes.

On the other hand, one would need development in this area when one has the tendency to avoid taking responsibility or be selective in doing so, when one tends not to follow through on commitments especially in challenging situations, and when one avoids holding oneself accountable for outcomes, blaming others or external forces. People who tend to behave this way are generally perceived as unreliable, promoting an environment where people tend to blame each other and avoid taking on their own responsibilities.

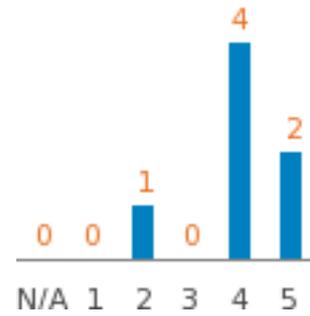
Competency Average



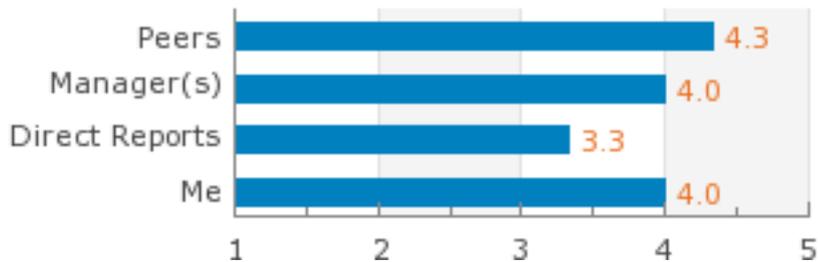
I take ownership of my responsibilities.



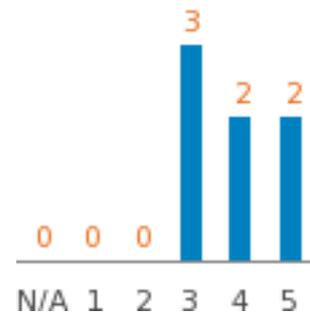
Response Distribution



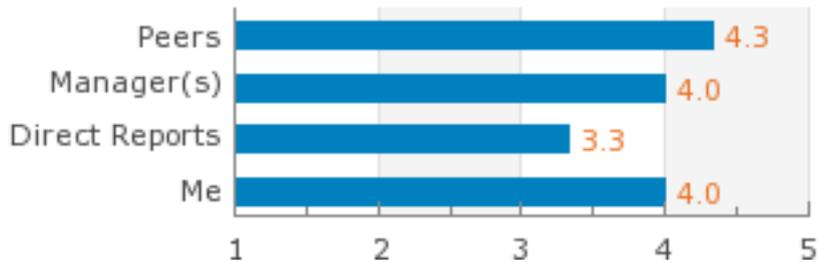
I honor my commitments and follow through even when faced with challenges.



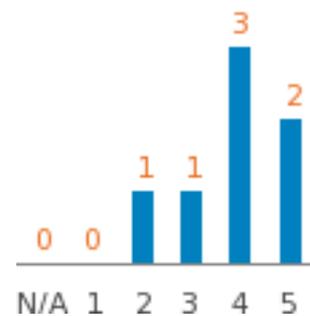
Response Distribution



I hold myself accountable for my actions and performance, failure and success.



Response Distribution



Open-Ended Comments

Anything further you would like to add?

Peers

You have always honored your commitments to me, so I only have respect and admiration for you.

Me

I try to remain consistent and honor my commitments, but at times it's challenging with all the deadlines and pressures of my new role.

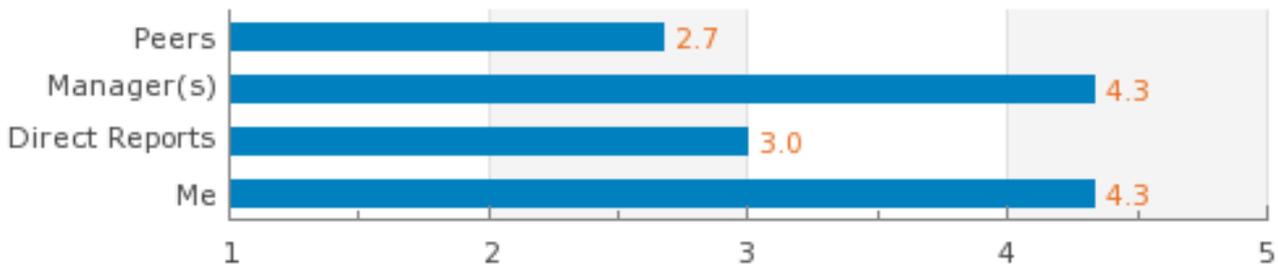
Adaptability - Flexibility

Adaptability/flexibility is the ability to understand changes in situations and individuals around you, and the willingness to adjust your approach and actions accordingly, as you become aware of these changes.

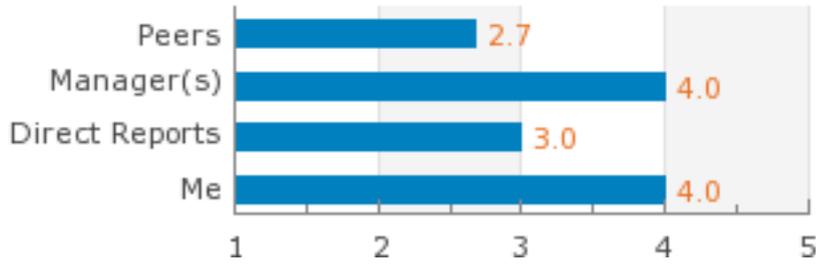
Behaviors that reflect adaptability/flexibility are the ability to adapt one’s approach based on a clear understanding of people and situations, the willingness to compromise in order to reach win-win solutions, thus being able to resolve most conflicts, and the embracing of change and uncertainty. People who reflect these behaviors make others feel comfortable relating to and working with them, and inspire confidence in times of uncertainty and change.

On the other hand, one would need development in this area when one has the tendency to use one-size-fits-all approaches or has difficulty altering one’s approach to suit different situations, when one is unwilling to compromise, and when one tends to be uncomfortable dealing with change and uncertainty. People who exhibit this style tend to make others feel misunderstood and thus make it harder for them to strive for acceptable compromises and conflict resolution.

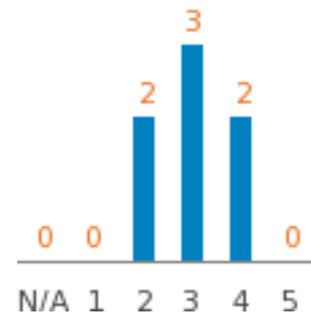
Competency Average



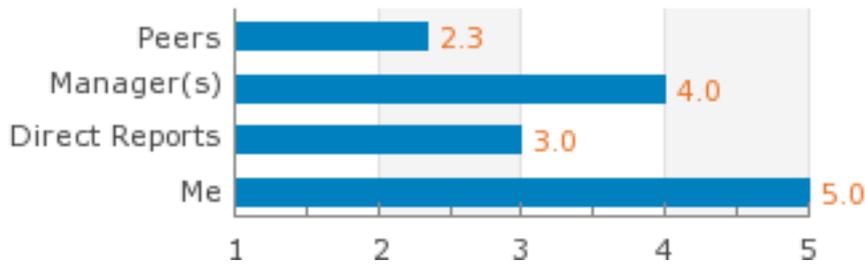
I adapt my approach to suit the situation and people involved.



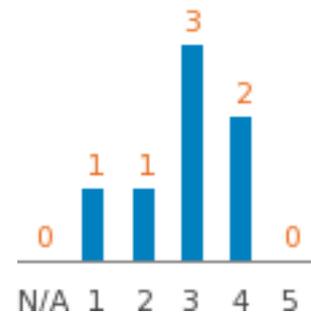
Response Distribution



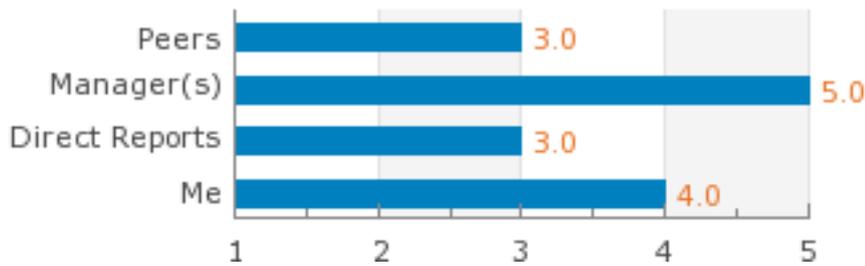
I am willing to compromise to reach an acceptable solution.



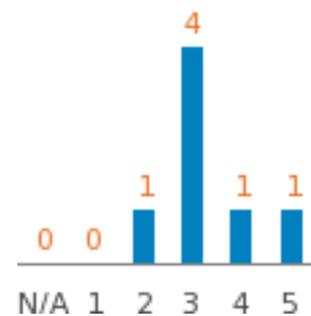
Response Distribution



I accept change and uncertainty.



Response Distribution



Open-Ended Comments

Anything further you would like to add?

Manager(s)

I appreciate your level of flexibility in high stressful times.

Me

I usually listen to other people's input and am flexible at compromising to reach an acceptable solution.

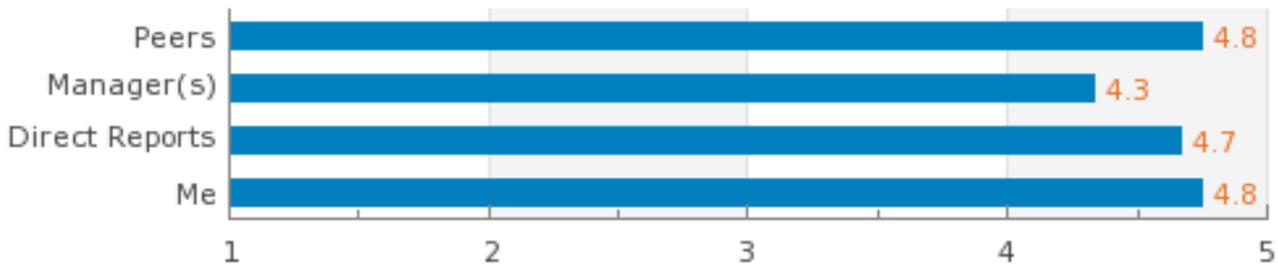
Personal Integrity - Inspiring Trust

Personal integrity/inspiring trust is to believe in and live by strong ethical and moral values and principles, to place these universal values above other references, and thus to inspire trust and be able to restore it where it is breached.

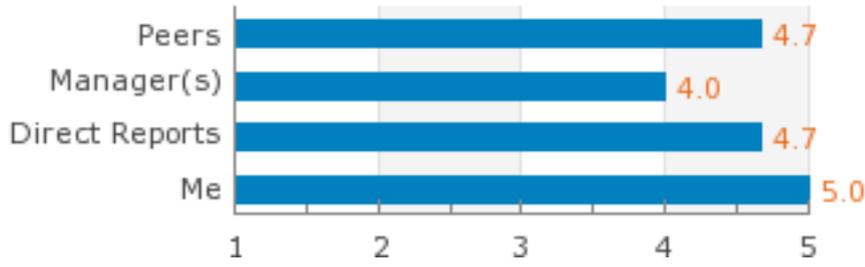
Behaviors that reflect personal integrity and inspiring trust are the willingness to be guided by and stick to ethical and moral values and principles, practicing what one preaches, working hard and sincerely to build and repair breaches in trust, and being honest and sincere in one's interactions. People know where they stand with a person who exhibits these behaviors, which then fosters a trusting environment.

On the other hand, one would need development in this area when one has the tendency to compromise on ethical and moral values and principles, when one is inconsistent in speech and behavior, puts no effort in building trust, and tends to be dishonest and insincere when dealing with others. People cannot trust such a person, and tend to be suspicious and cautious, thus creating a climate where back-stabbing and gossip become the norm.

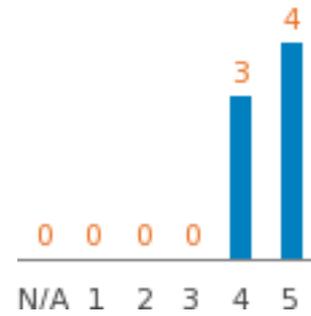
Competency Average



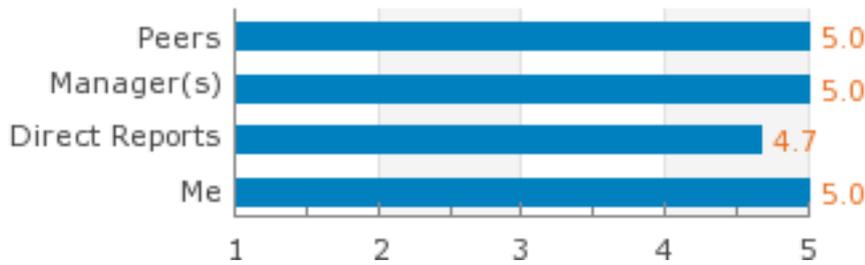
I am guided by strong ethical and moral values and principles.



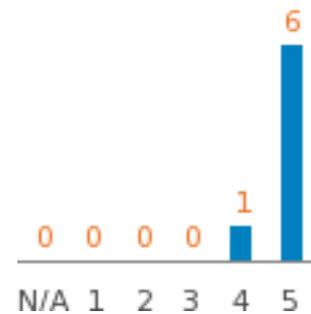
Response Distribution



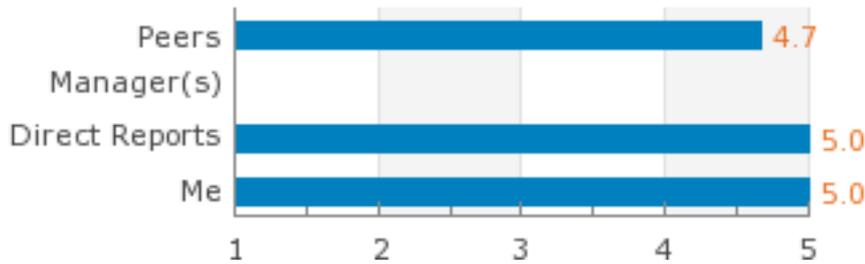
I practice what I preach.



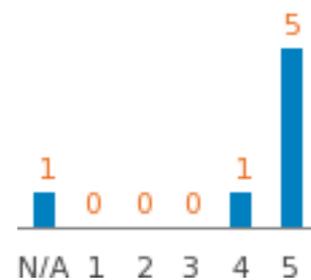
Response Distribution



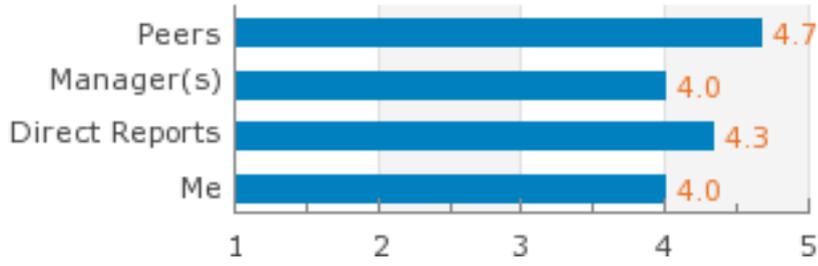
I put an effort in building trust and repairing broken trust in relationships.



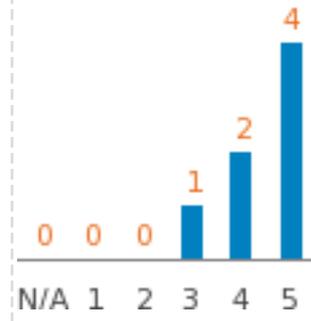
Response Distribution



I am honest and direct when dealing with others.



Response Distribution



Open-Ended Comments

Anything further you would like to add?

Manager(s)

Your level of integrity is admirable, both towards the quality of your work and especially towards your team.

Direct Reports

You make it extremely easy to trust you as you've always been direct and honest with me and are guided by high morals and values.

Me

I take personal integrity very seriously both in my work as well as dealing with my colleagues.

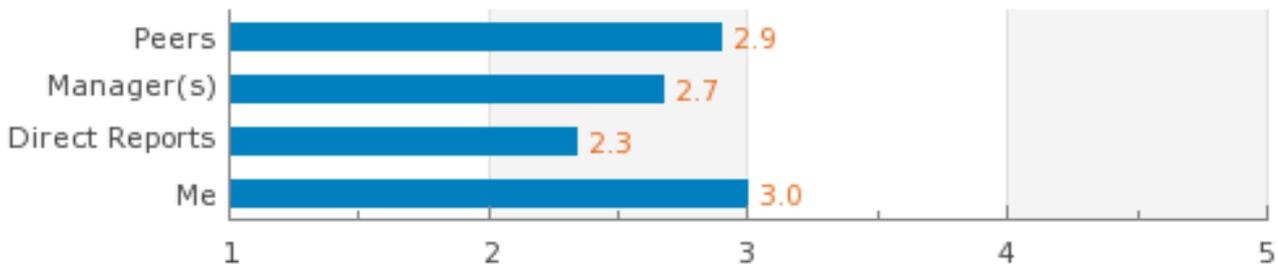
Influence without Authority

Influence without authority is the ability to change someone’s beliefs and behavior through the use of dialogue and by setting an example.

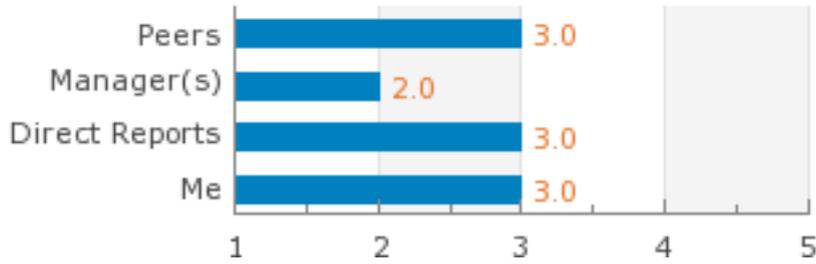
Behaviors that reflect influence without authority are the ability to rely on trusting relationships to influence others, using negotiation and discussion to help people reach consensus, understand one’s point of view, or subscribe to a necessary course of action, and role modeling expected attitudes and behaviors by setting an example of the right behavior even in difficult situations. People who can influence others without using authority inspire trust. Others look up to them and can easily be persuaded by them into changing a course of action.

On the other hand, one would need development in this area when one has the tendency to revert to the use of authority rather than trust to influence others, using aggressive and intimidating communication methods to reach agreement and expecting compliance, and who may demand from others what one is unwilling to do. People who cannot influence without authority are usually not trusted by others, and may create resentment and resistance.

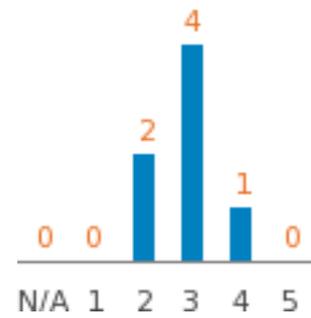
Competency Average



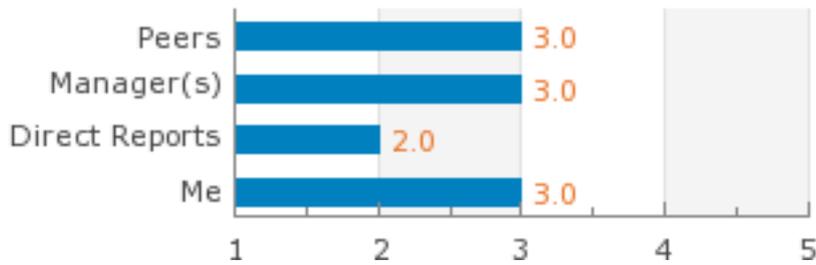
I rely on trusting relationships to influence others.



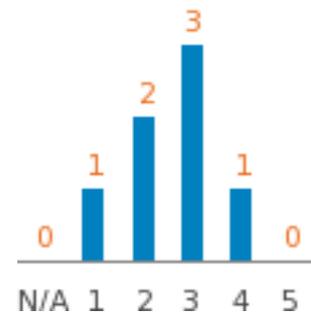
Response Distribution



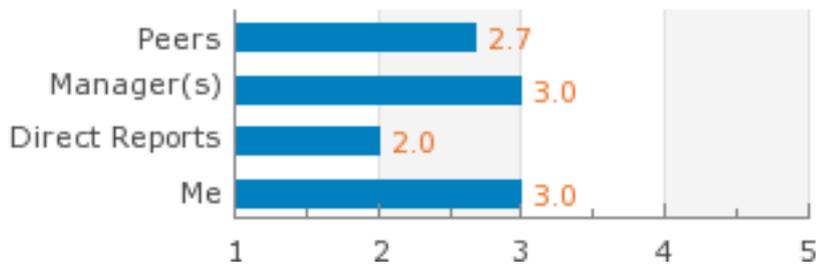
I use negotiation and discussion to help reach agreement/alignment.



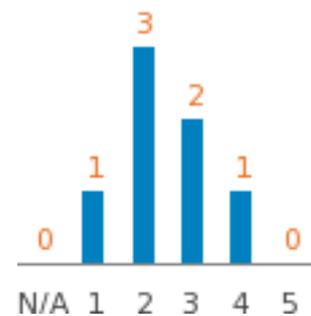
Response Distribution



I role model rather than demand expected attitudes and behavior.



Response Distribution



Open-Ended Comments

Anything further you would like to add?

Peers

Should role model more than demand from others

Manager(s)

It would be helpful if you could focus more on working with key individuals to gain their buy in instead of a more directive approach.

Me

I find it challenging to influence without authority as it takes a lot of energy, effort and time to make a difference. I know that I need to work on this.

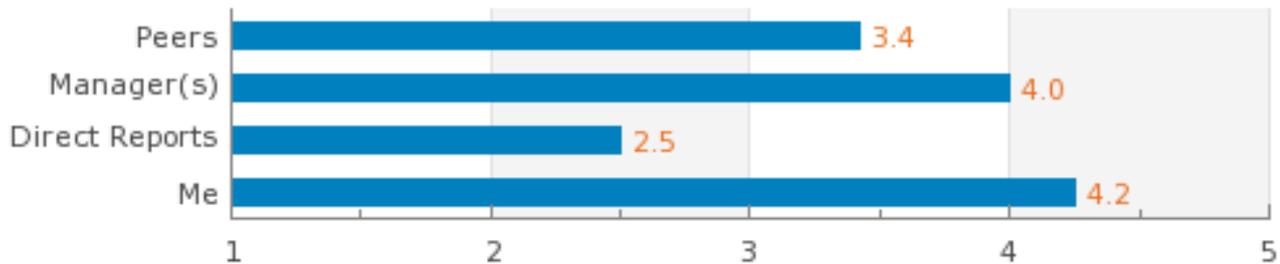
Building Effective Teams

Building effective teams, families, or circles is the ability to form and lead a group to become a successful entity as a whole while developing each individual to become effective in his or her role. It is about understanding the dynamics and elements of team development and applying this knowledge in leading.

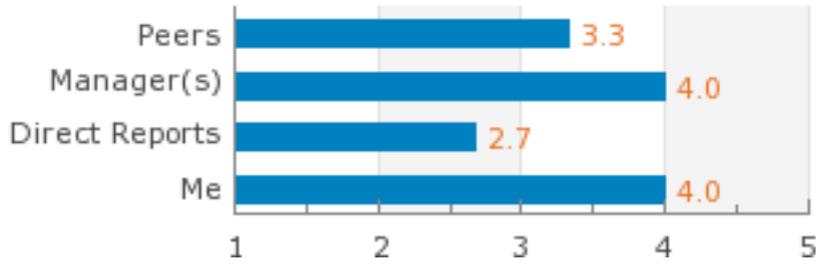
Behaviors that reflect this competency are the ability to apply one’s understanding of the complexity of human relational dynamics in leading a group of people towards effective and successful achievement of a common purpose, by providing the necessary support, seeking to develop each group member, and encouraging open dialogue to ensure alignment. People who exhibit these behaviors create a team environment where people feel understood, valued, listened to, and supported, and where their developmental needs are met.

On the other hand, one would need development in this area when one has the tendency to show little understanding of human relational dynamics and not to encourage open discussion, therefore failing to support team members and failing to cater to their developmental needs. People who lack team building skills tend to make team members feel frustrated and unsupported, inhibiting the team from reaching their full synergistic potential.

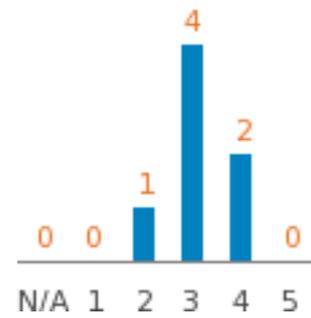
Competency Average



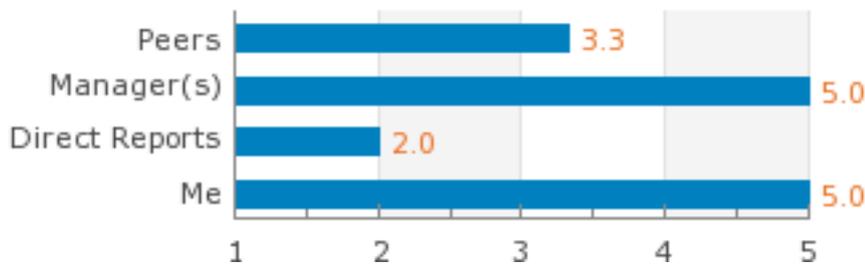
I understand how people interact and cooperate with each other.



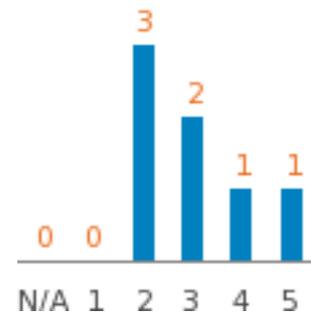
Response Distribution



I seek to develop each individual within the team.



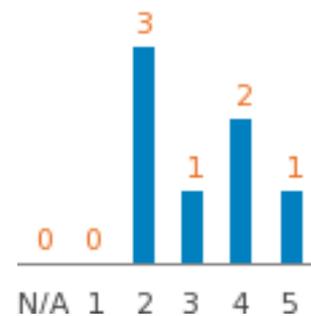
Response Distribution



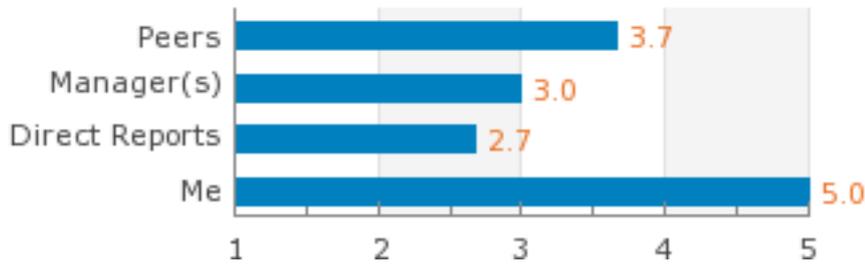
I lead the team towards effective and successful achievement of a common purpose by providing the necessary support.



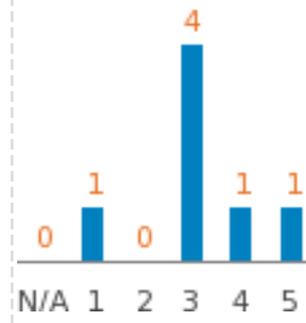
Response Distribution



I encourage open dialogue within the team.



Response Distribution



Open-Ended Comments

Anything further you would like to add?

Direct Reports

I wish more time and focus was spent on developing me and providing me with opportunities for growth.

Me

I know that it's a daily challenge for me to continuously build an effective team, especially with our challenging work demands. I need to put more effort and time towards this with my team.

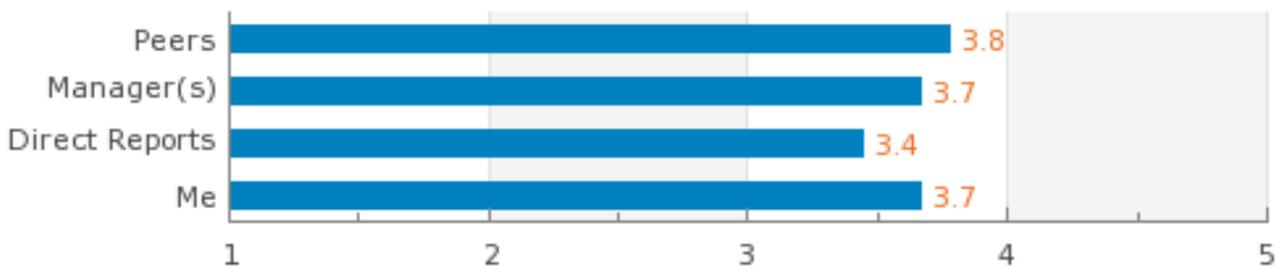
Communication

Communication is the ability to understand and be understood by those around you. The ability to adapt your message to the context you are in and the audience you are speaking with.

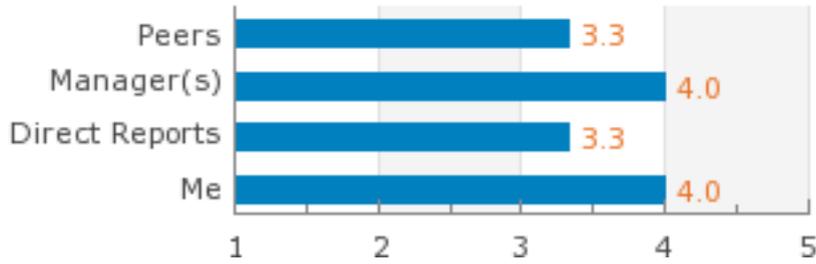
Behaviors that reflect good communication are an ability to express oneself clearly and effectively, while remaining objective and respectful, acknowledging others' positions, and maintaining control of one's emotions. It is also the ability to listen attentively to both verbal and non-verbal communication, repeating and summarizing to ensure understanding. Good communicators make others feel listened to, and foster a climate that has little or no room for misunderstanding.

On the other hand, one would need development in this area when one is ineffective in expressing oneself, communicating often negative or judgmental messages, and making no effort to listen. People who exhibit such behavior make it hard for others to communicate with them, and create much room for misunderstanding. People do not feel listened to or understood.

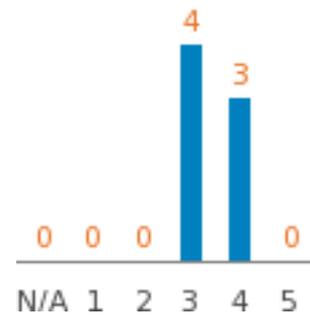
Competency Average



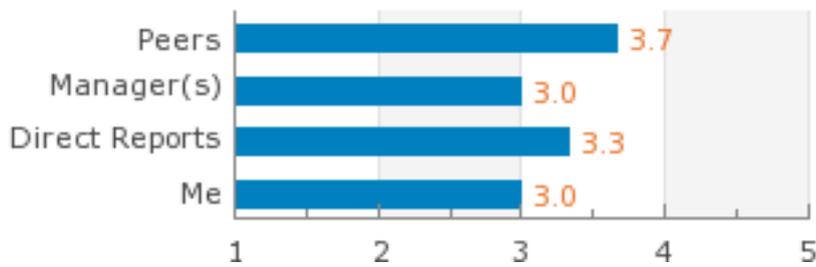
I listen attentively and ensure understanding of others' communication.



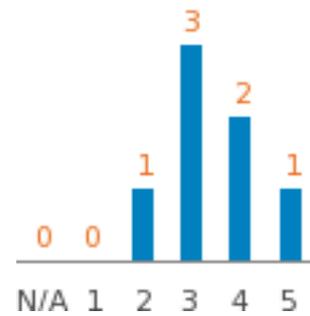
Response Distribution



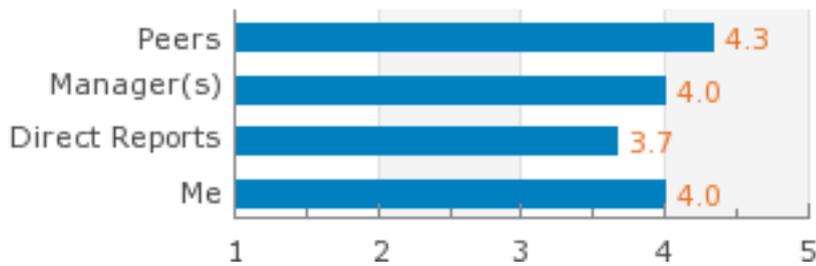
I express myself clearly and effectively.



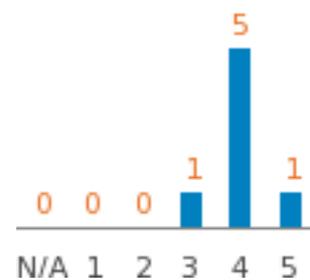
Response Distribution



I remain objective, respectful, and non-judgmental in discussions.



Response Distribution



Open-Ended Comments

Anything further you would like to add?

Me

Continuously communicating with my team is a must and is something that I need to nurture and encourage.

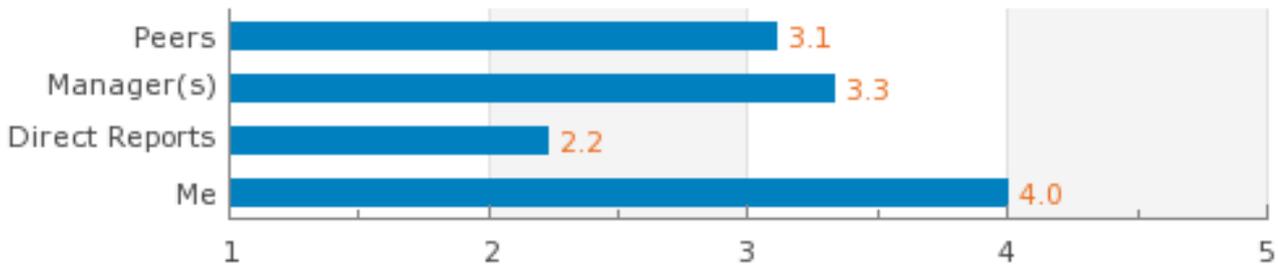
Empowerment

Empowerment is the ability to provide freedom and support to those around you in order for them to achieve and learn, as well as the ability to transfer responsibility based on a trusting relationship.

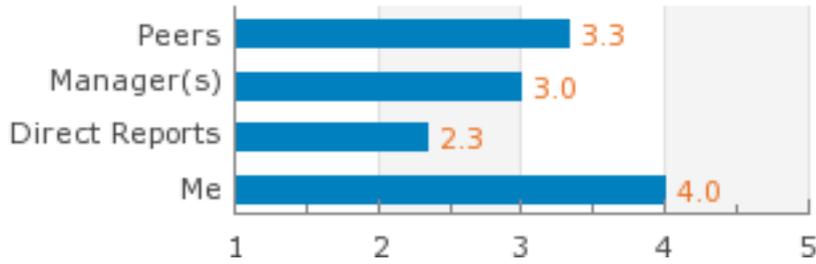
Behaviors that reflect this competency are the belief that people work best when given ample autonomy and the ability to provide others with the support they need to do their jobs well, transferring as much responsibility as people are ready to handle, and working without the need for control based on trust in others' abilities. People who exhibit these behaviors make others feel trusted and appreciated, and raise the bar on performance.

On the other hand, one would need development in this area when one has the tendency to be overly controlling, unsupportive, and does not allow autonomy or decision-making power. This is because one is distrustful of people's abilities and thus is unwilling to transfer responsibility. People who behave this way generally create a culture of mistrust and control, limiting people's potential and development.

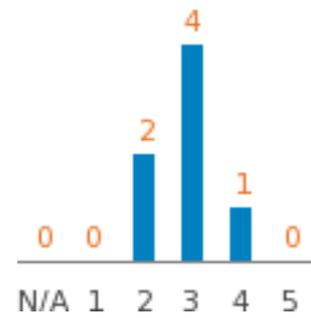
Competency Average



I provide others with autonomy and support as well as decision-making power.



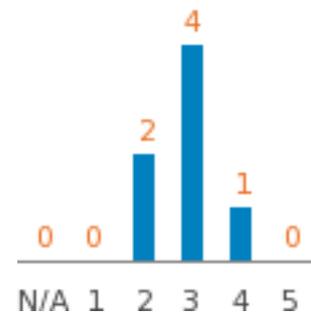
Response Distribution



I transfer responsibility to others based on trust and their readiness.



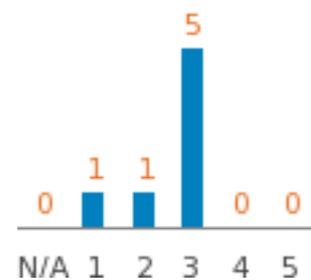
Response Distribution



I work without the need for control.



Response Distribution



Open-Ended Comments

Anything further you would like to add?

Direct Reports

You tend to micro-manage tasks that were assigned to me which make me feel uncomfortable. It would be helpful if you could provide me with the benefit of the doubt and rely on me more.

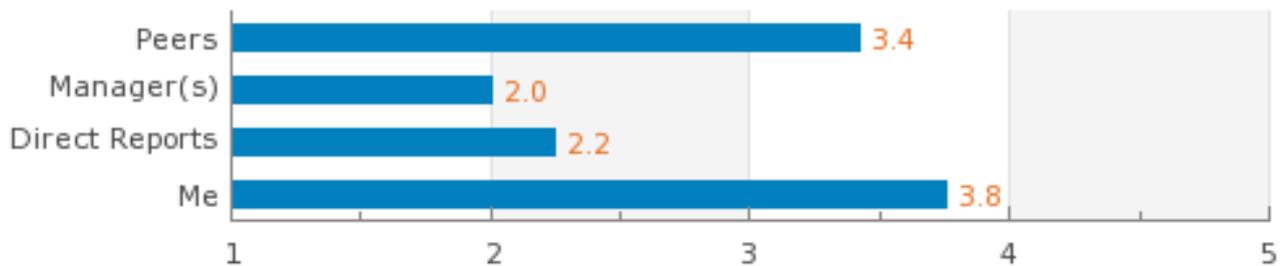
Developing Others

Developing others is the ability to provide people around you with opportunities for growth and development, allowing for mistakes and experimentation, presenting them with appropriate challenges, giving constructive feedback, and sharing experience and knowledge.

Developing others is reflected by the ability in the willingness to provide others with challenging developmental opportunities, allowing them the freedom to make mistakes, experiment, and learn, while giving constructive feedback and sharing one’s knowledge and experience. People who develop others create a learning and knowledge-sharing climate where they can learn and develop their potential, and unleash their creativity, without fear of negative consequences if mistakes are made.

On the other hand, one would need development in this area when one has the tendency to prefer that people stick to well-tried, safe methods, not allowing them to experiment and learn, and not providing any feedback or sharing knowledge. People who do not attend to developing others foster a competitive and closed culture where each person fights for him/herself and no value is created from collective knowledge and experience.

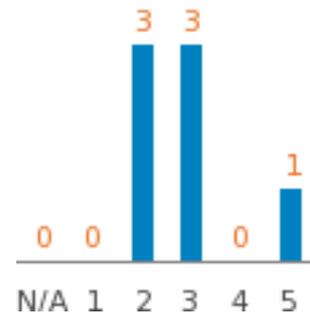
Competency Average



I provide others with challenging developmental opportunities.



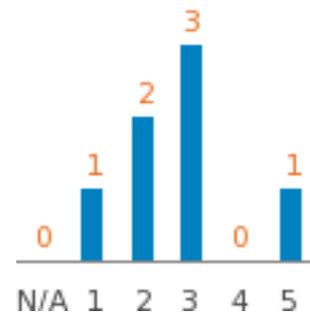
Response Distribution



I allow others the freedom to make mistakes and experiment, as well as learn from them.



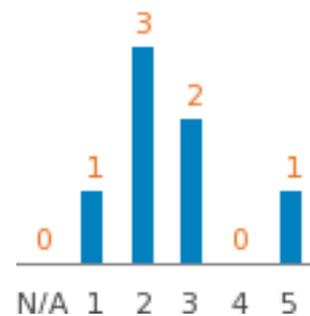
Response Distribution



I give constructive, developmental feedback.



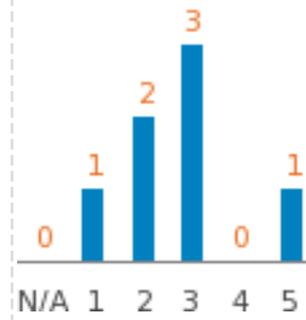
Response Distribution



I share my knowledge and experience.



Response Distribution



Open-Ended Comments

Anything further you would like to add?

Manager(s)

It would be beneficial if you could spend more time to dedicate on developing your team, even if at times the workload may be overwhelming.

Me

More time and effort needs to be put aside to focus on developing my team.

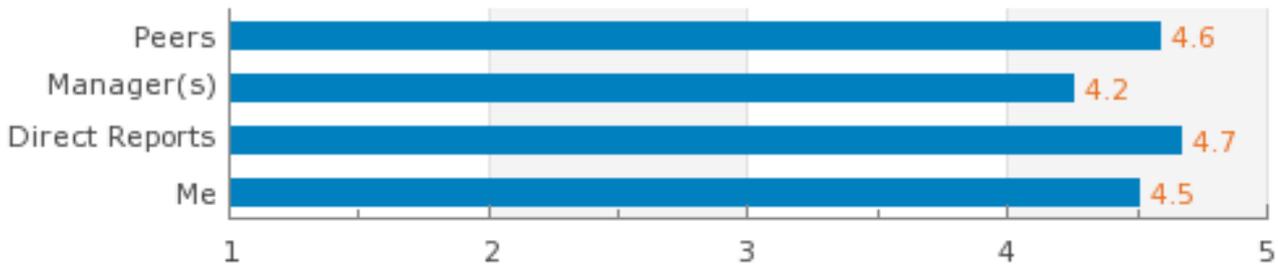
Motivating Others

Motivating others is the ability to understand each person’s drivers and provide them with rewards and recognition, communicating a confidence and belief in others’ potential.

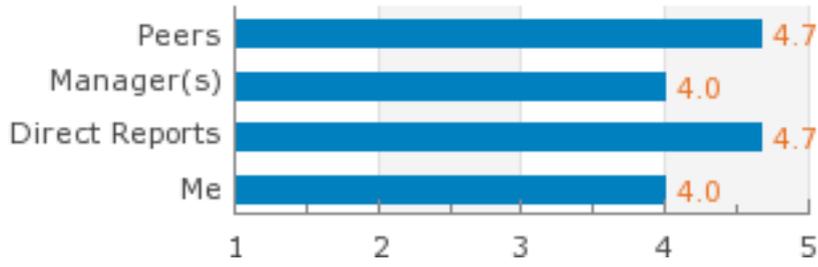
Behaviors that reflect motivating others are in the willingness to understand people’s motivations and drivers through discussion and observation, the recognition and rewarding of good performance and effort, the ability to provide a purpose for achievement, removing obstacles for them to successfully complete their goals, providing them with the opportunity to unleash their potential, all stemming from a belief in people’s unlimited potential. Working with a person who exhibits these behaviors motivates one to give one’s full potential, unleashing creativity, performance, and well-being.

On the other hand, one would need development in this area when one has the tendency to be oblivious to people’s underlying drivers, believing people are lazy and need to be pushed to perform, and thus relies on pressure to make them carry out their work while giving very little or no praise and recognition. People working with a person exhibiting these behaviors tend to give only minimal effort and be unconcerned with anything beyond their immediate tasks because they feel unappreciated and unmotivated.

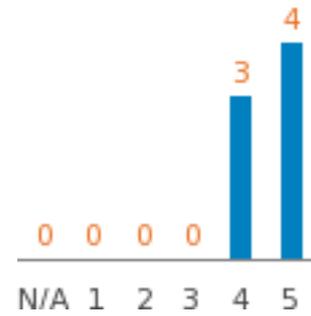
Competency Average



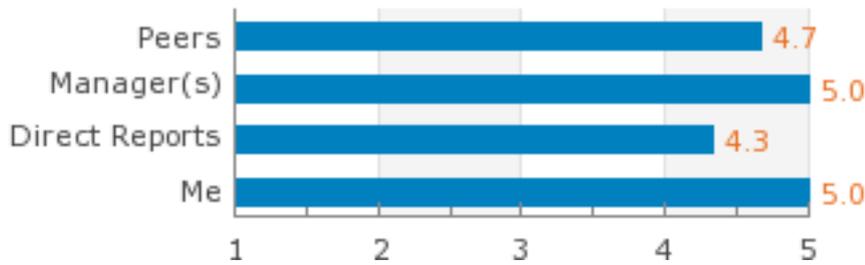
I seek to understand what motivates and drives people.



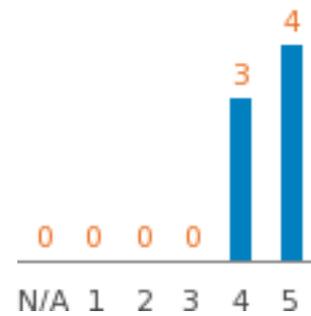
Response Distribution



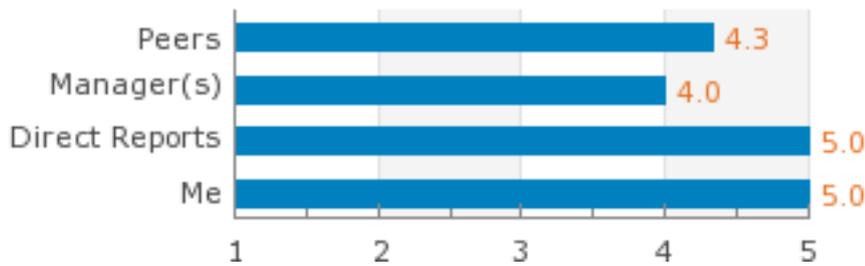
I give recognition and credit where it is due, reward effort, achievement, and good performance.



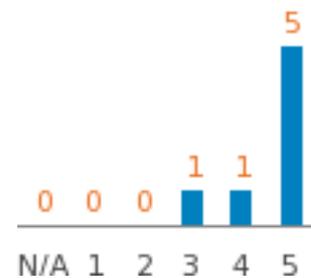
Response Distribution



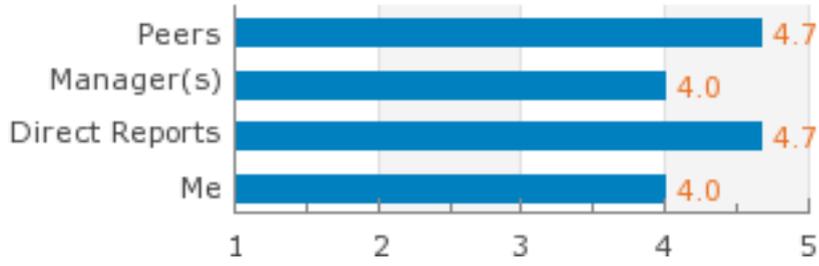
I show conviction and belief in people's unlimited potential.



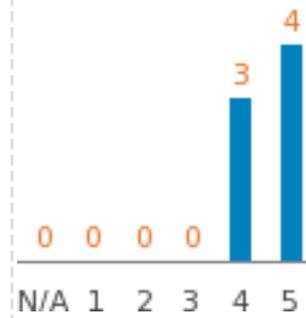
Response Distribution



I drive and inspire people to achieve goals.



Response Distribution



Open-Ended Comments

Anything further you would like to add?

Manager(s)

I appreciate all the effort you put in motivating your team. Your passion and commitment is clearly visible towards keeping a healthy motivated team.

Highest/Lowest Rated Statements

Top Five
I practice what I preach.
I put an effort in building trust and repairing broken trust in relationships.
I give recognition and credit where it is due, reward effort, achievement, and good performance.
I drive and inspire people to achieve goals.
I seek to understand what motivates and drives people.

Bottom Five
I role model rather than demand expected attitudes and behavior.
I work without the need for control.
I use negotiation and discussion to help reach agreement/alignment.
I give constructive, developmental feedback.
I allow others the freedom to make mistakes and experiment, as well as learn from them.

Blind Spots and Hidden Strengths

Blind Spot
Adaptability - Flexibility
Building Effective Teams
Empowerment
Developing Others

Continue Your Development

We provide you with recommendations that would get you started on developing your competencies. If you want a greater selection to choose from, visit the Recommendations page where you can view a list of all the recommendations as well as filter based on your preferences. Once you have selected the actions you would like to take, add them to your Action Items directly from the Recommendations page.

Title: Brain Gym: Simple Activities for Whole Brain Learning

Learning Style: Reading

difficulty Level: Beginner/Basic (B)

Competency Related: Adaptability - Flexibility

Link: <http://www.amazon.com/Brain-Gym-Simple-Activities-Learning/dp/0942143051>

Free: YES

Title: Accountability and Responsibility: Can You Face Up?

Learning Style: Reading

difficulty Level: Beginner/Basic (B)

Competency Related: Accountability - Responsibility

Link: <http://xismat.com/blog/accountability-and-responsibility-can-you-face>

Free: YES

Title: Adaptability: The Only Constant is Change

Learning Style: Reading

difficulty Level: Beginner/Basic (B)

Competency Related: Adaptability - Flexibility

Link: <http://xismat.com/blog/adaptability-only-constant-change-old>

Free: YES

Title: Do You Have Adaptability?

Learning Style: Reading

difficulty Level: Beginner/Basic (B)

Competency Related: Adaptability - Flexibility

Link: <http://www.success.com/articles/256-do-you-have-adaptability>

Free: YES

Title: Integrity: It Starts With You

Learning Style: Reading

difficulty Level: Mid-Level (M)

Competency Related: Personal Integrity - Inspiring Trust

Link: <http://xismat.com/blog/integrity-it-starts-you>

Free: YES
