

# Individual Feedback Charts

## Leadership Resilience Survey

Sample Participant  
July 2020  
TruScore



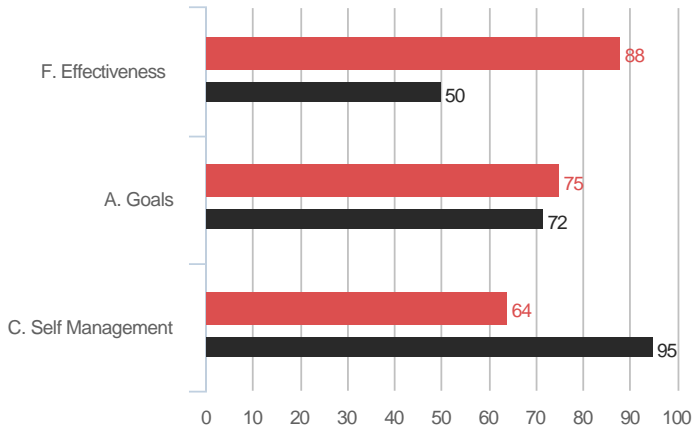
! This PDF is a simplified version of the web report. It does not contain every variation of data/charts contained within the web report.



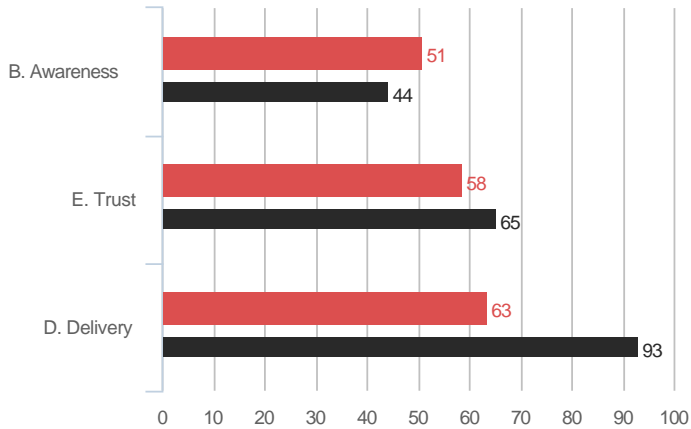
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# Highest and Lowest

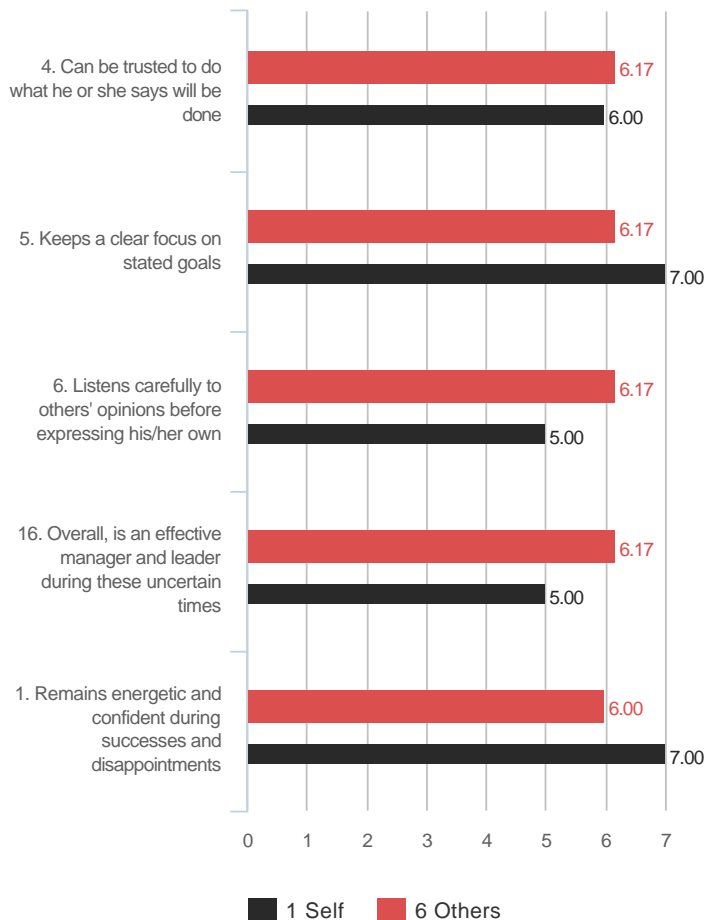
## 3 Highest Competencies



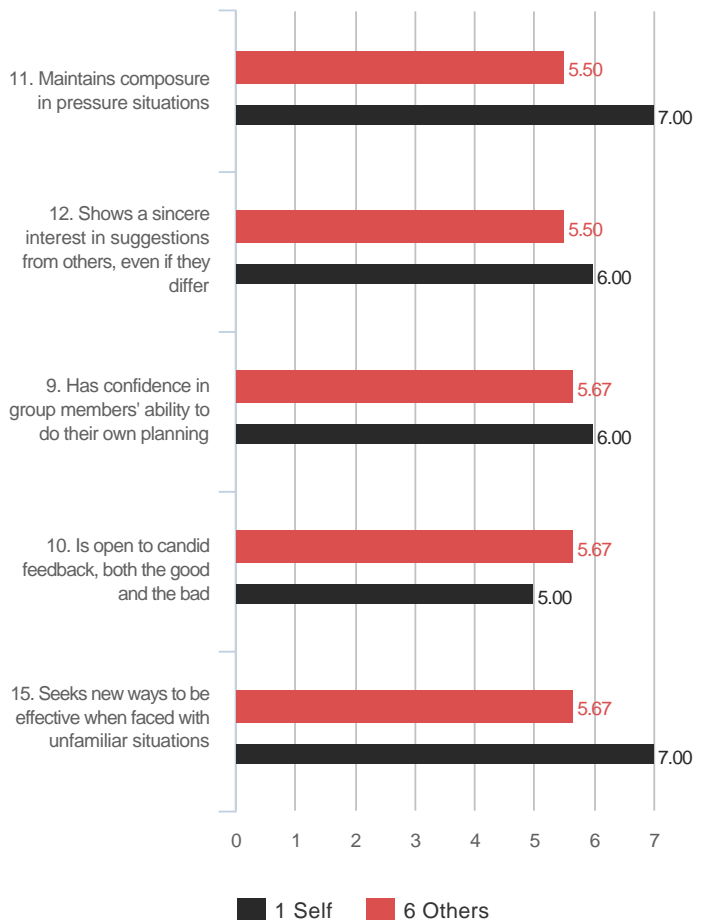
## 3 Lowest Competencies



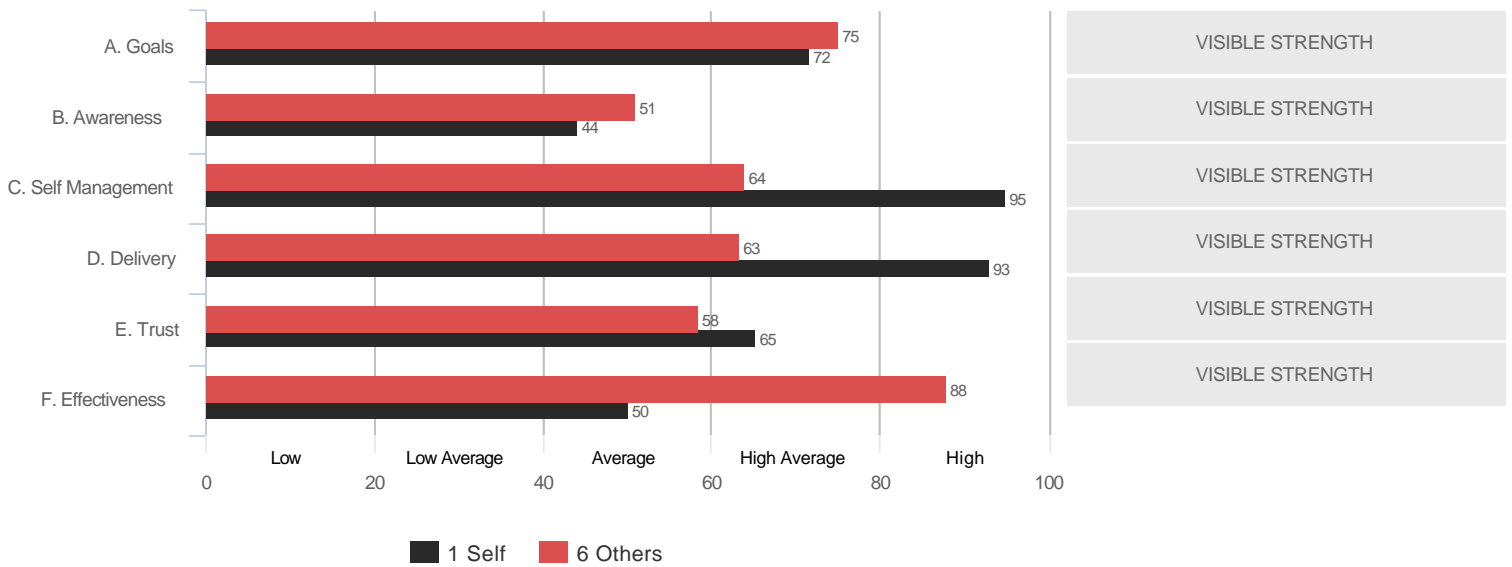
## 5 Highest Questions



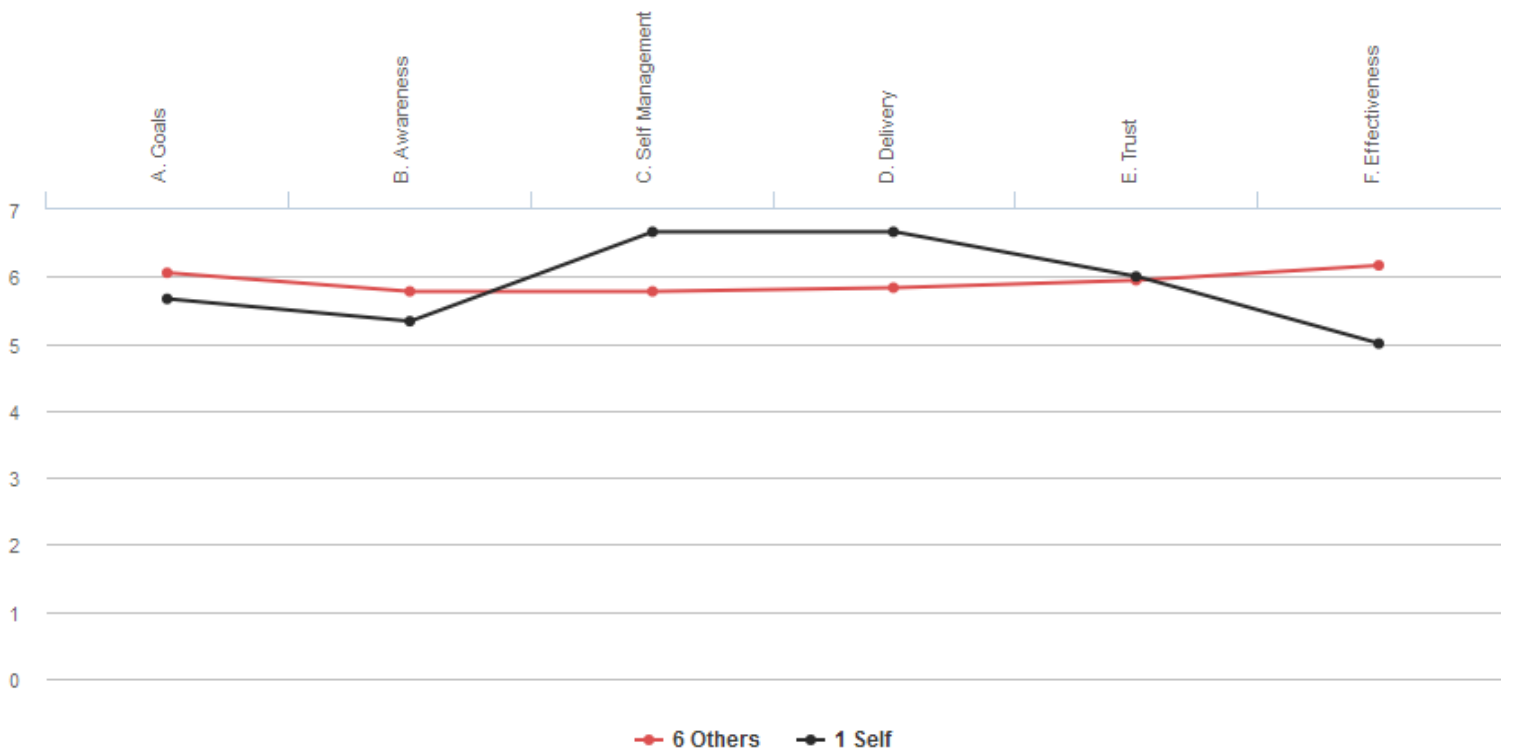
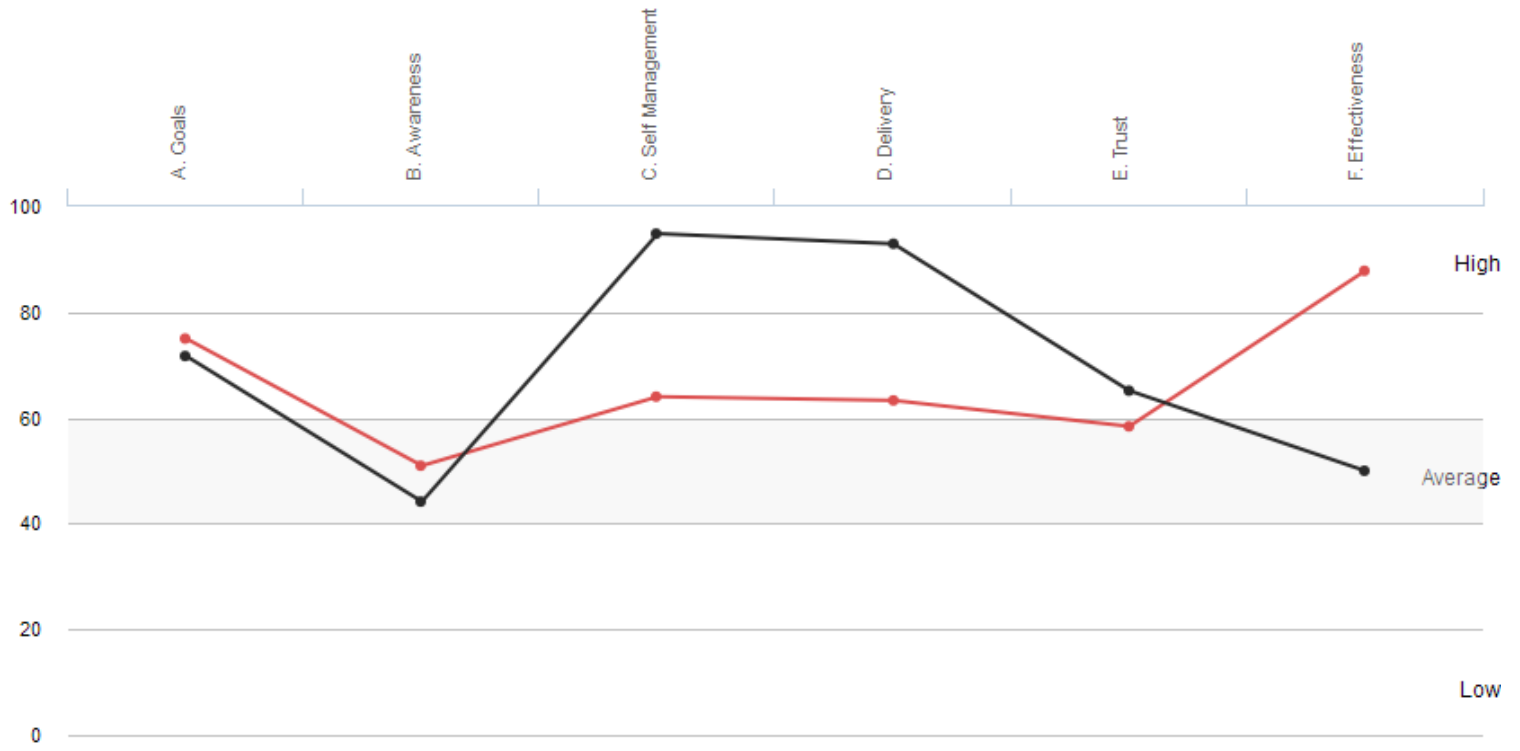
## 5 Lowest Questions



# Blind Spot Analysis



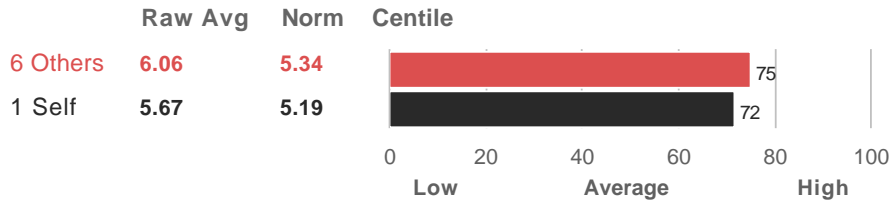
# Overall Scores



I. SETTING DIRECTION

# A. Goals

## Overall Scores



## Question Scores

3. Makes sure that short and long term goals are understood by employees

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	0.89	.	.	.	.	.	2	2	2
5.00	---	.	.	.	.	.	1	.	.

5. Keeps a clear focus on stated goals

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.98	.	.	.	.	.	2	1	3
7.00	---	.	.	.	.	.	.	.	1

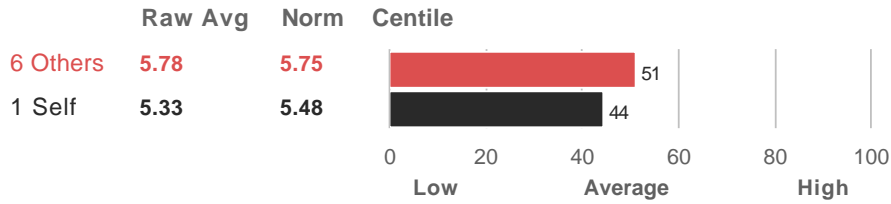
13. Sets goals which help the group make worthwhile contributions

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.10	.	.	.	.	.	3	.	3
5.00	---	.	.	.	.	.	1	.	.

II. AWARENESS

# B. Awareness

## Overall Scores



## Question Scores

6. Listens carefully to others' opinions before expressing his/her own

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.98	.	.	.	.	.	2	1	3
5.00	---	.	.	.	.	.	1	.	.

10. Is open to candid feedback, both the good and the bad

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.82	.	.	.	.	.	3	2	1
5.00	---	.	.	.	.	.	1	.	.

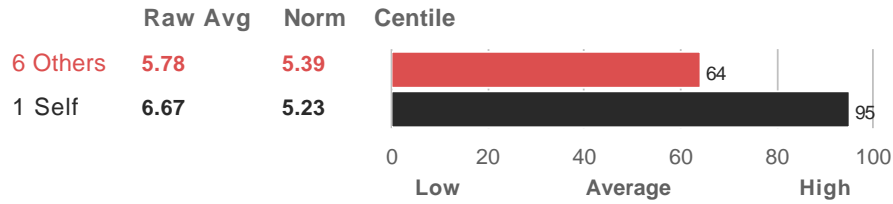
12. Shows a sincere interest in suggestions from others, even if they differ

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.50	0.84	.	.	.	.	1	1	4	.
6.00	---	.	.	.	.	.	.	1	.

II. AWARENESS

# C. Self Management

## Overall Scores



## Question Scores

1. Remains energetic and confident during successes and disappointments

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.10	.	.	.	.	.	3	.	3
7.00	---	.	.	.	.	.	.	.	1

7. Manages crises in a calm, efficient manner

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.83	0.98	.	.	.	.	1	.	4	1
6.00	---	.	.	.	.	.	.	1	.

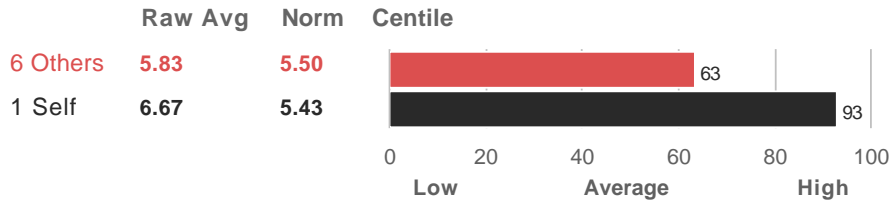
11. Maintains composure in pressure situations

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.50	1.05	.	.	.	.	1	2	2	1
7.00	---	.	.	.	.	.	.	.	1

III. DECISIVENESS/FOLLOW THROUGH

# D. Delivery

## Overall Scores



## Question Scores

2. Makes decisions when necessary, despite the lack of complete information

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	0.89	.	.	.	.	.	2	2	2
6.00	---	.	.	.	.	.	.	1	.

8. Maintains focus in uncertain situations

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.83	1.17	.	.	.	.	1	1	2	2
7.00	---	.	.	.	.	.	.	.	1

15. Seeks new ways to be effective when faced with unfamiliar situations

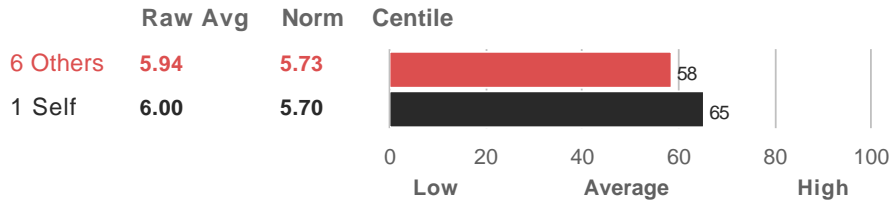
Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.82	.	.	.	.	.	3	2	1
7.00	---	.	.	.	.	.	.	.	1



IV. TRUST

# E. Trust

## Overall Scores



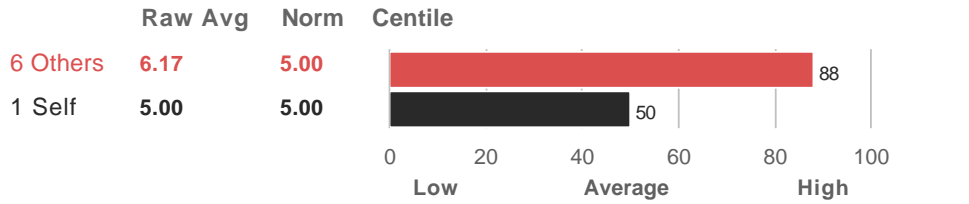
## Question Scores

Question	Raw Avg	SD	NA	1	2	3	4	5	6	7
4. Can be trusted to do what he or she says will be done	6.17 6.00	0.41 ---	.	.	.	.	.	.	5 1	1 .
9. Has confidence in group members' ability to do their own planning	5.67 6.00	0.52 ---	.	.	.	.	.	2 .	4 1	. .
14. Treats group members fairly	6.00 6.00	0.89 ---	.	.	.	.	.	2 .	2 1	2 .

V. EFFECTIVENESS

# F. Effectiveness

## Overall Scores



## Question Scores

16. Overall, is an effective manager and leader during these uncertain times

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.17	0.75	.	.	.	.	.	1	3	2
5.00	---	.	.	.	.	.	1	.	.

## Comments

What can this person do to increase effectiveness right now?

### 6 Others

- Other2 - comment 1
- others4 - comment 1
- Others3 - comment 1
- Others6 - comment 1
- Other 1 - comment 1
- Others5 - comment 1

### 1 Self

- Self - comment 1

# Development Plan Template



Print or photocopy this page for additional development items and/or actions.

Development Item

Development Action

**What action are you going to take?**

**How will you know you're improving? (Success Indicators)**

**What resources do you need?**

**Complete action by**