

Tim Sample

360 BREAK OUT

2020

| | Self | Evaluators | Boss's Boss | Boss | Peers | Direct Reports | Other |
|---|-------------|-------------|-------------|-------------|-------------|----------------|-------------|
| | 1 | 17 | 0 | 2 | 3 | 6 | 6 |
| Relating | 59 % | 92 % | - | 86 % | 95 % | 76 % | 83 % |
| Caring Connection | 37 % | 95 % | - | 86 % | 91 % | 88 % | 87 % |
| Fosters Team Play | 78 % | 88 % | - | 84 % | 95 % | 73 % | 71 % |
| Collaborator | 22 % | 93 % | - | 82 % | 91 % | 75 % | 88 % |
| Mentoring & Developing | 73 % | 83 % | - | 66 % | 87 % | 66 % | 75 % |
| Interpersonal Intelligence | 69 % | 88 % | - | 88 % | 97 % | 62 % | 75 % |
| Self-Awareness | 84 % | 95 % | - | 87 % | 96 % | 74 % | 90 % |
| Selfless Leader | 91 % | 92 % | - | 80 % | 95 % | 64 % | 91 % |
| Balance | 49 % | 67 % | - | 42 % | 50 % | 77 % | 53 % |
| Composure | 83 % | 96 % | - | 89 % | 97 % | 80 % | 90 % |
| Personal Learner | 63 % | 83 % | - | 74 % | 92 % | 56 % | 77 % |
| Authenticity | 69 % | 67 % | - | 74 % | 77 % | 43 % | 63 % |
| Integrity | 78 % | 84 % | - | 81 % | 92 % | 63 % | 73 % |
| Courageous Authenticity | 48 % | 34 % | - | 48 % | 36 % | 22 % | 42 % |
| Systems Awareness | 72 % | 84 % | - | 68 % | 91 % | 66 % | 74 % |
| Community Concern | 89 % | 96 % | - | 87 % | 96 % | 82 % | 90 % |
| Sustainable Productivity | 61 % | 74 % | - | 55 % | 84 % | 55 % | 69 % |
| Systems Thinker | 30 % | 38 % | - | 10 % | 73 % | 40 % | 30 % |
| Achieving | 47 % | 66 % | - | 73 % | 91 % | 39 % | 44 % |
| Strategic Focus | 44 % | 68 % | - | 68 % | 93 % | 42 % | 49 % |
| Purposeful & Visionary | 65 % | 74 % | - | 82 % | 89 % | 58 % | 47 % |
| Achieves Results | 12 % | 45 % | - | 64 % | 78 % | 19 % | 45 % |
| Decisiveness | 73 % | 53 % | - | 71 % | 86 % | 28 % | 37 % |
| Controlling | - | 3 % | - | 15 % | 3 % | 7 % | 4 % |
| Perfect | - | 9 % | - | 37 % | 29 % | 19 % | 4 % |
| Driven | 1 % | 5 % | - | 14 % | 1 % | 15 % | 14 % |
| Ambition | - | 1 % | - | 9 % | 1 % | 5 % | 2 % |
| Autocratic | 1 % | 5 % | - | 23 % | 7 % | 12 % | 7 % |
| Protecting | 5 % | 19 % | - | 19 % | 9 % | 37 % | 31 % |
| Arrogance | 6 % | 15 % | - | 20 % | 7 % | 39 % | 18 % |
| Critical | 10 % | 13 % | - | 33 % | 12 % | 24 % | 18 % |
| Distance | 12 % | 38 % | - | 20 % | 16 % | 50 % | 61 % |
| Complying | 7 % | 29 % | - | 40 % | 6 % | 56 % | 39 % |
| Passive | 28 % | 56 % | - | 46 % | 20 % | 72 % | 63 % |
| Belonging | 4 % | 15 % | - | 59 % | 5 % | 30 % | 22 % |
| Pleasing | 5 % | 16 % | - | 28 % | 2 % | 53 % | 25 % |
| Conservative | 10 % | 30 % | - | 81 % | 18 % | 36 % | 25 % |
| Reactive-Creative Scale | 98 % | 94 % | - | 86 % | 98 % | 74 % | 86 % |
| Relationship-Task Balance | 73 % | 35 % | - | 61 % | 75 % | 25 % | 25 % |
| Leadership Potential Utilization | 96 % | 67 % | - | 82 % | 96 % | 45 % | 54 % |
| Leadership Effectiveness | 30 % | 77 % | - | 84 % | 94 % | 54 % | 57 % |

Sorted by Self Percentile

| Tim Sample | Self Percentile | Evaluator Percentile |
|----------------------------------|-----------------|----------------------|
| Dimensions | | |
| Selfless Leader | 91 % | 92 % |
| Community Concern | 89 % | 96 % |
| Composure | 83 % | 96 % |
| Integrity | 78 % | 84 % |
| Fosters Team Play | 78 % | 88 % |
| Decisiveness | 73 % | 53 % |
| Mentoring & Developing | 73 % | 83 % |
| Interpersonal Intelligence | 69 % | 88 % |
| Purposeful & Visionary | 65 % | 74 % |
| Personal Learner | 63 % | 83 % |
| Sustainable Productivity | 61 % | 74 % |
| Balance | 49 % | 67 % |
| Courageous Authenticity | 48 % | 34 % |
| Strategic Focus | 44 % | 68 % |
| Caring Connection | 37 % | 95 % |
| Systems Thinker | 30 % | 38 % |
| Passive | 28 % | 56 % |
| Collaborator | 22 % | 93 % |
| Distance | 12 % | 38 % |
| Achieves Results | 12 % | 45 % |
| Conservative | 10 % | 30 % |
| Critical | 10 % | 13 % |
| Arrogance | 6 % | 15 % |
| Pleasing | 5 % | 16 % |
| Belonging | 4 % | 15 % |
| Autocratic | 1 % | 5 % |
| Driven | 1 % | 5 % |
| Ambition | - | 1 % |
| Perfect | - | 9 % |
| Summary Dimensions | | |
| Self-Awareness | 84 % | 95 % |
| Systems Awareness | 72 % | 84 % |
| Authenticity | 69 % | 67 % |
| Relating | 59 % | 92 % |
| Achieving | 47 % | 66 % |
| Complying | 7 % | 29 % |
| Protecting | 5 % | 19 % |
| Controlling | - | 3 % |
| Summary Measures | | |
| Reactive-Creative Scale | 98 % | 94 % |
| Leadership Potential Utilization | 96 % | 67 % |
| Relationship-Task Balance | 73 % | 35 % |
| Leadership Effectiveness | 30 % | 77 % |

Sorted by Evaluator Percentile

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