



EQ-Lens 360 Assessment

Denise Anderson

03/30/26

powered by



Understanding Emotional Intelligence

Emotional intelligence is the ability to recognize, understand, and manage emotions — both your own and those of the people around you. It describes how you respond under pressure, how you build trust, how you read a room, and how effectively you navigate the human side of work.

Unlike personality, emotional intelligence can be developed. That is what makes assessing it meaningful — and what makes this report a development tool rather than simply a measurement.

The Goleman Model

EQLens is built on Goleman's five-domain competency model, chosen because it defines emotional intelligence through observable workplace behaviors — things colleagues can actually see and assess. The five domains build on each other, moving from your relationship with your own emotions outward into your relationships with others.

Self-Awareness — Recognizing your own emotions as they arise, understanding your strengths and limitations honestly, and seeing how your presence affects those around you.

Self-Regulation — Managing what you do with the emotions you're aware of. Staying composed under pressure, adapting when things change, and maintaining integrity even when it's inconvenient.

Motivation — The internal drive that sustains effort and optimism. Setting ambitious goals, persisting through setbacks, and bringing an energy that lifts those around you.

Empathy — Understanding what others are feeling, taking genuine interest in their perspectives, and responding in ways that make people feel seen and heard.

Social Skills — Building trust-based relationships, influencing without relying on authority, and navigating conflict in ways that strengthen rather than damage the relationship.

About This Report

Your EQLens results reflect how your emotional intelligence is experienced by the people who work with you. Raters assessed 45 behavioral statements across these five domains using a 7-point frequency scale. Alongside your own self-ratings, the report surfaces a self-other gap — the distance between how you see yourself and how others experience you. That gap is often where the most valuable development insights live.

Read these results with curiosity. They are not a verdict — they are a starting point.

RATER SUMMARY

The Rater Summary lists, by rater group, the number and percentage of raters that were invited and participated in providing you with feedback.

	PARTICIPATED	INVITED	PERCENT
Self	1	1	100%
Supervisor	1	1	100%
Peer	2	2	100%
Direct Reports	2	2	100%
Other	2	2	100%
Total	8	8	100%

Administration Dates: 03/16/26 - 03/30/26

The following individuals were invited to provide feedback:

Self

- Denise Anderson

Supervisor

- Carl Rodriguez

Peer

- Amy Morris
- Joyce Harris

Direct Reports

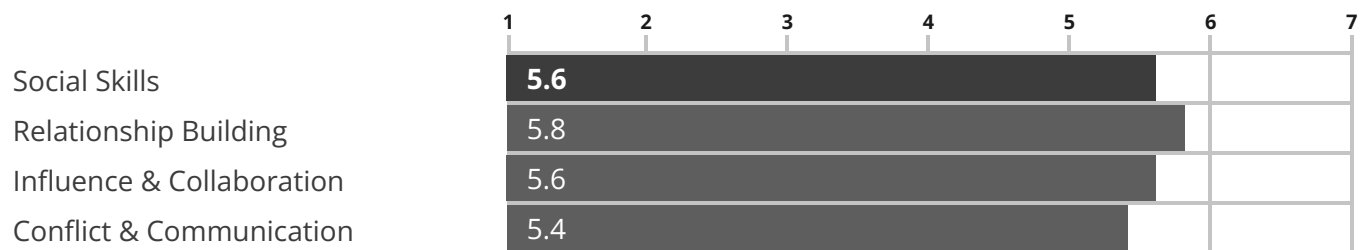
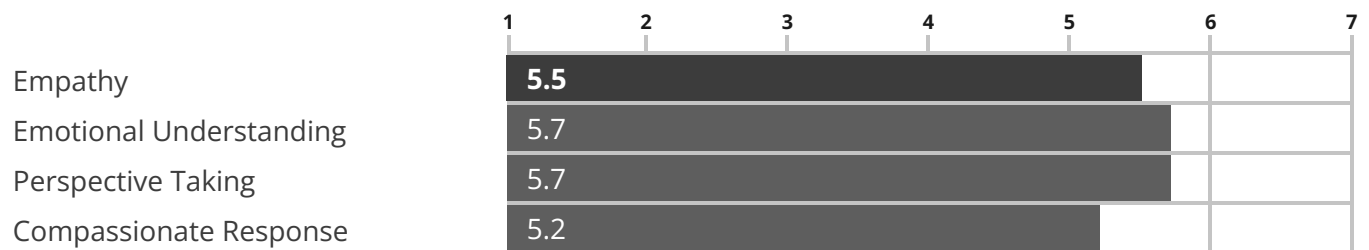
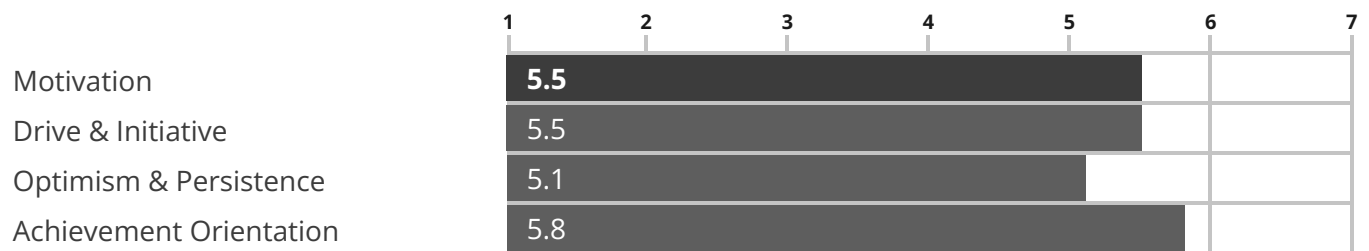
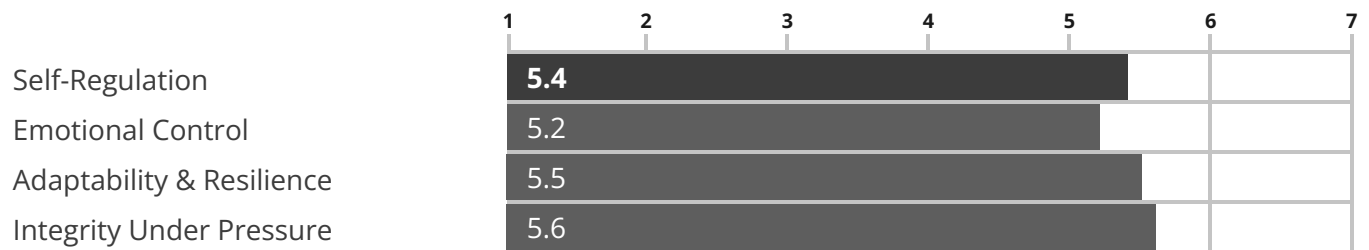
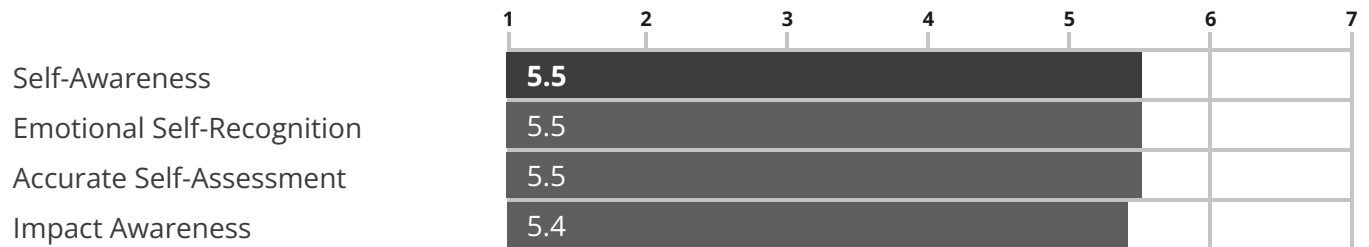
- Julia Hill
- Donna Collins

Other

- Henry Price
- Willie Lopez

FOUNDATIONAL COMPETENCIES

Competencies measured in this assessment are grouped into larger categories: Self-Awareness, Self-Regulation, Motivation, Empathy, and Social Skills. These are known as “Foundational Competencies.” Under each Foundational Competency, the sub-competencies that make up the larger category are listed.

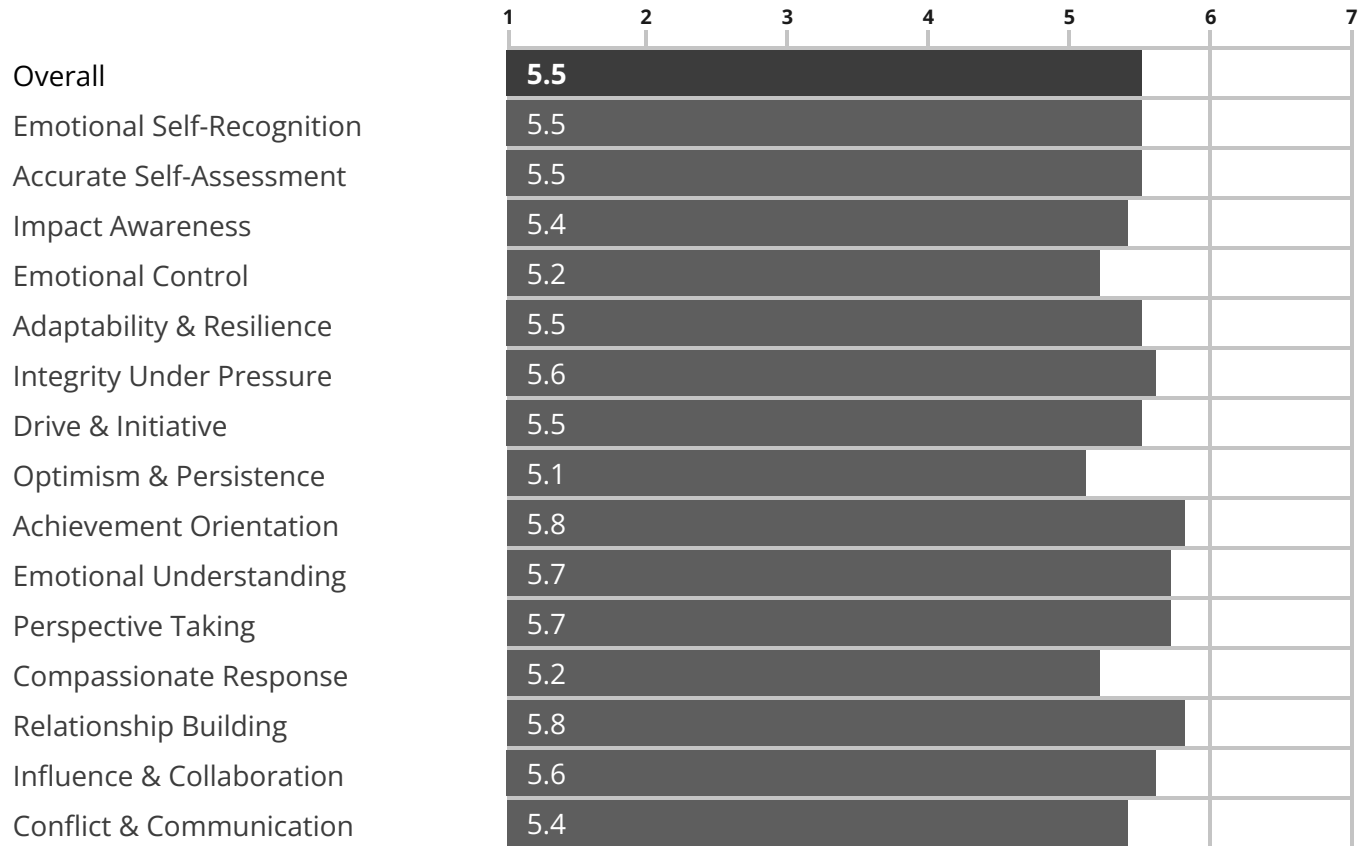


BEHAVIORAL ITEM SCALE KEY

- 1: Almost Never
- 2: Rarely
- 3: Occasionally
- 4: Sometimes
- 5: Often
- 6: Usually
- 7: Almost Always

COMPETENCY SUMMARY

This section provides a summary of results for each competency (group of items). The horizontal bars represent the average score from all questions under each competency.



BEHAVIORAL ITEM SCALE KEY

- 1: Almost Never
- 2: Rarely
- 3: Occasionally
- 4: Sometimes
- 5: Often
- 6: Usually
- 7: Almost Always

FOCUS AREAS

The Focus Areas section identifies your highest and lowest scores across all items in your assessment.

YOUR HIGHEST SCORES

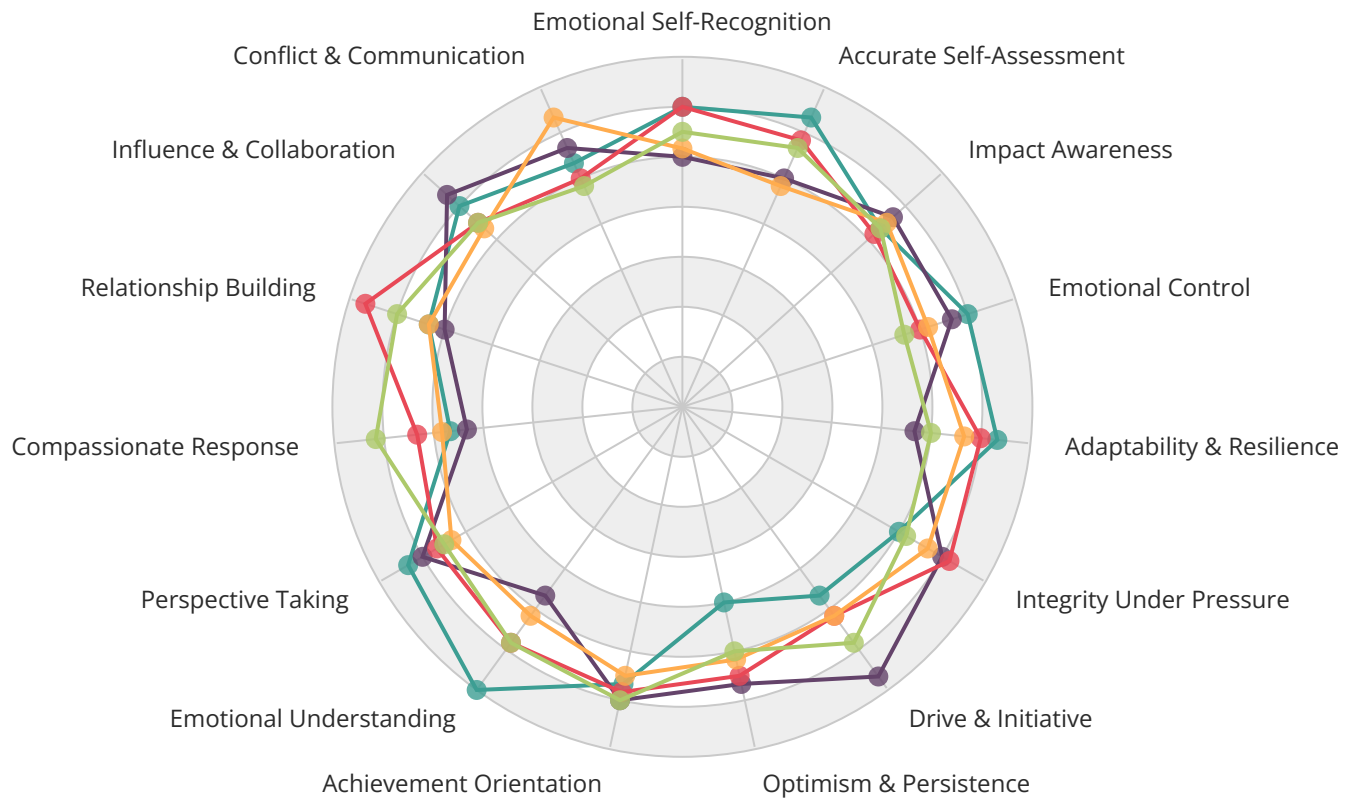
BEHAVIOR	SELF	ALL OTHERS	OVERALL
3. Takes a moment to compose themselves before responding in emotionally charged situations. Emotional Self-Recognition	7.0	6.1	6.3
39. Makes genuine effort to connect with colleagues on both a personal and professional level. Relationship Building	7.0	6.0	6.1
16. Maintains honesty and ethical standards even when under significant pressure. Integrity Under Pressure	6.0	6.0	6.0
33. Adjusts their own approach based on the perspectives and feelings of others. Perspective Taking	6.0	6.0	6.0
45. Helps others navigate conflict by remaining calm, fair, and focused on finding common ground. Conflict & Communication	6.0	6.0	6.0

YOUR LOWEST SCORES

BEHAVIOR	SELF	ALL OTHERS	OVERALL
36. Acknowledges and respects others' feelings during difficult or emotionally sensitive conversations. Compassionate Response	5.0	4.7	4.8
2. Demonstrates awareness of how their mood or emotional state is affecting their communication with others. Emotional Self-Recognition	4.0	5.0	4.9
23. Persists through setbacks with determination and renewed energy. Optimism & Persistence	4.0	5.0	4.9
4. Openly and realistically describes their own strengths and development areas. Accurate Self-Assessment	7.0	4.7	5.0
7. Understands how their words and actions affect the emotions and morale of others. Impact Awareness	4.0	5.1	5.0

RADAR PLOT

The radar plot shows your competency scores by rater group compared against each other graph for easy comparison. Competencies are shown as points on the graph with the distance from the center showing the score for that competency. The scores for each rater group are linked by a line and color coded.



RATER GROUP KEY

- Self
- Supervisor
- Peer
- Direct Reports
- Other

EMOTIONAL SELF-RECOGNITION

OVERALL COMPETENCY SCORE

5.5	6.0	5.5
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	6.0							GAP
Supervisor	5.0							-1
Peer	6.0							+0
Direct Reports	5.2							-0.8
Other	5.5							-0.5

1. Describes how they are feeling in a clear and composed way during difficult work interactions.

5.5

Self (1/1)	7.0							GAP
Supervisor (1/1)	5.0							-2
Peer (2/2)	6.0							-1
Direct Reports (2/2)	4.5							-2.5
Other (2/2)	5.5							-1.5

2. Demonstrates awareness of how their mood or emotional state is affecting their communication with others.

4.9

Self (1/1)	4.0							GAP
Supervisor (1/1)	5.0							+1
Peer (2/2)	5.0							+1
Direct Reports (2/2)	5.5							+1.5
Other (2/2)	4.5							+0.5

3. Takes a moment to compose themselves before responding in emotionally charged situations.

6.3

Self (1/1)	7.0							GAP
Supervisor (1/1)	5.0							-2
Peer (2/2)	7.0							+0
Direct Reports (2/2)	5.5							-1.5
Other (2/2)	6.5							-0.5

ACCURATE SELF-ASSESSMENT

OVERALL COMPETENCY SCORE

5.5	6.3	5.4
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	6.3							GAP
Supervisor	5.0							-1.3
Peer	5.8							-0.5
Direct Reports	4.8							-1.5
Other	5.7							-0.6

4. Openly and realistically describes their own strengths and development areas.

5.0

Self (1/1)	7.0							GAP
Supervisor (1/1)	4.0							-3
Peer (2/2)	5.5							-1.5
Direct Reports (2/2)	4.0							-3
Other (2/2)	5.0							-2

5. Acknowledges personal mistakes or limitations without becoming defensive.

5.6

Self (1/1)	7.0							GAP
Supervisor (1/1)	7.0							+0
Peer (2/2)	6.0							-1
Direct Reports (2/2)	4.0							-3
Other (2/2)	5.5							-1.5

6. Regularly seeks honest feedback to better understand their own performance and impact.

5.9

Self (1/1)	5.0							GAP
Supervisor (1/1)	4.0							-1
Peer (2/2)	6.0							+1
Direct Reports (2/2)	6.5							+1.5
Other (2/2)	6.5							+1.5

IMPACT AWARENESS

OVERALL COMPETENCY SCORE

5.4	5.3	5.4
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.3							GAP
Supervisor	5.7							+0.4
Peer	5.2							-0.1
Direct Reports	5.5							+0.2
Other	5.3							+0

7. Understands how their words and actions affect the emotions and morale of others. 5.0

Self (1/1)	4.0							GAP
Supervisor (1/1)	6.0							+2
Peer (2/2)	4.5							+0.5
Direct Reports (2/2)	5.5							+1.5
Other (2/2)	5.0							+1

8. Adjusts their communication style when they sense it is negatively affecting the team. 5.8

Self (1/1)	6.0							GAP
Supervisor (1/1)	4.0							-2
Peer (2/2)	5.5							-0.5
Direct Reports (2/2)	6.5							+0.5
Other (2/2)	6.0							+0

9. Actively manages their energy and presence to positively influence group dynamics and meetings. 5.4

Self (1/1)	6.0							GAP
Supervisor (1/1)	7.0							+1
Peer (2/2)	5.5							-0.5
Direct Reports (2/2)	4.5							-1.5
Other (2/2)	5.0							-1

EMOTIONAL CONTROL

OVERALL COMPETENCY SCORE

5.2	6.0	5.0
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	6.0							GAP
Supervisor	5.7							-0.3
Peer	5.0							-1
Direct Reports	5.2							-0.8
Other	4.7							-1.3

10. Stays calm and composed when facing unexpected stress or emotional triggers.

5.3

Self (1/1)	6.0							GAP
Supervisor (1/1)	7.0							+1
Peer (2/2)	5.0							-1
Direct Reports (2/2)	4.5							-1.5
Other (2/2)	5.0							-1

11. Controls impulsive reactions and responds thoughtfully instead of emotionally.

5.0

Self (1/1)	5.0							GAP
Supervisor (1/1)	5.0							+0
Peer (2/2)	4.5							-0.5
Direct Reports (2/2)	6.0							+1
Other (2/2)	4.5							-0.5

12. Recovers quickly from frustration or disappointment without letting it derail their work.

5.3

Self (1/1)	7.0							GAP
Supervisor (1/1)	5.0							-2
Peer (2/2)	5.5							-1.5
Direct Reports (2/2)	5.0							-2
Other (2/2)	4.5							-2.5

ADAPTABILITY & RESILIENCE

OVERALL COMPETENCY SCORE

5.5	6.3	5.4
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	6.3							GAP
Supervisor	4.7							-1.6
Peer	6.0							-0.3
Direct Reports	5.7							-0.6
Other	5.0							-1.3

13. Flexibly adjusts priorities and approaches when circumstances change rapidly.

5.8

Self (1/1)	6.0							GAP
Supervisor (1/1)	6.0							+0
Peer (2/2)	6.0							+0
Direct Reports (2/2)	6.0							+0
Other (2/2)	5.0							-1

14. Maintains effectiveness and focus when dealing with ambiguity or setbacks.

5.3

Self (1/1)	6.0							GAP
Supervisor (1/1)	4.0							-2
Peer (2/2)	5.5							-0.5
Direct Reports (2/2)	6.0							+0
Other (2/2)	4.5							-1.5

15. Demonstrates resilience by bouncing back constructively from difficult challenges.

5.6

Self (1/1)	7.0							GAP
Supervisor (1/1)	4.0							-3
Peer (2/2)	6.5							-0.5
Direct Reports (2/2)	5.0							-2
Other (2/2)	5.5							-1.5

INTEGRITY UNDER PRESSURE

OVERALL COMPETENCY SCORE

5.6	5.0	5.7
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7		
Self	5.0								GAP
Supervisor	6.0								+1
Peer	6.2								+1.2
Direct Reports	5.7								+0.7
Other	5.2								+0.2

16. Maintains honesty and ethical standards even when under significant pressure.

6.0

Self (1/1)	6.0								GAP
Supervisor (1/1)	6.0								+0
Peer (2/2)	7.0								+1
Direct Reports (2/2)	6.0								+0
Other (2/2)	5.0								-1

17. Keeps commitments and follows through even when it would be easier to cut corners.

5.5

Self (1/1)	4.0								GAP
Supervisor (1/1)	6.0								+2
Peer (2/2)	6.5								+2.5
Direct Reports (2/2)	5.5								+1.5
Other (2/2)	5.0								+1

18. Behaves consistently and predictably across different situations and audiences.

5.4

Self (1/1)	5.0								GAP
Supervisor (1/1)	6.0								+1
Peer (2/2)	5.0								+0
Direct Reports (2/2)	5.5								+0.5
Other (2/2)	5.5								+0.5

DRIVE & INITIATIVE

OVERALL COMPETENCY SCORE

5.5	4.7	5.6
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	4.7							GAP
Supervisor	6.7							+2
Peer	5.2							+0.5
Direct Reports	5.2							+0.5
Other	5.8							+1.1

19. Takes proactive initiative on challenging tasks without needing external prompting.

5.5

Self (1/1)	4.0							GAP
Supervisor (1/1)	7.0							+3
Peer (2/2)	4.0							+0
Direct Reports (2/2)	6.0							+2
Other (2/2)	6.5							+2.5

20. Shows strong personal ownership and follow-through on important goals.

5.1

Self (1/1)	4.0							GAP
Supervisor (1/1)	7.0							+3
Peer (2/2)	5.0							+1
Direct Reports (2/2)	4.0							+0
Other (2/2)	6.0							+2

21. Consistently exceeds expectations rather than doing only what is required.

5.8

Self (1/1)	6.0							GAP
Supervisor (1/1)	6.0							+0
Peer (2/2)	6.5							+0.5
Direct Reports (2/2)	5.5							-0.5
Other (2/2)	5.0							-1

OPTIMISM & PERSISTENCE

OVERALL COMPETENCY SCORE

5.1	4.0	5.3
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	4.0							GAP
Supervisor	5.7							+1.7
Peer	5.5							+1.5
Direct Reports	5.2							+1.2
Other	5.0							+1

22. Maintains a positive and optimistic outlook even when facing obstacles.

5.0

Self (1/1)	4.0							GAP
Supervisor (1/1)	5.0							+1
Peer (2/2)	5.5							+1.5
Direct Reports (2/2)	5.0							+1
Other (2/2)	5.0							+1

23. Persists through setbacks with determination and renewed energy.

4.9

Self (1/1)	4.0							GAP
Supervisor (1/1)	5.0							+1
Peer (2/2)	4.0							+0
Direct Reports (2/2)	5.0							+1
Other (2/2)	6.0							+2

24. Encourages and motivates others to stay focused and positive during difficult periods.

5.5

Self (1/1)	4.0							GAP
Supervisor (1/1)	7.0							+3
Peer (2/2)	7.0							+3
Direct Reports (2/2)	5.5							+1.5
Other (2/2)	4.0							+0

ACHIEVEMENT ORIENTATION

OVERALL COMPETENCY SCORE

5.8	5.7	5.8
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7		
Self	5.7								GAP
Supervisor	6.0								+0.3
Peer	5.8								+0.1
Direct Reports	5.5								-0.2
Other	6.0								+0.3

25. Sets and pursues challenging personal and team performance goals.

5.8

Self (1/1)	6.0								GAP
Supervisor (1/1)	5.0								-1
Peer (2/2)	5.5								-0.5
Direct Reports (2/2)	6.0								+0
Other (2/2)	6.0								+0

26. Demonstrates a consistent drive for quality and continuous improvement in their work.

5.8

Self (1/1)	4.0								GAP
Supervisor (1/1)	6.0								+2
Peer (2/2)	7.0								+3
Direct Reports (2/2)	5.0								+1
Other (2/2)	6.0								+2

27. Demonstrates sustained effort and commitment toward long-term objectives.

5.9

Self (1/1)	7.0								GAP
Supervisor (1/1)	7.0								+0
Peer (2/2)	5.0								-2
Direct Reports (2/2)	5.5								-1.5
Other (2/2)	6.0								-1

EMOTIONAL UNDERSTANDING

OVERALL COMPETENCY SCORE

5.7	7.0	5.5
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	7.0							GAP
Supervisor	4.7							-2.3
Peer	5.8							-1.2
Direct Reports	5.2							-1.8
Other	5.8							-1.2

28. Demonstrates an ability to read and respond to the emotions others are experiencing.

5.8

Self (1/1)	7.0							GAP
Supervisor (1/1)	4.0							-3
Peer (2/2)	6.5							-0.5
Direct Reports (2/2)	5.5							-1.5
Other (2/2)	5.5							-1.5

29. Picks up on subtle emotional cues in tone, facial expressions, and body language.

5.8

Self (1/1)	7.0							GAP
Supervisor (1/1)	4.0							-3
Peer (2/2)	6.0							-1
Direct Reports (2/2)	5.0							-2
Other (2/2)	6.5							-0.5

30. Shows genuine concern when others are upset, frustrated, or struggling.

5.5

Self (1/1)	7.0							GAP
Supervisor (1/1)	6.0							-1
Peer (2/2)	5.0							-2
Direct Reports (2/2)	5.0							-2
Other (2/2)	5.5							-1.5

PERSPECTIVE TAKING

OVERALL COMPETENCY SCORE

5.7	6.3	5.6
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	6.3							GAP
Supervisor	6.0							-0.3
Peer	5.7							-0.6
Direct Reports	5.3							-1
Other	5.5							-0.8

31. Actively seeks to understand others' points of view before forming conclusions.

5.5

Self (1/1)	7.0							GAP
Supervisor (1/1)	6.0							-1
Peer (2/2)	6.5							-0.5
Direct Reports (2/2)	4.0							-3
Other (2/2)	5.0							-2

32. Asks thoughtful questions to better understand how others are thinking and feeling.

5.5

Self (1/1)	6.0							GAP
Supervisor (1/1)	5.0							-1
Peer (2/2)	5.5							-0.5
Direct Reports (2/2)	5.5							-0.5
Other (2/2)	5.5							-0.5

33. Adjusts their own approach based on the perspectives and feelings of others.

6.0

Self (1/1)	6.0							GAP
Supervisor (1/1)	7.0							+1
Peer (2/2)	5.0							-1
Direct Reports (2/2)	6.5							+0.5
Other (2/2)	6.0							+0

COMPASSIONATE RESPONSE

OVERALL COMPETENCY SCORE

5.2	4.7	5.3
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	4.7							GAP
Supervisor	4.3							-0.4
Peer	5.3							+0.6
Direct Reports	4.8							+0.1
Other	6.2							+1.5

34. Responds with care and support when others are facing personal or professional difficulties.

5.4

Self (1/1)	4.0							GAP
Supervisor (1/1)	5.0							+1
Peer (2/2)	6.0							+2
Direct Reports (2/2)	4.0							+0
Other (2/2)	7.0							+3

35. Offers help or resources when they notice someone is overwhelmed or stressed.

5.5

Self (1/1)	5.0							GAP
Supervisor (1/1)	4.0							-1
Peer (2/2)	5.5							+0.5
Direct Reports (2/2)	5.0							+0
Other (2/2)	7.0							+2

36. Acknowledges and respects others' feelings during difficult or emotionally sensitive conversations.

4.8

Self (1/1)	5.0							GAP
Supervisor (1/1)	4.0							-1
Peer (2/2)	4.5							-0.5
Direct Reports (2/2)	5.5							+0.5
Other (2/2)	4.5							-0.5

RELATIONSHIP BUILDING

OVERALL COMPETENCY SCORE

5.8	5.3	5.9
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.3							GAP
Supervisor	5.0							-0.3
Peer	6.7							+1.4
Direct Reports	5.3							+0
Other	6.0							+0.7

37. Builds and maintains trusting, mutually supportive relationships with colleagues.

5.9

Self (1/1)	4.0							GAP
Supervisor (1/1)	5.0							+1
Peer (2/2)	7.0							+3
Direct Reports (2/2)	6.0							+2
Other (2/2)	6.0							+2

38. Creates an atmosphere where people feel safe to share ideas and concerns.

5.4

Self (1/1)	5.0							GAP
Supervisor (1/1)	4.0							-1
Peer (2/2)	6.5							+1.5
Direct Reports (2/2)	4.0							-1
Other (2/2)	6.5							+1.5

39. Makes genuine effort to connect with colleagues on both a personal and professional level.

6.1

Self (1/1)	7.0							GAP
Supervisor (1/1)	6.0							-1
Peer (2/2)	6.5							-0.5
Direct Reports (2/2)	6.0							-1
Other (2/2)	5.5							-1.5

INFLUENCE & COLLABORATION

OVERALL COMPETENCY SCORE

5.6	6.0	5.6
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7		
Self	6.0								GAP
Supervisor	6.3								+0.3
Peer	5.5								-0.5
Direct Reports	5.3								-0.7
Other	5.5								-0.5

40. Influences others in a positive way while preserving strong relationships.

5.3

Self (1/1)	5.0								GAP
Supervisor (1/1)	6.0								+1
Peer (2/2)	5.5								+0.5
Direct Reports (2/2)	5.0								+0
Other (2/2)	5.0								+0

41. Brings people together effectively to solve problems and achieve shared goals.

5.9

Self (1/1)	6.0								GAP
Supervisor (1/1)	7.0								+1
Peer (2/2)	5.0								-1
Direct Reports (2/2)	6.0								+0
Other (2/2)	6.0								+0

42. Gains genuine buy-in from others without relying on authority or position.

5.8

Self (1/1)	7.0								GAP
Supervisor (1/1)	6.0								-1
Peer (2/2)	6.0								-1
Direct Reports (2/2)	5.0								-2
Other (2/2)	5.5								-1.5

CONFLICT & COMMUNICATION

OVERALL COMPETENCY SCORE

5.4	5.3	5.4
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.3							GAP
Supervisor	5.7							+0.4
Peer	5.0							-0.3
Direct Reports	6.3							+1
Other	4.8							-0.5

43. Listens attentively and seeks to fully understand others before responding.

5.3

Self (1/1)	6.0							GAP
Supervisor (1/1)	5.0							-1
Peer (2/2)	4.0							-2
Direct Reports (2/2)	6.5							+0.5
Other (2/2)	5.0							-1

44. Addresses disagreements constructively while preserving respect and relationships.

5.0

Self (1/1)	4.0							GAP
Supervisor (1/1)	5.0							+1
Peer (2/2)	5.0							+1
Direct Reports (2/2)	6.5							+2.5
Other (2/2)	4.0							+0

45. Helps others navigate conflict by remaining calm, fair, and focused on finding common ground.

6.0

Self (1/1)	6.0							GAP
Supervisor (1/1)	7.0							+1
Peer (2/2)	6.0							+0
Direct Reports (2/2)	6.0							+0
Other (2/2)	5.5							-0.5

AI-GENERATED COMMENT SUMMARY

What could this person do differently to be more effective in their relationships and interactions?

Comments analyzed: 8

This AI-generated summary is for informational purposes only. AI-generated content may differ with each refresh due to the technology's inherent variability.

Communication and Expectations

This area focuses on how effectively the individual communicates goals, expectations, and feedback. It also considers their approach to addressing challenges within the team.

The feedback suggests a need for clearer communication, proactive problem-solving, and defined expectations. While the individual is seen as a good leader and sets a positive tone, improvements can be made in explicitly defining goals, addressing issues promptly, and fostering team member growth.

- **Clarity of Expectations:** Multiple comments highlight the need for clearer expectations regarding roles, responsibilities, and performance standards.
- **Proactive Problem Solving:** The feedback suggests a tendency to delay addressing issues, leading to potential escalation. A more proactive approach is recommended.
- **Encouraging Growth:** While the individual is seen as a good leader, there's an opportunity to further encourage growth within the team by assigning challenging tasks and providing support.

AI-GENERATED COMMENT SUMMARY

What does this person do especially well when it comes to working with and relating to others?

Comments analyzed: 8

This AI-generated summary is for informational purposes only. AI-generated content may differ with each refresh due to the technology's inherent variability.

Team Leadership and Communication

This topic encompasses the individual's ability to lead and interact effectively with their team, focusing on communication style, expectation setting, and fostering a productive and growth-oriented environment.

The feedback highlights strengths in setting a positive team tone, making others feel heard, and inspiring a commitment to quality. However, there are areas for improvement in proactively addressing issues, setting clear expectations, fostering team member growth through challenging assignments, and holding individuals accountable for results.

- **Positive Team Environment:** Consistently creates a welcoming and inclusive atmosphere where team members feel valued and heard.
- **Inspiration of Quality:** Successfully inspires a commitment to high-quality work and attention to detail within the team.
- **Reactive Problem Solving:** Tendency to address problems after they have escalated, rather than proactively intervening.
- **Clarity and Accountability:** Needs improvement in setting clear expectations, defining goals and paths, and holding team members accountable for achieving results.
- **Growth and Development:** Opportunities exist to further encourage growth by assigning challenging tasks and providing support for team members to develop their skills.