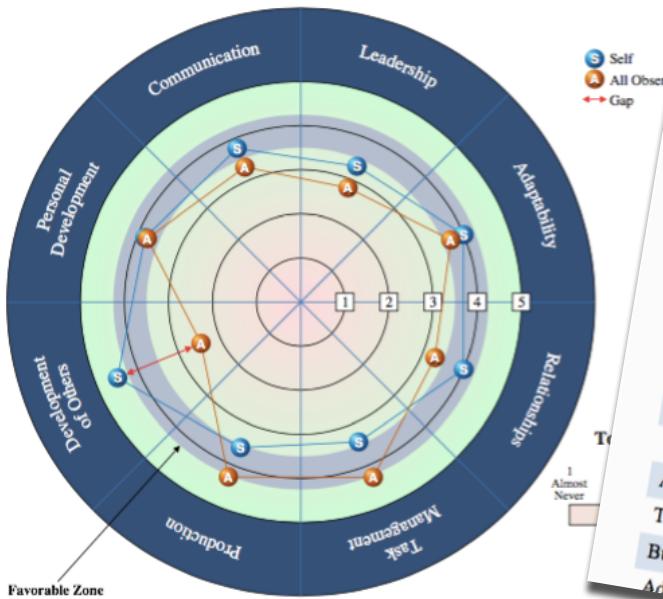


CheckPoint 360° Competency Feedback System™

Individual Feedback Report

Executive Competency Overview



Summary by D. Nystrom, REVELN.com,
courtesy of Kestly Development

Area of Focus: Delegating Responsibility

Knowing When to Delegate and When to Take Responsibility for Development - These Skill Sets were rated below the Favorable Zone and in your direct reports' abilities. Delegating to Adapt and Practice

less than usually display this behavior. Below 3.5 indicates that you are less than usually display this behavior. Generally that means it does not come naturally to you and is an opportunity for significant improvement.

Creates Creatively

Communicates Effectively

Creates Team Success

Uses Information

Area of Focus

Executive Skill Set Summary

The graph below shows the average ratings of All Observers (ratings from everybody except you) for each Skill Set. The average ratings are displayed ranked from highest to lowest providing you an overview of your relative strengths in these Skill Sets. While we suggest you focus on the most critical Skill Sets shown in the next section of this report, it is useful for you to have an overview of your ratings on all Skill Sets.

- Displays Commitment
- Works Competently
- Achieves Results
- Takes Action
- Builds Personal Relationships
- Adjusts to Circumstances



Coaches Individual Talents: Is an effective coach and makes training available. Provides objective performance feedback on a timely basis.

Motivates Successfully: Gives recognition to people who produce excellent work and give extra effort. Has an enthusiastic attitude that positively affects others.

