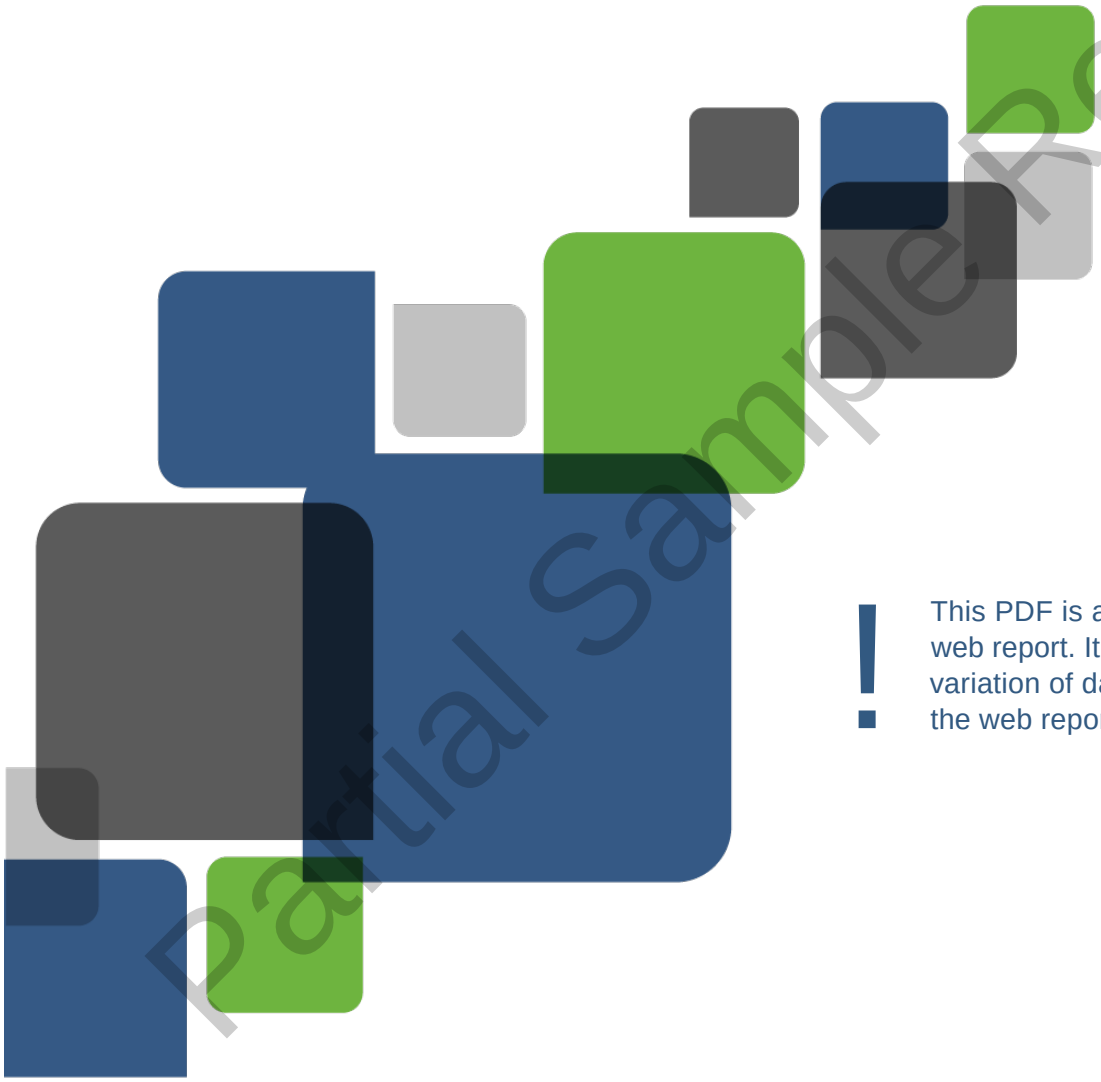
Individual Feedback Charts

Advanced Management Practices (AMP)

Sample Participant
October 2019
TruScore

Partial Sample Report



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

PERFORMANCE PROGRAMS INC.
assessment, awareness, action

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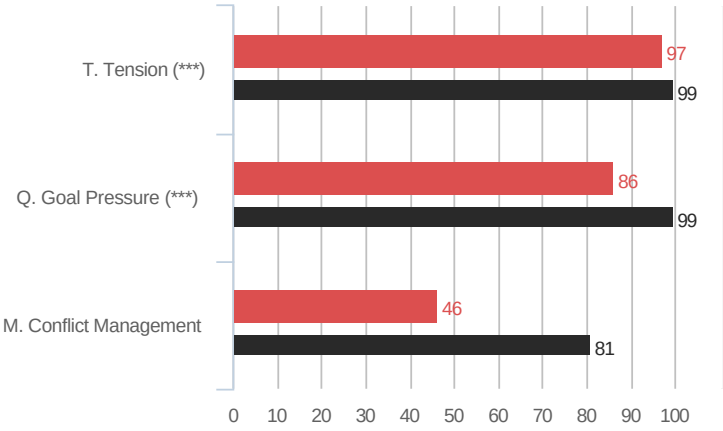
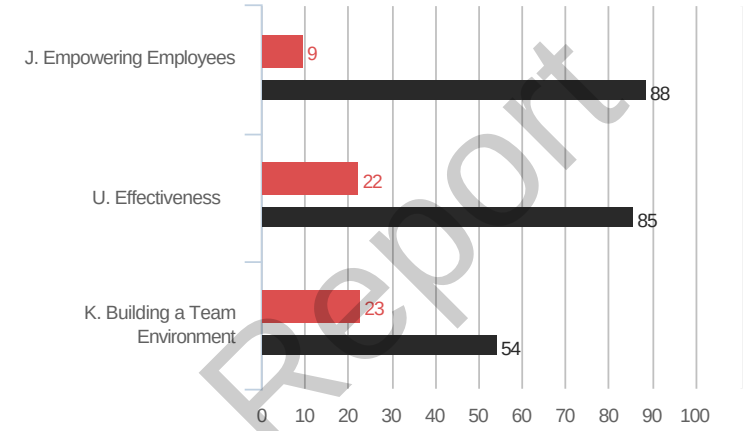
Highest and Lowest

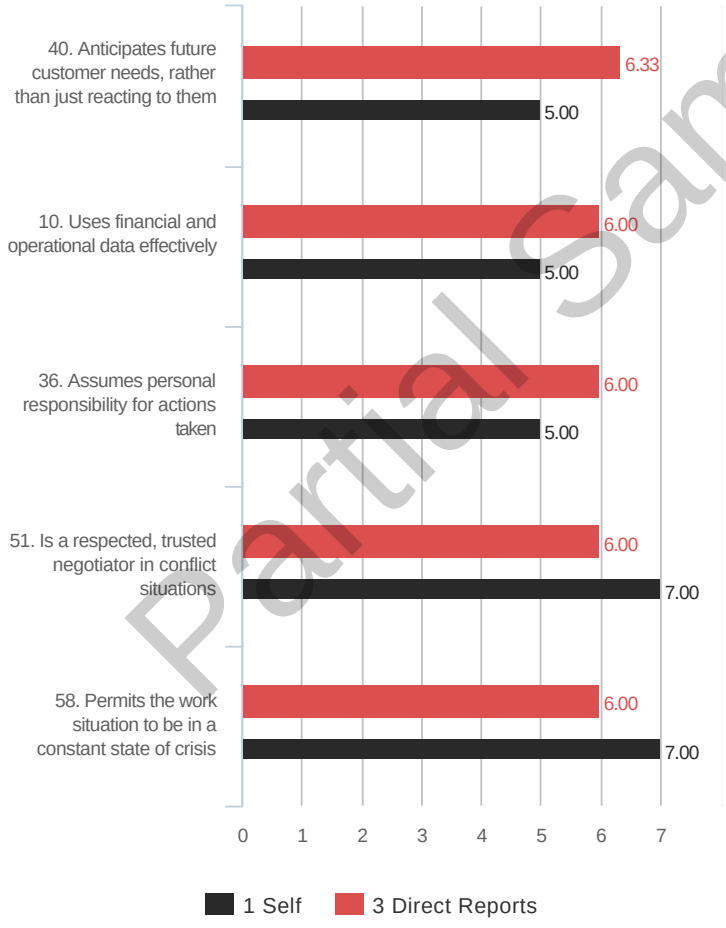
3 Highest Competencies



3 Lowest Competencies



5 Highest Questions



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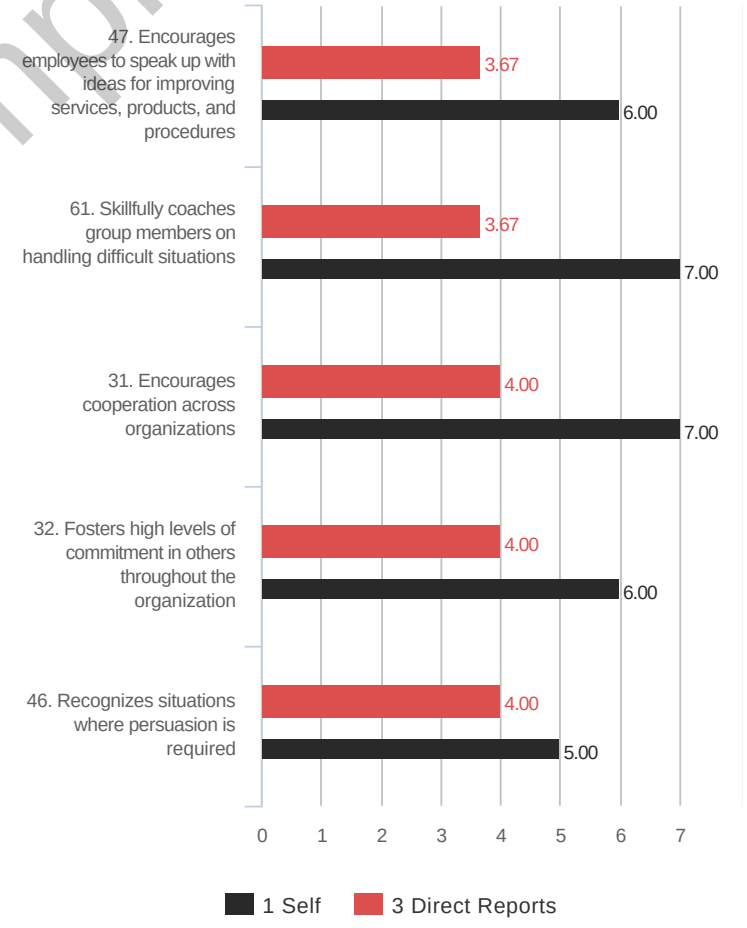

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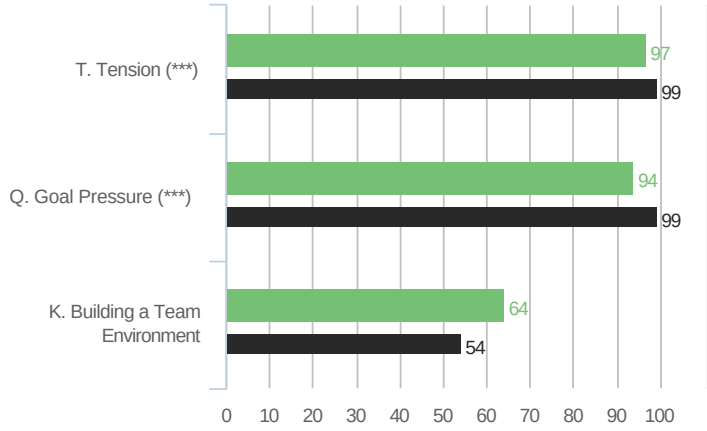

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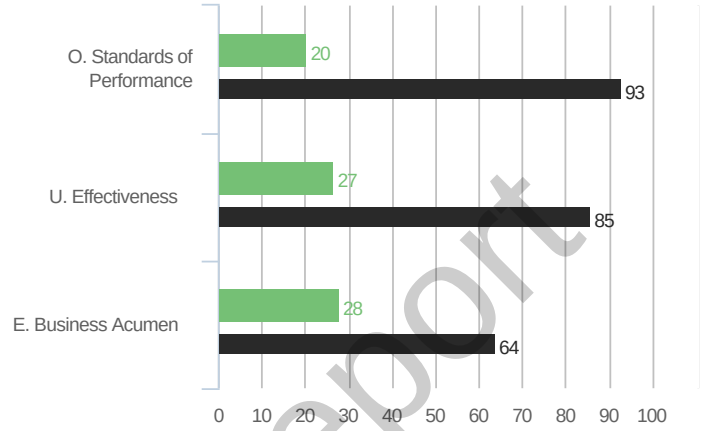

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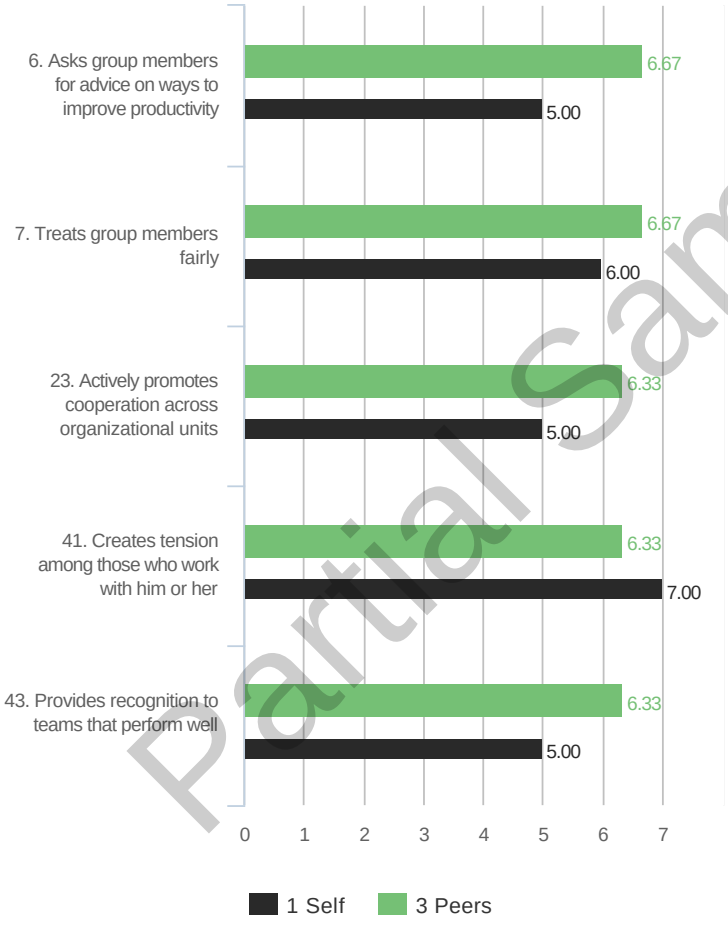

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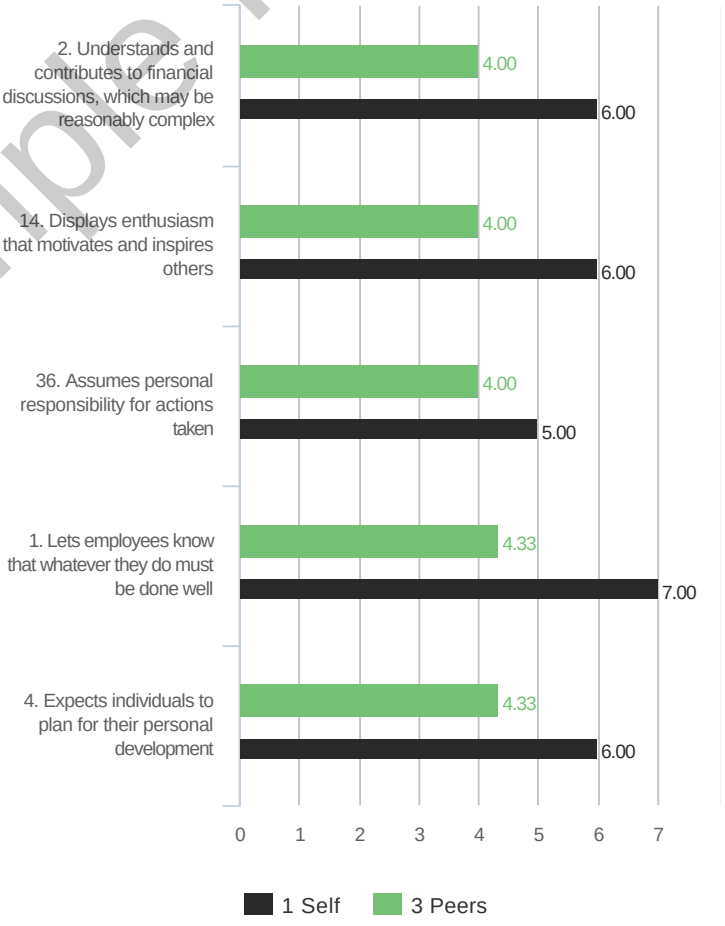

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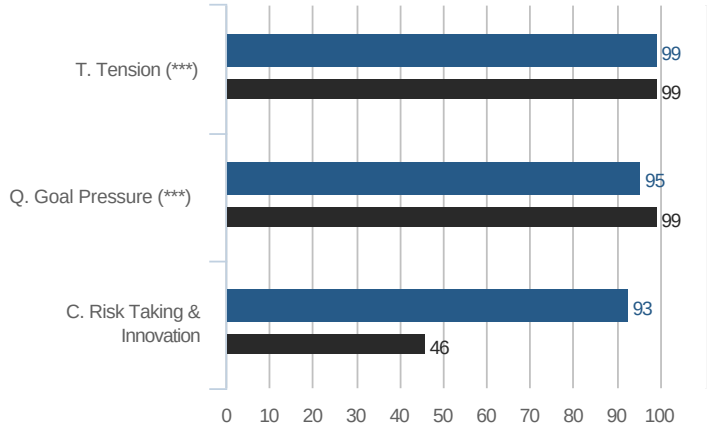

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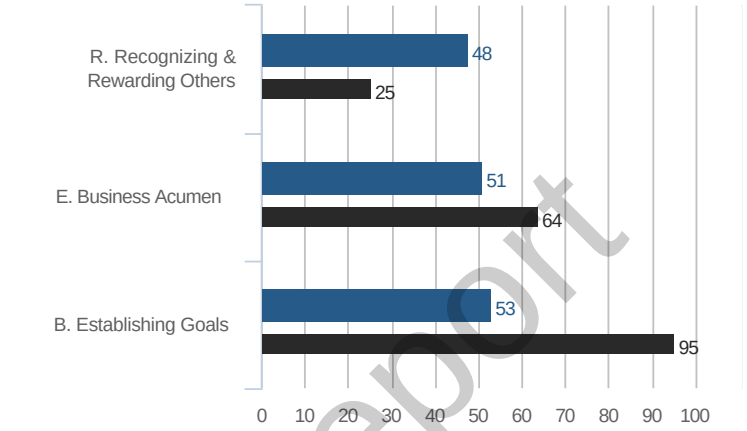

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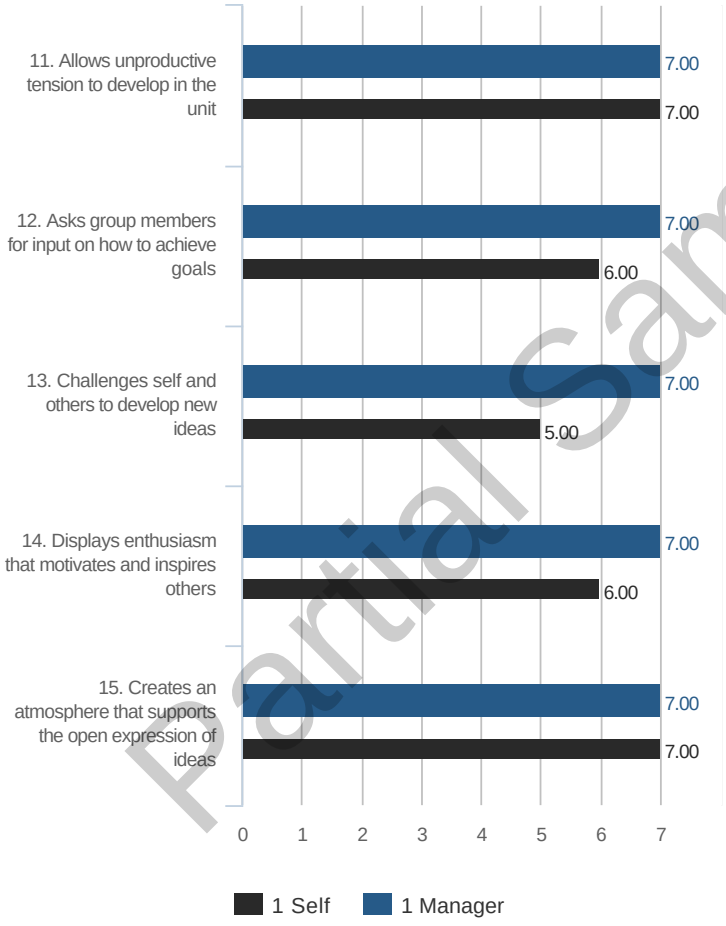

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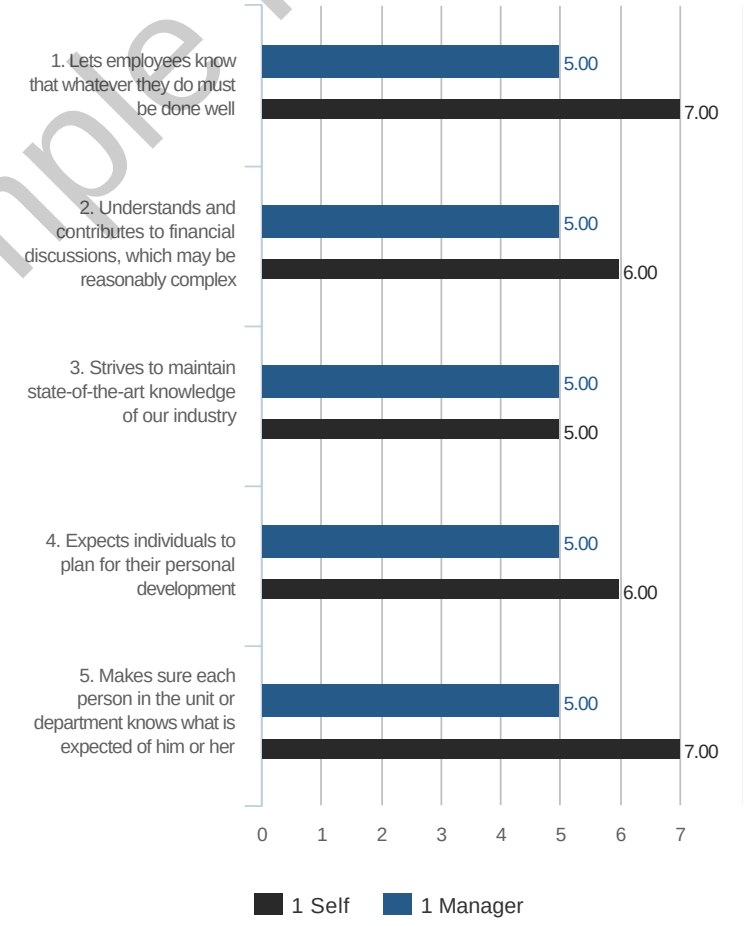

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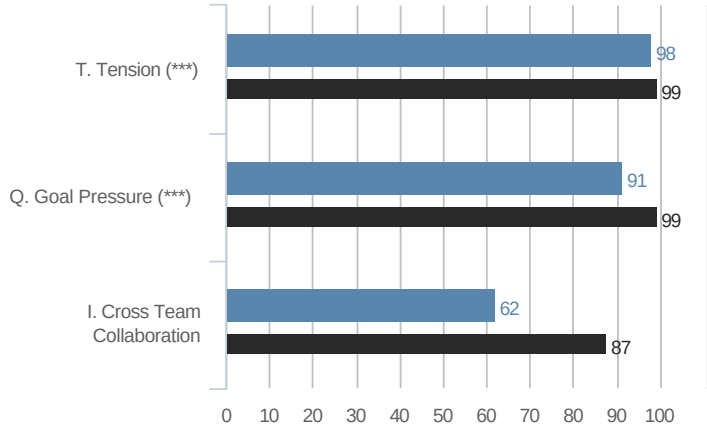

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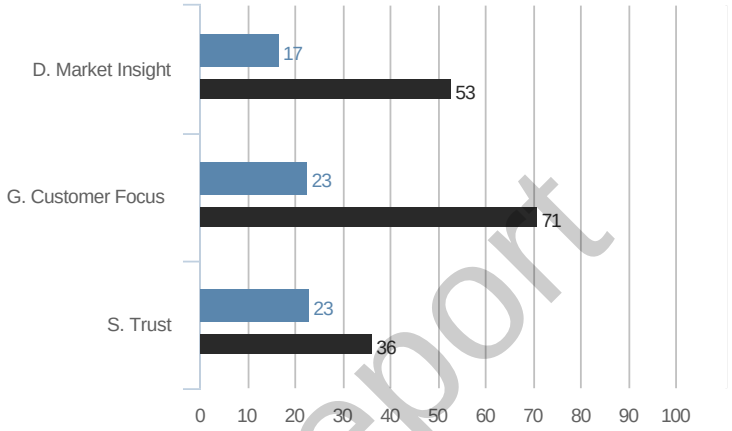

5 Highest Questions

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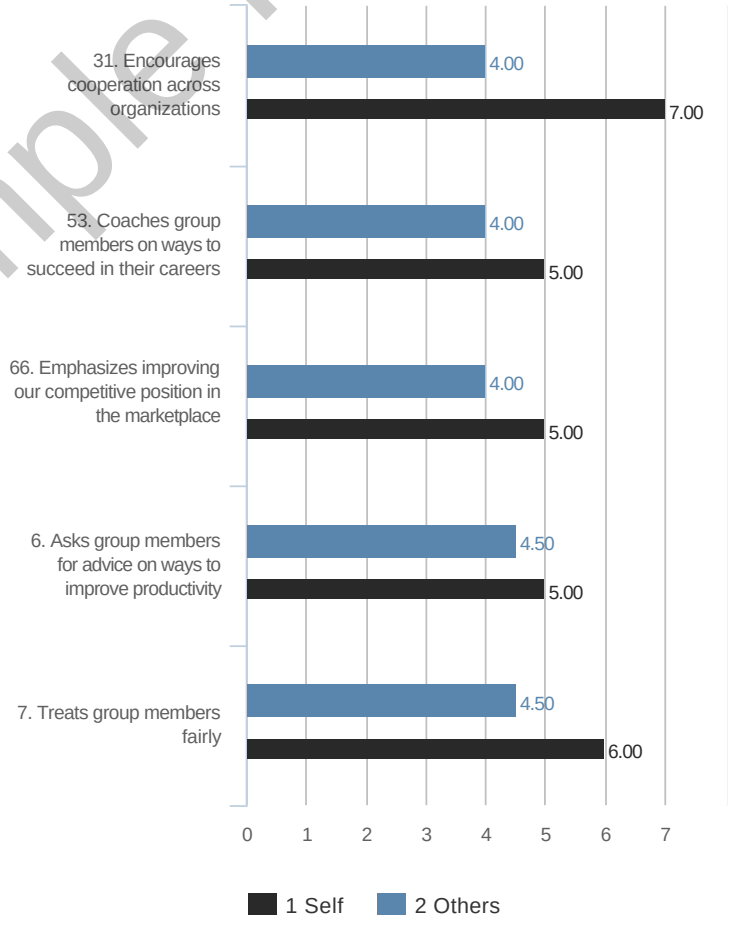

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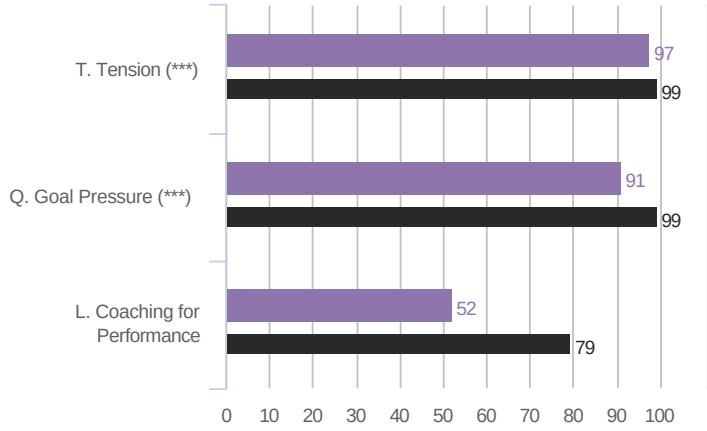

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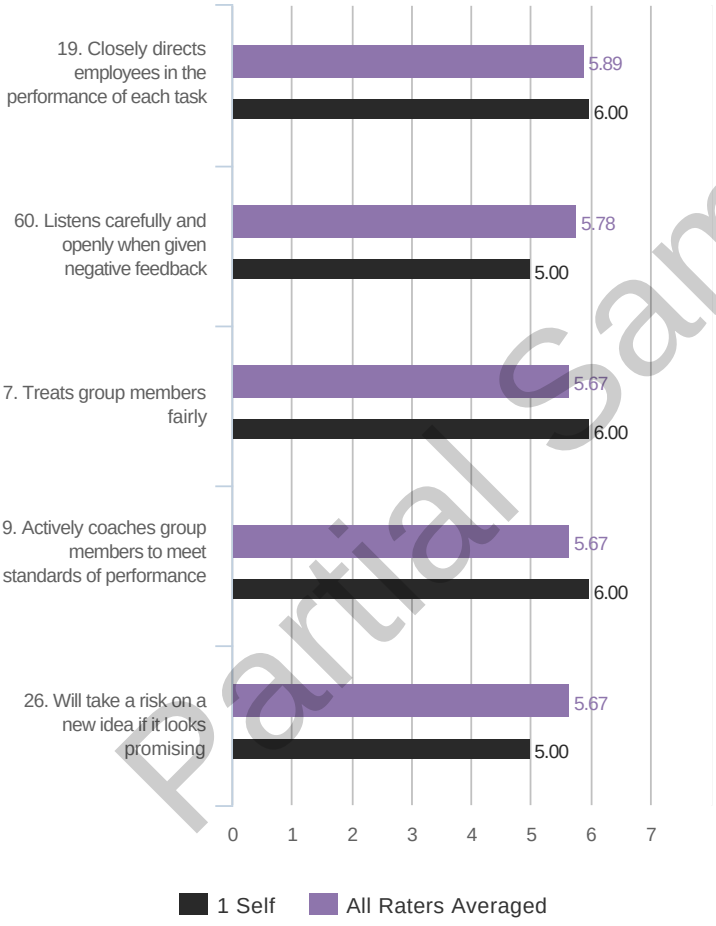

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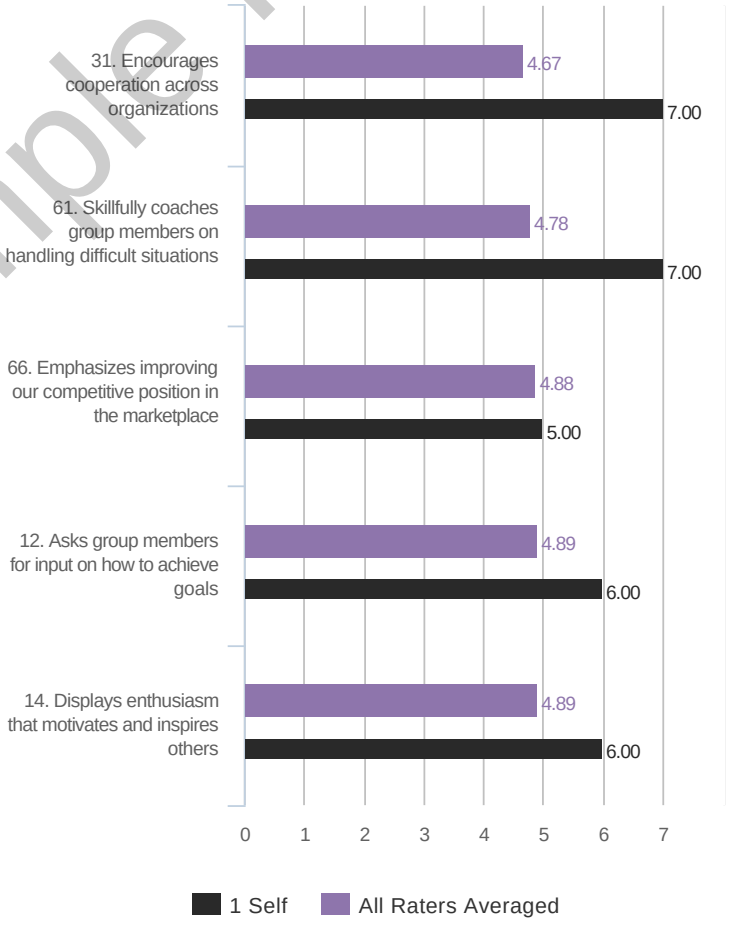

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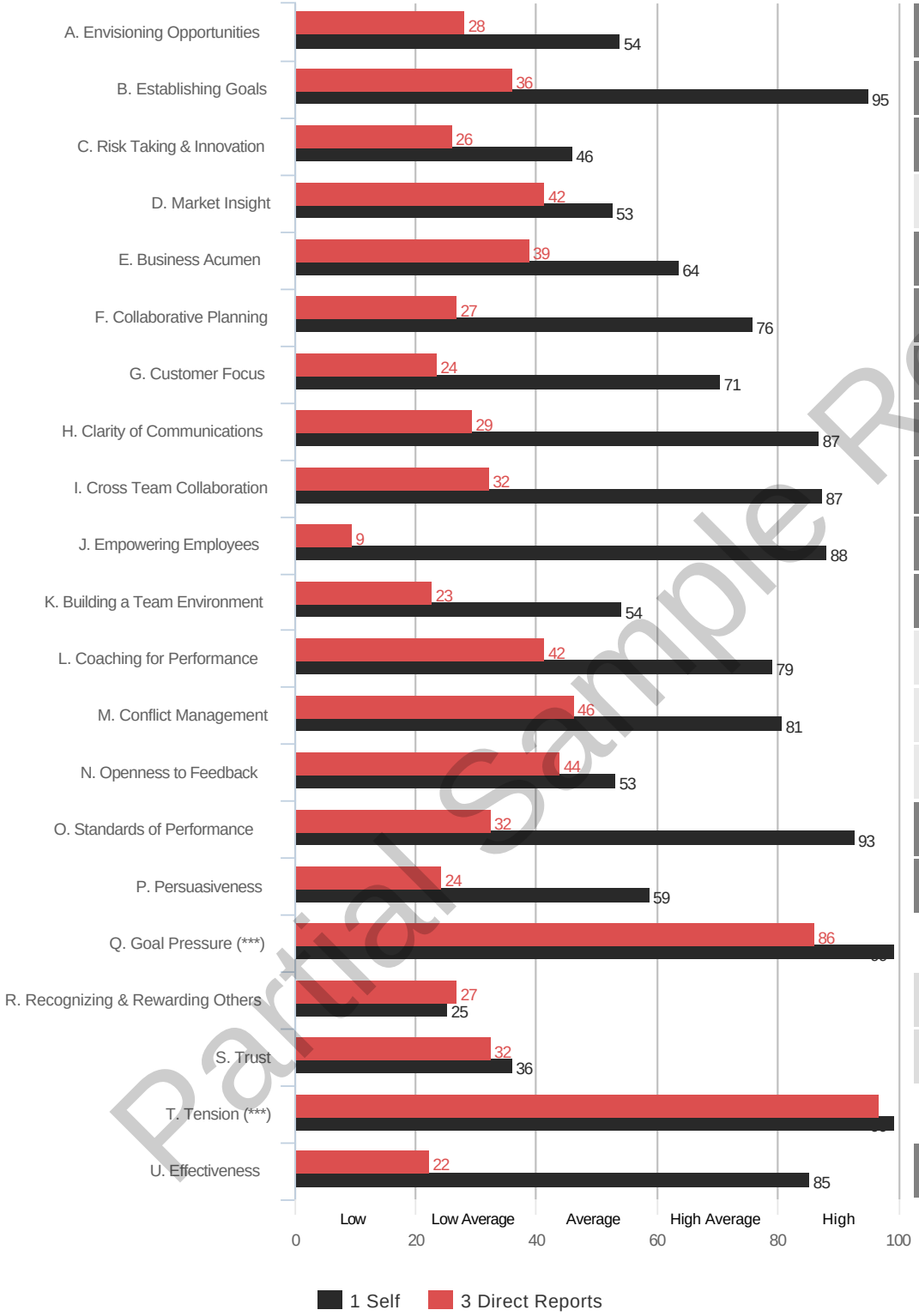
Blind Spot Analysis



A. Envisioning Opportunities	BLIND SPOT
B. Establishing Goals	BLIND SPOT
C. Risk Taking & Innovation	BLIND SPOT
D. Market Insight	VISIBLE STRENGTH
E. Business Acumen	BLIND SPOT
F. Collaborative Planning	BLIND SPOT
G. Customer Focus	BLIND SPOT
H. Clarity of Communications	BLIND SPOT
I. Cross Team Collaboration	BLIND SPOT
J. Empowering Employees	BLIND SPOT
K. Building a Team Environment	BLIND SPOT
L. Coaching for Performance	VISIBLE STRENGTH
M. Conflict Management	VISIBLE STRENGTH
N. Openness to Feedback	VISIBLE STRENGTH
O. Standards of Performance	BLIND SPOT
P. Persuasiveness	BLIND SPOT
Q. Goal Pressure (***)	---
R. Recognizing & Rewarding Others	SOFT SPOT
S. Trust	SOFT SPOT
T. Tension (***)	---
U. Effectiveness	BLIND SPOT

Partial Sample Report

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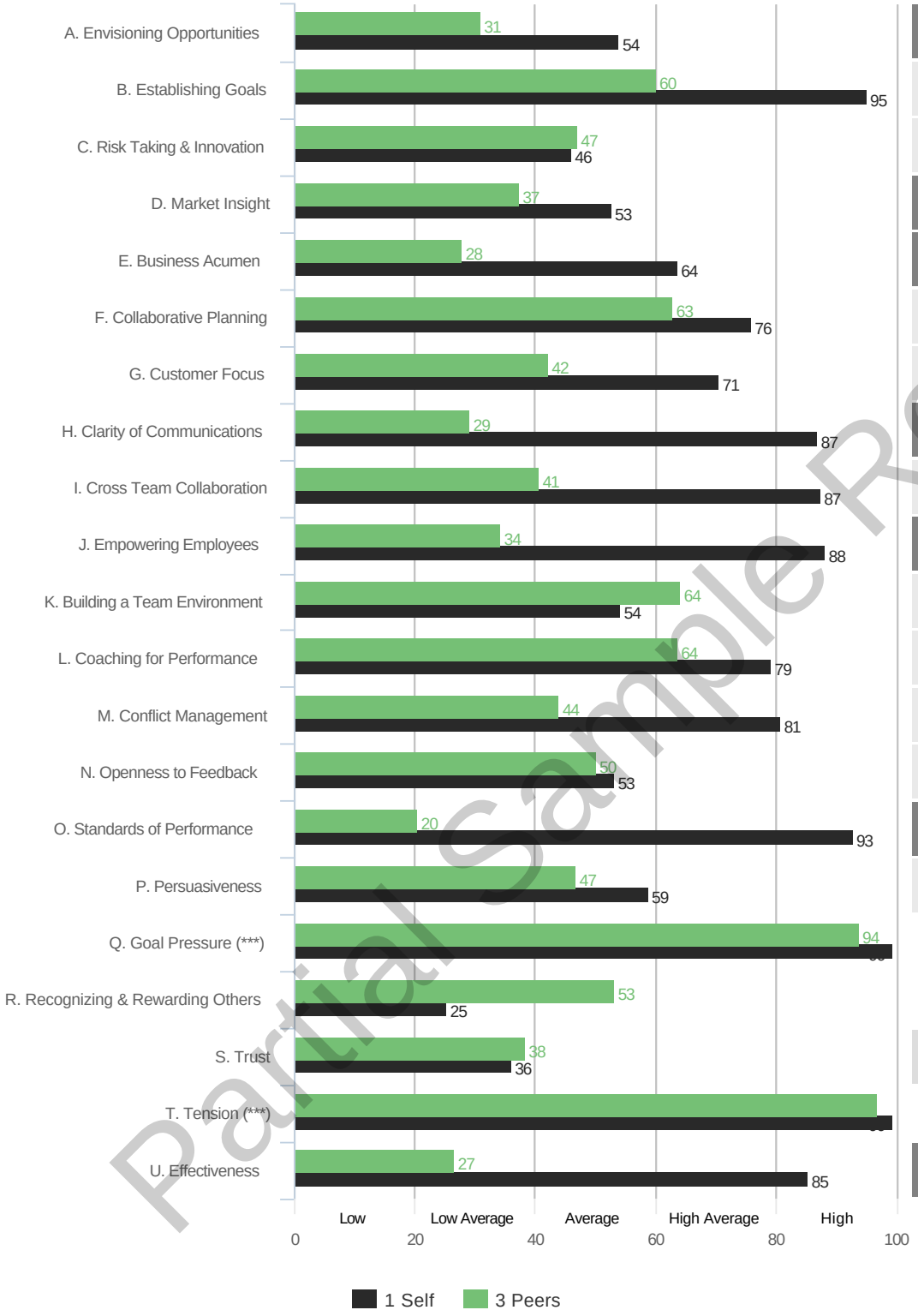

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D. Market Insight	BLIND SPOT
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O. Standards of Performance	BLIND SPOT
P. Persuasiveness	VISIBLE STRENGTH
Q. Goal Pressure (***)	---
R. Recognizing & Rewarding Others	UNREALIZED STRENGTH
S. Trust	SOFT SPOT
T. Tension (***)	---
U. Effectiveness	BLIND SPOT

Partial Sample Report

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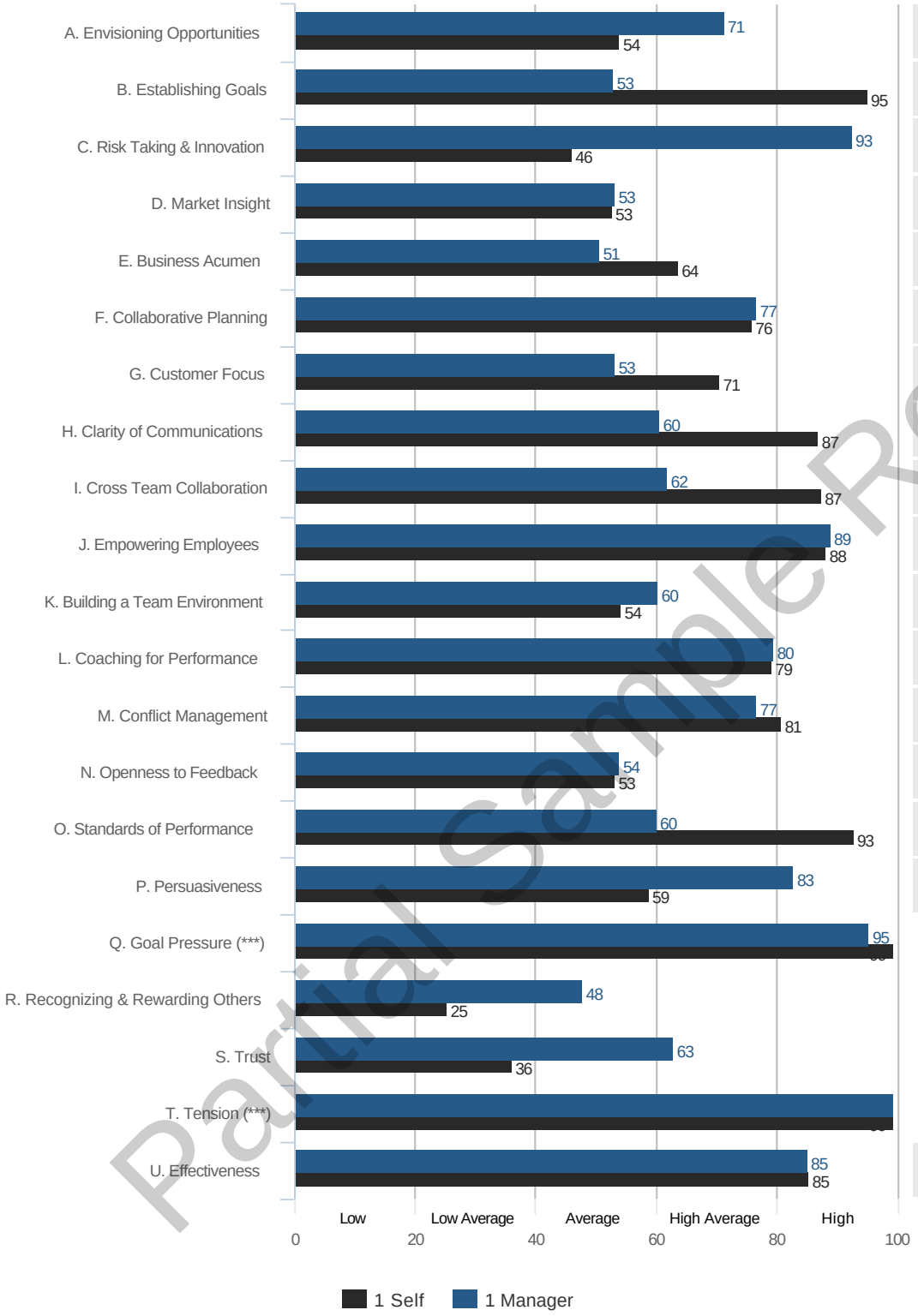

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B. Establishing Goals	VISIBLE STRENGTH
C. Risk Taking & Innovation	VISIBLE STRENGTH
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R. Recognizing & Rewarding Others	UNREALIZED STRENGTH
S. Trust	UNREALIZED STRENGTH
T. Tension (***)	---
U. Effectiveness	VISIBLE STRENGTH

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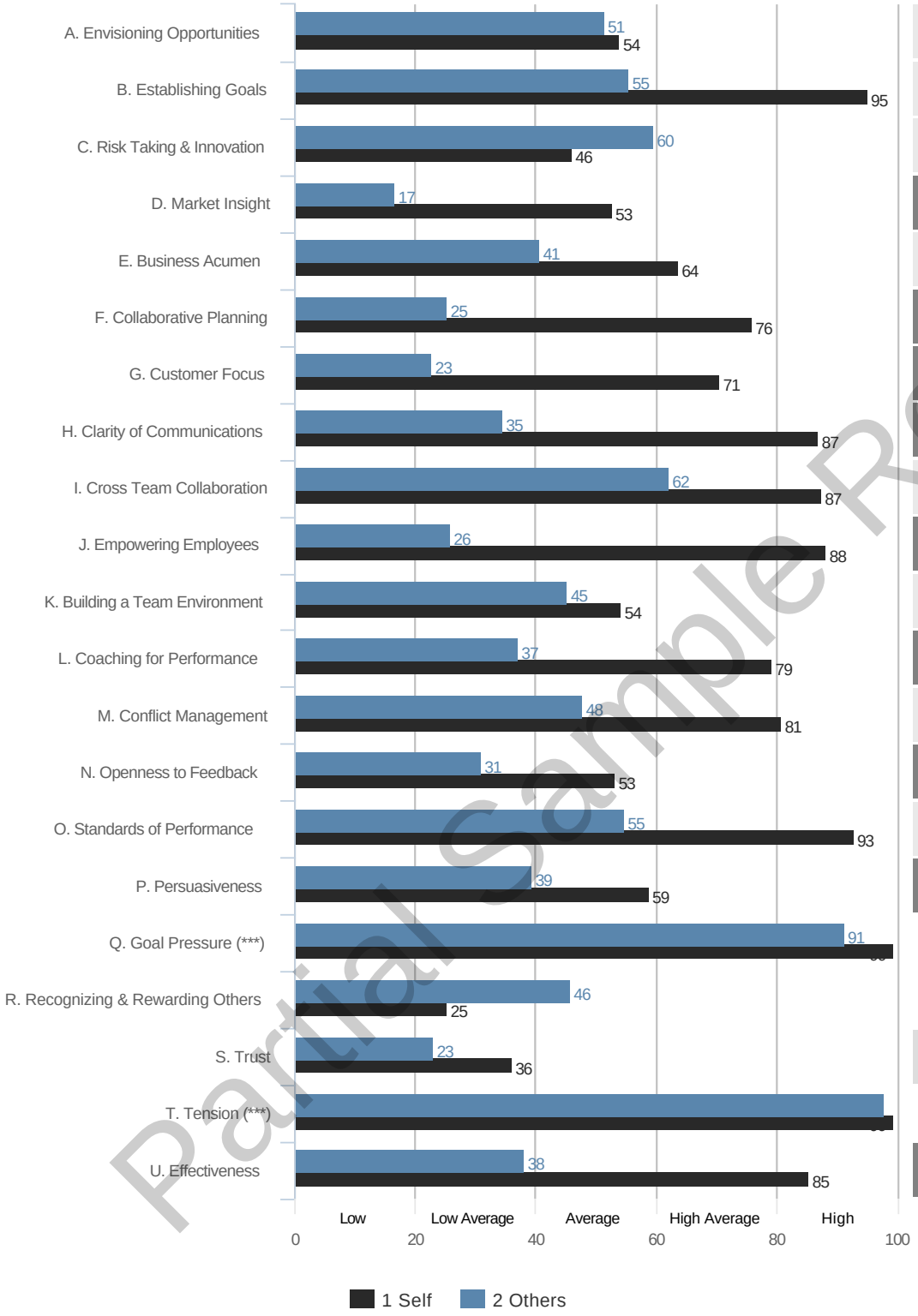

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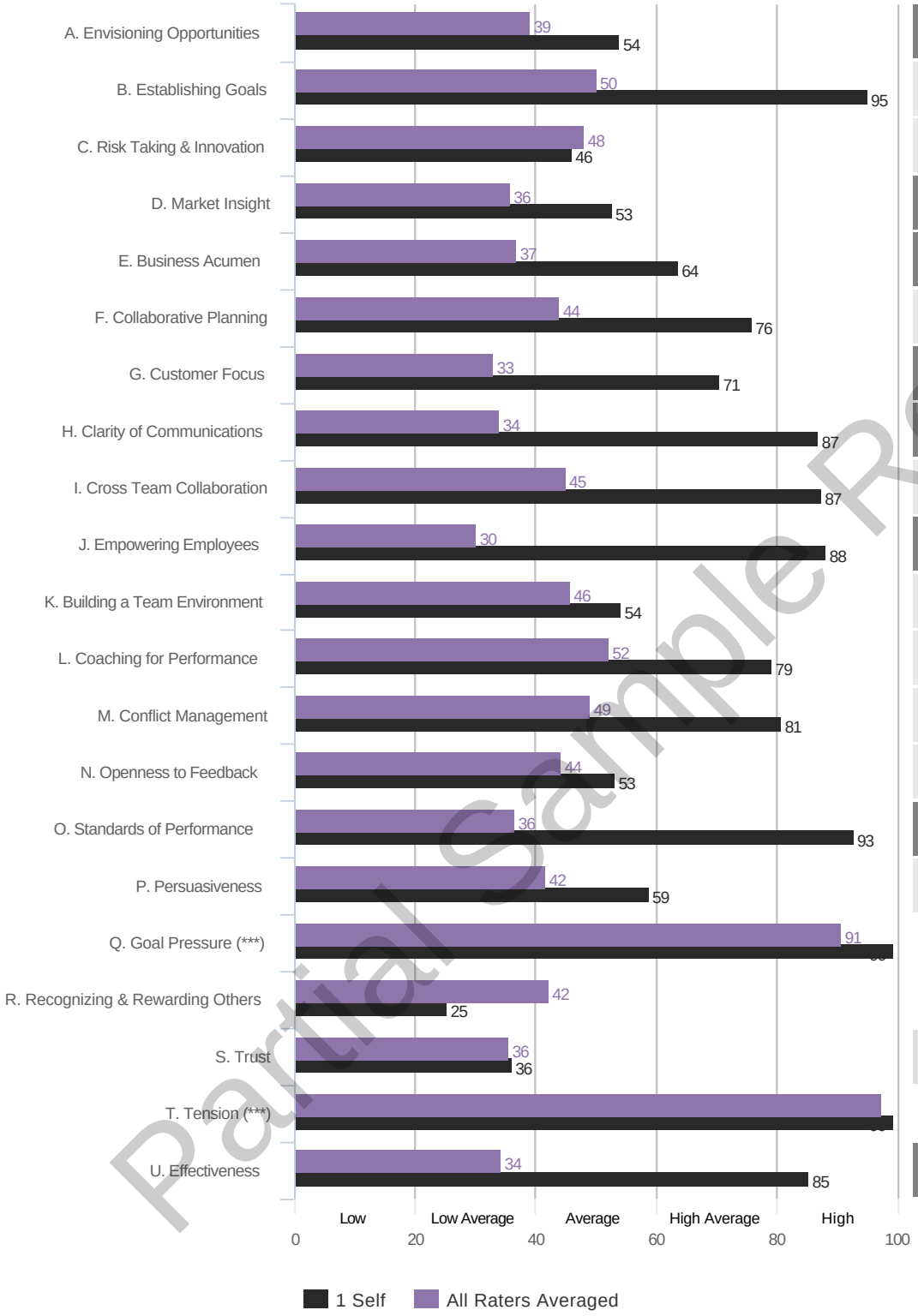

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C. Risk Taking & Innovation	VISIBLE STRENGTH
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U. Effectiveness	BLIND SPOT

Partial Sample Report

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Overall Scores

Partial Sample Report

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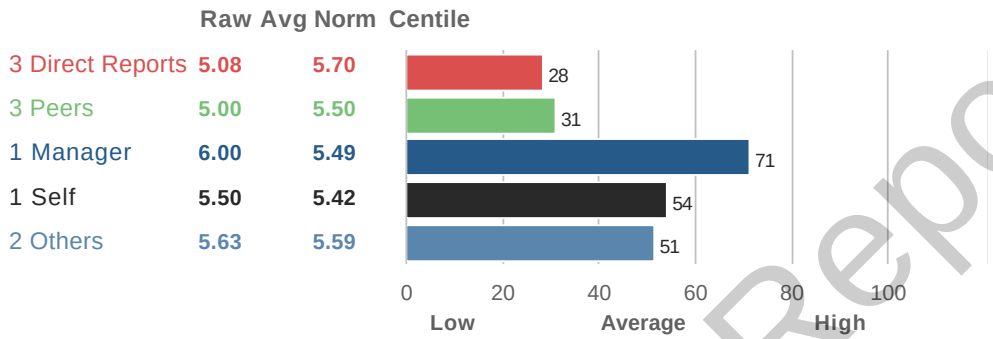
I. ENTREPRENEURIAL VISION

A. Envisioning Opportunities

Overall Scores



Question Scores

16. Anticipates changes that will be needed in the future

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.00	1.00	.	.	.	.	1	1	1	.
4.67	2.31	.	.	1	.	.	.	2	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
6.50	0.71	.	.	.	.	.	.	1	1

20. Develops innovative ideas to improve the quality of services

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	1.53	.	.	.	1	.	1	1	.
4.67	1.53	.	.	.	1	.	1	1	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
5.50	0.71	.	.	.	.	.	1	1	.

44. Demonstrates knowledge of our industry

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	0.58	.	.	.	.	.	1	2	.
5.00	1.00	.	.	.	.	1	1	1	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.
5.50	0.71	.	.	.	.	.	1	1	.

52. Has good ideas to improve our products and services

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.00	1.00	.	.	.	.	1	1	1	.
5.67	0.58	.	.	.	.	.	1	2	.
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.
5.00	1.41	.	.	.	.	1	.	1	.

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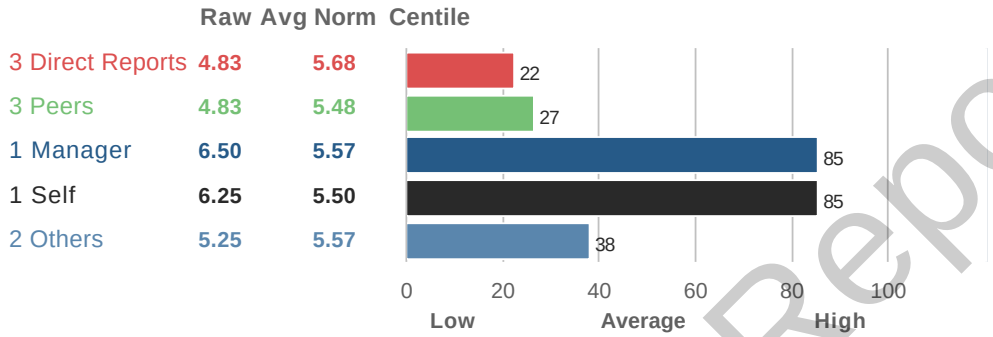
OUTCOMES

U. Effectiveness

Overall Scores



Question Scores

14. Displays enthusiasm that motivates and inspires others

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.00	---	.	.	.	.	.	3	.	.
4.00	1.73	.	.	.	2	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	2	.	.

18. Is effective in converting ideas into practical reality

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.67	1.53	.	.	.	.	1	.	1	1
5.00	1.00	.	.	.	.	1	1	1	.
6.00	---	.	.	.	.	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
5.50	0.71	.	.	.	.	.	1	1	.

27. His or her contributions make a positive impact on the organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	1.15	.	.	.	.	2	.	1	.
5.00	---	.	.	.	.	.	3	.	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	2	.

32. Fosters high levels of commitment in others throughout the organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.00	1.73	.	.	.	2	.	.	1	.
5.33	0.58	.	.	.	.	.	2	1	.
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.
4.50	0.71	.	.	.	.	1	1	.	.

Partial Sample Report

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Comments

What does this person do that should be continued?

3 Direct Reports

- Comment 1 (2)
- DR1 - comment 1

3 Peers

- Peers - comment 1
- Comment 1 (2)

1 Manager

- Mgr1 - comment 1

1 Self

- Self - comment 1

2 Others

- Comment 1
- Other 1 - comment1

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What should this person do to be more effective?

3 Direct Reports

- Comment 2 (2)
- DR1 - comment 2

3 Peers

- Peers - comment 2
- Comment 2 (2)

1 Manager

- Mgr1 - comment 2

1 Self

- Self - comment 2

2 Others

- Other 1 - comment 2
- Comment 2

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What does this person do that should be stopped?

3 Direct Reports

- Comment 3 (2)
- DR1 - comment 3

3 Peers

- Comment 3 (2)
- Peers - comment 3

1 Manager

- Mgr1 - comment 3

1 Self

- Self - comment 3

2 Others

- Other 1 - comment3
- Comment 3

Partial Sample Report

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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

Partial Sample Report

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