



Individual Contributor Assessment

Denise Anderson
02/17/26



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%
Other	2	2	100%
Total	6	6	100%

Administration Dates: 02/03/26 - 02/17/26

The following individuals were invited to participate:

Self

- Denise Anderson

Supervisor

- Carl Rodriguez

Peer

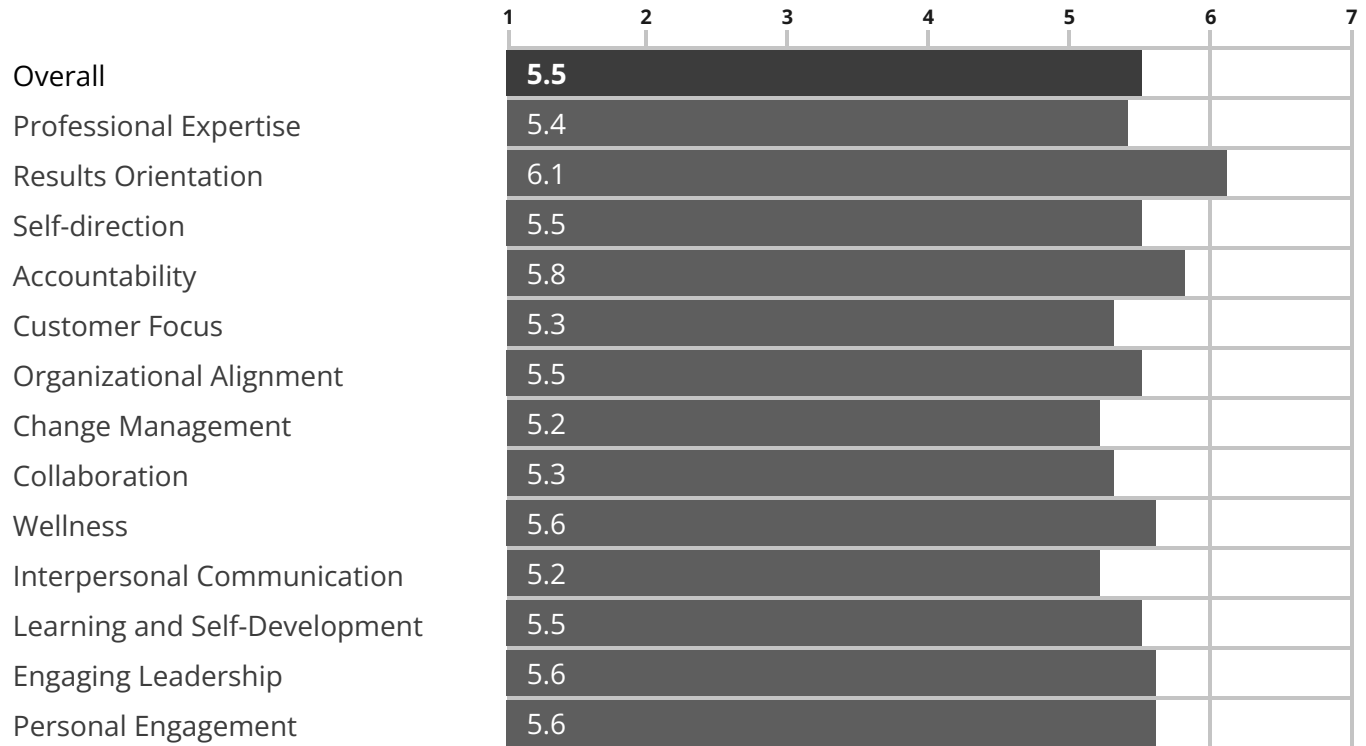
- Amy Morris
- Joyce Harris

Other

- Julia Hill
- Donna Collins

COMPETENCY SUMMARY

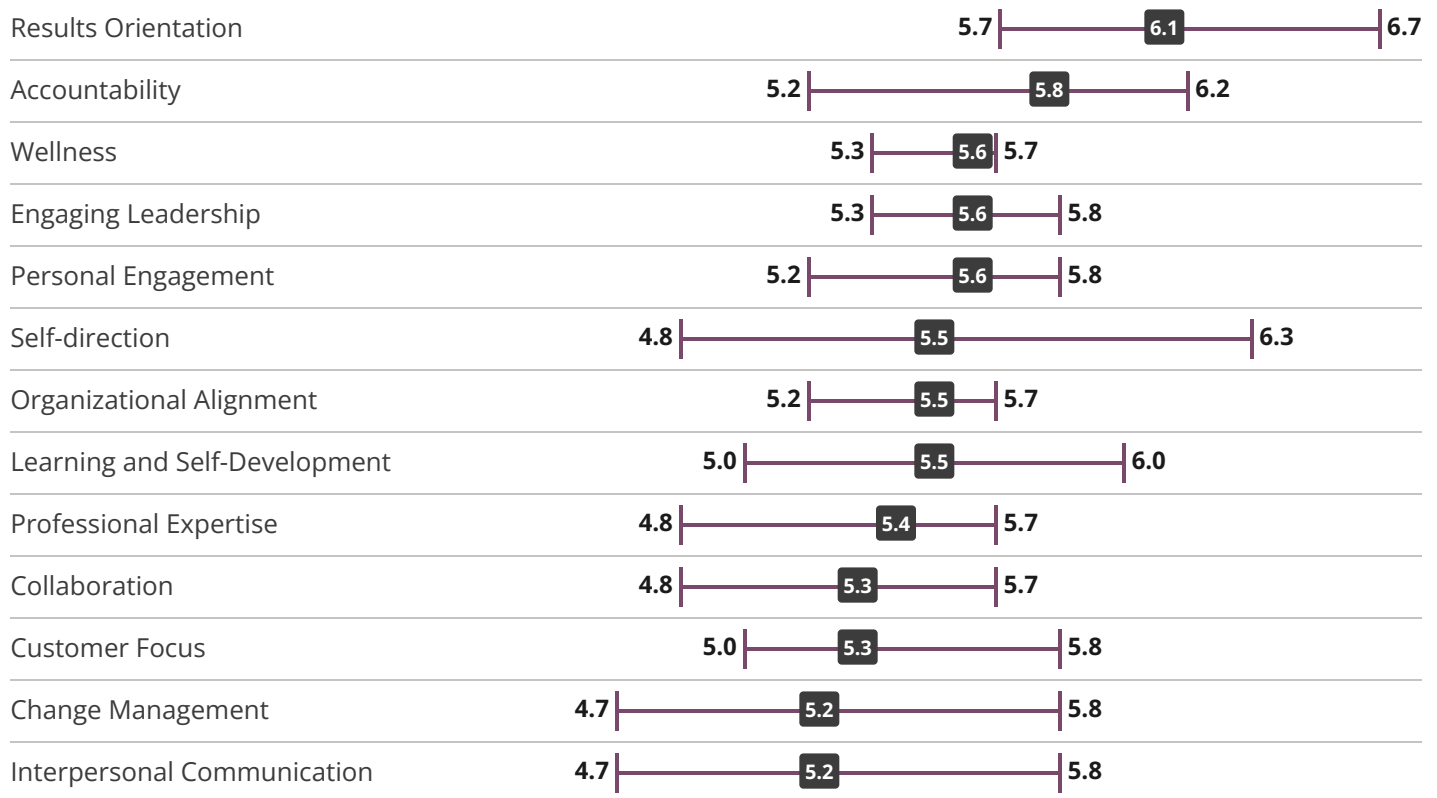
This section provides a summary of results for each competency (group of items). The horizontal bars represent the average score from all survey questions under each competency.



BEHAVIORAL ITEM SCALE KEY

- 1: Very Poor
- 2: Poor
- 3: Fair
- 4: Average
- 5: Good
- 6: Excellent
- 7: Outstanding

COMPETENCY SCORE DISTRIBUTION



MIN BEHAVIOR SCORE | COMPETENCY SCORE DISTRIBUTION | MAX BEHAVIOR SCORE

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
- Other

FOCUS AREAS

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

YOUR HIGHEST SCORES

BEHAVIOR	SELF	ALL OTHERS	OVERALL
6. Prioritizes work assignments so that important tasks are completed first. Results Orientation	5.0	7.0	6.7
9. Is proactive and takes initiative. Self-direction	6.0	6.4	6.3
15. Follows through with his/her promises and commitments. Accountability	5.0	6.4	6.2
5. Breaks down larger projects into manageable tasks. Results Orientation	7.0	5.8	6.0
8. Maintains focus and commitment, despite challenges or setbacks. Results Orientation	4.0	6.4	6.0

YOUR LOWEST SCORES

BEHAVIOR	SELF	ALL OTHERS	OVERALL
25. Accepts changes and adapts to new situations and responsibilities. Change Management	5.0	4.6	4.7
38. Listens to others with the intent to understand. Interpersonal Communication	4.0	4.8	4.7
2. Shows a clear understanding of the processes and work systems related to his/her job. Professional Expertise	5.0	4.8	4.8
11. Anticipates and overcomes obstacles before they become a crisis. Self-direction	4.0	5.0	4.8
28. Points out opportunities for our organization's growth and improvement. Change Management	4.0	5.0	4.8

PROFESSIONAL EXPERTISE

OVERALL COMPETENCY SCORE

5.4	4.5	5.6
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	4.5							GAP
Supervisor	5.5							+1
Peer	5.4							+0.9
Other	5.9							+1.4

1. Effectively uses the tools and technology available in his/her job.

5.7

Self (1/1)	4.0							GAP
Supervisor (1/1)	6.0							+2
Peer (2/2)	6.0							+2
Other (2/2)	6.0							+2

2. Shows a clear understanding of the processes and work systems related to his/her job.

4.8

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

3. Is respected as a talented and competent person in his/her job.

5.5

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

4. Shows good judgment when making decisions.

5.7

Self (1/1)	4.0							GAP
Supervisor (1/1)	6.0							+2
Peer (2/2)	6.0							+2
Other (2/2)	6.0							+2

RESULTS ORIENTATION

OVERALL COMPETENCY SCORE

6.1	5.5	6.2
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.5							GAP
Supervisor	6.0							+0.5
Peer	6.3							+0.8
Other	6.3							+0.8

5. Breaks down larger projects into manageable tasks.

6.0

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

6. Prioritizes work assignments so that important tasks are completed first.

6.7

Self (1/1)	5.0							GAP
Supervisor (1/1)	7.0							+2
Peer (2/2)	7.0							+2
Other (2/2)	7.0							+2

7. Delivers solid results, even in challenging situations.

5.7

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

8. Maintains focus and commitment, despite challenges or setbacks.

6.0

Self (1/1)	4.0							GAP
Supervisor (1/1)	5.0							+1
Peer (2/2)	6.5							+2.5
Other (2/2)	7.0							+3

SELF-DIRECTION

OVERALL COMPETENCY SCORE

5.5	5.5	5.5
AVERAGE	SELF	ALL OTHERS

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

9. Is proactive and takes initiative.

6.3

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

10. Demonstrates the ability to act with minimal direction from others.

5.7

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

11. Anticipates and overcomes obstacles before they become a crisis.

4.8

Self (1/1)	4.0							GAP
Supervisor (1/1)	4.0							+0
Peer (2/2)	5.5							+1.5
Other (2/2)	5.0							+1

12. Uses time effectively.

5.2

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

ACCOUNTABILITY

OVERALL COMPETENCY SCORE

5.8	5.8	5.8
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.8							GAP
Supervisor	6.0							+0.2
Peer	5.3							-0.5
Other	6.3							+0.5

13. Sets high expectations for his/her own performance.

5.2

Self (1/1)	5.0							GAP
Supervisor (1/1)	6.0							+1
Peer (2/2)	4.0							-1
Other (2/2)	6.0							+1

14. Balances the need to achieve quality with the need to meet deadlines.

5.8

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

15. Follows through with his/her promises and commitments.

6.2

Self (1/1)	5.0							GAP
Supervisor (1/1)	6.0							+1
Peer (2/2)	6.5							+1.5
Other (2/2)	6.5							+1.5

16. Takes responsibility for his/her own actions.

6.0

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

CUSTOMER FOCUS

OVERALL COMPETENCY SCORE

5.3	5.8	5.2
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7		
Self	5.8								GAP
Supervisor	5.0								-0.8
Peer	4.9								-0.9
Other	5.6								-0.2

17. Builds and maintains excellent relationships with internal/external customers. 5.8

Self (1/1)	6.0								GAP
Supervisor (1/1)	7.0							+1	
Peer (2/2)	4.5								-1.5
Other (2/2)	6.5								+0.5

18. Finds solutions with even the most demanding customers. 5.0

Self (1/1)	7.0								GAP
Supervisor (1/1)	4.0								-3
Peer (2/2)	4.5								-2.5
Other (2/2)	5.0								-2

19. Responds quickly to customer concerns, requests, or questions. 5.0

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

20. His/her work quality meets or exceeds customer expectations. 5.3

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

ORGANIZATIONAL ALIGNMENT

OVERALL COMPETENCY SCORE

5.5	5.5	5.4
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.5							GAP
Supervisor	5.5							+0
Peer	5.1							-0.4
Other	5.8							+0.3

21. Demonstrates an understanding of how his/her responsibilities contribute to our organization. 5.7

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

22. Makes decisions that reflect a clear understanding of what is most important to our organization. 5.3

Self (1/1)	5.0							GAP
Supervisor (1/1)	4.0							-1
Peer (2/2)	5.0							+0
Other (2/2)	6.5							+1.5

23. Works well across functions, departments, and organizational boundaries. 5.2

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

24. His/her actions consistently reflect our organization's values. 5.7

Self (1/1)	7.0							GAP
Supervisor (1/1)	7.0							+0
Peer (2/2)	4.5							-2.5
Other (2/2)	5.5							-1.5

CHANGE MANAGEMENT

OVERALL COMPETENCY SCORE

5.2	5.0	5.3
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.0							GAP
Supervisor	4.8							-0.2
Peer	6.0							+1
Other	4.8							-0.2

25. Accepts changes and adapts to new situations and responsibilities.

4.7

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

26. Adjusts priorities in order to address changing situations and conditions.

5.5

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

27. Demonstrates personal commitment to embracing and leading change.

5.8

Self (1/1)	6.0							GAP
Supervisor (1/1)	4.0							-2
Peer (2/2)	7.0							+1
Other (2/2)	5.5							-0.5

28. Points out opportunities for our organization's growth and improvement.

4.8

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

COLLABORATION

OVERALL COMPETENCY SCORE

5.3	5.0	5.4
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.0							GAP
Supervisor	4.8							-0.2
Peer	5.5							+0.5
Other	5.5							+0.5

29. Addresses others' needs and feelings with respect and fairness.

5.7

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

30. Works well with people of all levels and backgrounds.

5.5

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

31. Builds and maintains strong working relationships with others.

4.8

Self (1/1)	4.0							GAP
Supervisor (1/1)	4.0							+0
Peer (2/2)	5.0							+1
Other (2/2)	5.5							+1.5

32. Is a team player.

5.2

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

WELLNESS

OVERALL COMPETENCY SCORE

5.6	6.0	5.5
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7		
Self	6.0								GAP
Supervisor	5.3								-0.7
Peer	5.6								-0.4
Other	5.5								-0.5

33. Maintains an effective balance between work life and personal life.

5.3

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

34. Invests in his/her personal well-being.

5.7

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

35. Maintains composure, even in stressful situations.

5.7

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

36. Effectively deals with challenges or setbacks without becoming cynical, moody, or hostile.

5.7

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

INTERPERSONAL COMMUNICATION

OVERALL COMPETENCY SCORE

5.2	5.3	5.2
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.3							GAP
Supervisor	4.3							-1
Peer	5.3							+0
Other	5.5							+0.2

37. Establishes effective two-way communication with others. 5.2

Self (1/1)	4.0							GAP
Supervisor (1/1)	4.0							+0
Peer (2/2)	6.0							+2
Other (2/2)	5.5							+1.5

38. Listens to others with the intent to understand. 4.7

Self (1/1)	4.0							GAP
Supervisor (1/1)	5.0							+1
Peer (2/2)	4.0							+0
Other (2/2)	5.5							+1.5

39. Communicates effectively in writing. 5.0

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

40. Communicates effectively verbally. 5.8

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

LEARNING AND SELF-DEVELOPMENT

OVERALL COMPETENCY SCORE

5.5	5.0	5.6
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.0							GAP
Supervisor	5.5							+0.5
Peer	5.6							+0.6
Other	5.5							+0.5

41. Demonstrates awareness of his/her strengths and areas for improvement. 5.0

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

42. Learns from mistakes and makes necessary corrections. 6.0

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

43. Is open to feedback without becoming defensive. 5.5

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

44. Seeks out and takes advantage of opportunities for learning and improvement. 5.3

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

ENGAGING LEADERSHIP

OVERALL COMPETENCY SCORE

5.6	5.3	5.6
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.3							GAP
Supervisor	5.8							+0.5
Peer	6.3							+1
Other	5.0							-0.3

45. Is honest, ethical, and trustworthy.

5.8

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

46. Demonstrates an awareness of how his/her behavior affects others.

5.8

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

47. Contributes to a positive and energizing workplace.

5.3

Self (1/1)	4.0							GAP
Supervisor (1/1)	6.0							+2
Peer (2/2)	5.5							+1.5
Other (2/2)	5.5							+1.5

48. Willingly takes on a leadership role when the situation requires.

5.3

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

PERSONAL ENGAGEMENT

OVERALL COMPETENCY SCORE

5.6	5.8	5.6
AVERAGE	SELF	ALL OTHERS

	1	2	3	4	5	6	7	
Self	5.8							GAP
Supervisor	5.0							-0.8
Peer	5.6							-0.2
Other	5.8							+0

49. Conveys the sense that he/she enjoys his/her job.

5.7

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

50. Shows confidence when making and acting on his/her decisions.

5.2

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

51. Shows that he or she finds a sense of meaning and purpose in the work we do.

5.7

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

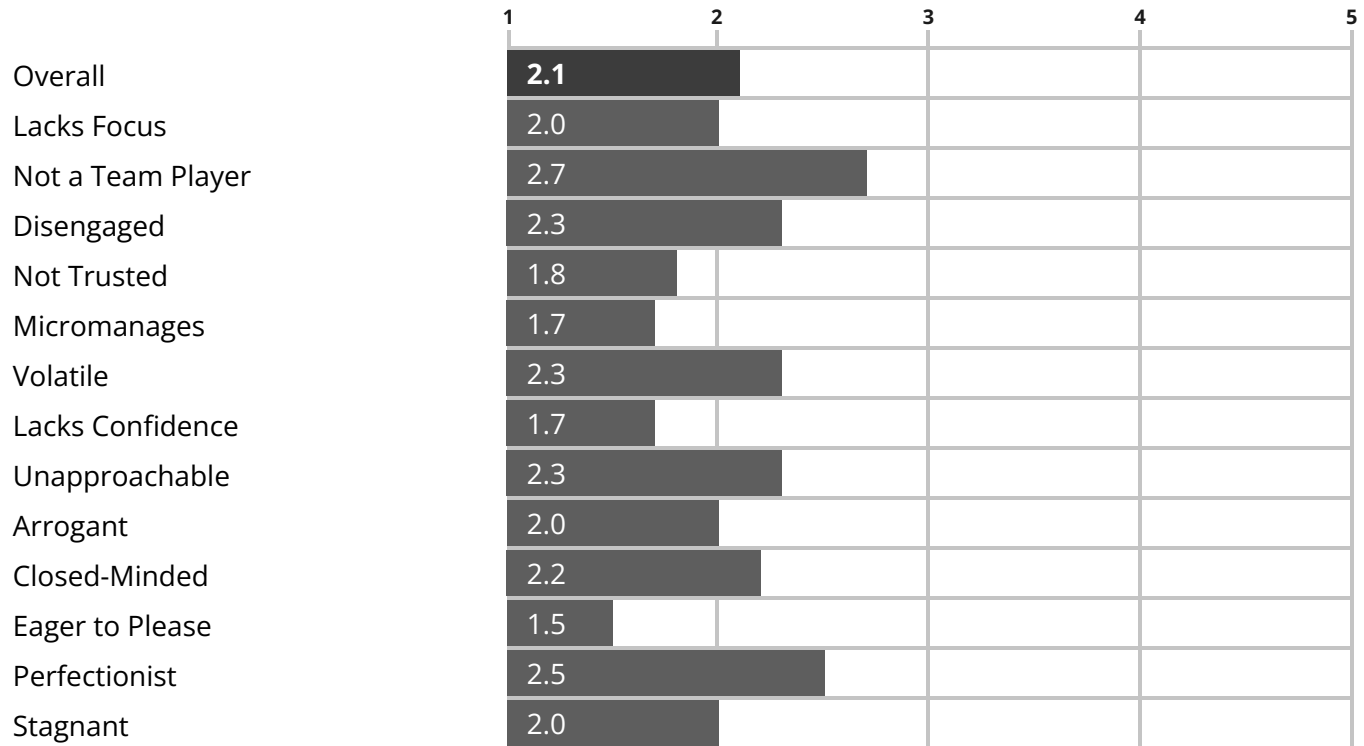
52. Shows dedication to his/her job and the organization.

5.8

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

DERAILERS SUMMARY

This section provides a summary of results on potential Derailers. The horizontal bars represent the average score from all respondents under each Derailer.



DERAILER ITEM SCALE KEY

- 1: None
- 2: Very Little
- 3: Some
- 4: Quite a Bit
- 5: A Great Deal

DERAILERS

	1	2	3	4	5	
Self	2.3					GAP
Supervisor	2.2					-0.1
Peer	1.9					-0.4
Other	2.1					-0.2

53. Lacks Focus: Easily distracted; wastes time; fails to get critical things done.

Self (1/1)	1.0					GAP
Supervisor (1/1)	3.0					+2
Peer (2/2)	3.0					+2
Other (2/2)	1.0					+0

54. Not a Team Player: Places personal agenda before the good of the team.

Self (1/1)	3.0					GAP
Supervisor (1/1)	2.0					-1
Peer (2/2)	2.5					-0.5
Other (2/2)	3.0					+0

55. Disengaged: Appears bored or dissatisfied with work; does just enough to "get by."

Self (1/1)	3.0					GAP
Supervisor (1/1)	3.0					+0
Peer (2/2)	2.0					-1
Other (2/2)	2.0					-1

56. Not Trusted: Violates, compromises, or fails to gain the trust of others.

Self (1/1)	3.0					GAP
Supervisor (1/1)	1.0					-2
Peer (2/2)	2.0					-1
Other (2/2)	1.5					-1.5

57. Micromanages: Fails to involve others when needed; does not show trust or confidence in others.

Self (1/1)	1.0					GAP
Supervisor (1/1)	3.0					+2
Peer (2/2)	1.5					+0.5
Other (2/2)	1.5					+0.5

58. Volatile: Loses temper or patience quickly; irritable or lacks composure.

Self (1/1)	3.0			GAP
Supervisor (1/1)	3.0			+0
Peer (2/2)	2.0			-1
Other (2/2)	2.0			-1

59. Lacks Confidence: Overly concerned with making mistakes; indecisive.

Self (1/1)	2.0			GAP
Supervisor (1/1)	2.0			+0
Peer (2/2)	1.0			-1
Other (2/2)	2.0			+0

60. Unapproachable: Distant or isolated; fails to build effective relationships.

Self (1/1)	3.0			GAP
Supervisor (1/1)	2.0			-1
Peer (2/2)	2.0			-1
Other (2/2)	2.5			-0.5

61. Arrogant: Egotistical; displays a strong sense of entitlement.

Self (1/1)	3.0			GAP
Supervisor (1/1)	1.0			-2
Peer (2/2)	1.5			-1.5
Other (2/2)	2.5			-0.5

62. Closed-Minded: Not open to critical feedback or new ideas; unwilling to consider other viewpoints.

Self (1/1)	1.0			GAP
Supervisor (1/1)	3.0			+2
Peer (2/2)	2.5			+1.5
Other (2/2)	2.0			+1

63. Eager to Please: Overly concerned with being accepted and liked; defers to others' opinions.

Self (1/1)	2.0			GAP
Supervisor (1/1)	1.0			-1
Peer (2/2)	1.0			-1
Other (2/2)	2.0			+0

64. Perfectionist: Fails to recognize when something is "good enough;" obsessive.

Self (1/1)	3.0				GAP
Supervisor (1/1)	3.0				+0
Peer (2/2)	1.5				-1.5
Other (2/2)	3.0				+0

65. Stagnant: Avoids opportunities for professional or personal growth and learning.

Self (1/1)	2.0				GAP
Supervisor (1/1)	1.0				-1
Peer (2/2)	2.0				+0
Other (2/2)	2.5				+0.5

COMMENTS

Describe specific things this person could do to be more effective.

Brittany does a great job setting the tone for the team and works to make everyone feel heard.

Brittney encourages a high level of consistency and quality of work.

Brittney has a tendency to let things get out of hand before addressing them. It would go a long way if Brittney was a little more willing to confront the issues on the team.

Brittany could do more to set clear expectations.

Brittney is a great leader, but could do more to encourage growth in the team members.

One of the first things I always notice about Brittney's team is their commitment to quality and attention to detail. Brittney does a great job inspiring these qualities.

Describe this person's greatest strengths.

Nothing I know of - Brittney is a great leader.

Needs more clarity in defining the goal and the path to get there. Needs to hold people accountable for results. Needs to spend more time engaging people and learning what is impacting operational results. At the end of the day, a leader is measured by the results.

Help cultivate ideas for the future of the company. Work within the management team to push for more strategic planning with actionable items.

They are doing a great job but I feel their span of control is just too large for them to manage to the best of their abilities.

Consistent, hard working and honest.

Detail oriented. Willingness to take on responsibilities out side of their area for the betterment of the company. Not afraid to challenge the establishment when necessary.

ACTION PLANNER

IDENTIFY SIGNIFICANT GAPS

In your 360-degree feedback report, identify significant or consistent differences between the groups of raters (i.e., self, supervisor, peers, direct reports, etc.)

Based on your feedback, briefly list and describe the greatest gaps between rater groups.

Review the gaps you identified to ensure that they represent significant and/or recurring patterns in your feedback. As you review the list, ask yourself the following questions:


- Do people see me in a different light, depending on my working relationship with them? Why?
- Have I seen evidence of the perception gaps? If so, how are they affecting relationships or performance?
- What would happen if I were to fully see myself from their point of view?

BUILD ON STRENGTHS

Reflect on where you are going. Start by exploring how you got to where you are now. It was through your strengths!

There are things we do so well and effortlessly that we often forget we possess a talent. The 360-degree feedback report identifies your highest scores as seen by others; however, you need to interpret what your real strengths are.

Based on your feedback, briefly list and describe your strengths and talents.

A large, empty rectangular box with a thin black border, intended for the user to list and describe their strengths and talents based on their feedback.

Review the strengths that are apparent in your 360 report. As you review the list, ask yourself the following questions:

- Have these strengths helped me in my career thus far? How?
- Am I continually using these strengths in my career and personal life?
- What would happen if I were to fully utilize these strengths more regularly?

UNDERSTAND DERAILERS

A personal derailer is a behavior that gets in the way of our progress and requires improvement if we are to realize our potential. A derailer is not just a weakness. We all have many weaknesses that we may never choose to improve or need to master.

A derailer has the potential to limit progress in our careers, as well as other areas of life

Based on your feedback, list and describe potential derailers. Note that these may be clearly spelled out within your report, or you may have to search for these based on themes that may stand out.

Review the list above to ensure that the potential derailer(s) identified in your report are critical to success in your role and position. As you review the list, ask yourself the following questions:

- Is this area critical to my continued growth and development? Future direction? Why?
- Have I been making improvements in this area on a regular basis?

- How would my life be different if I were to significantly improve in this area?

**IS THIS AREA CRITICAL TO MY CONTINUED GROWTH AND DEVELOPMENT?
FUTURE DIRECTION? WHY?**

Based on my feedback, the greatest gaps between myself and others are:

Based on my feedback, my greatest strengths are:

Based on my feedback, my most significant derailers are:

LEADERSHIP INTELLIGENCE ACTION PLAN

Goal #1

Immediate Steps

STEPS	TIMEFRAME

Success & Measurement

Resources & Support

LEADERSHIP INTELLIGENCE ACTION PLAN

Goal #2

Immediate Steps

STEPS	TIMEFRAME

Success & Measurement

Resources & Support