

# Summary of Feedback Demo Assessment

Sample Manager  
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TruScore Retail



# Introduction

The following summary of high and low scores is intended to provide a high-level perspective on the participant's strengths and challenges. The scores are averages of all ratings except for "Self".

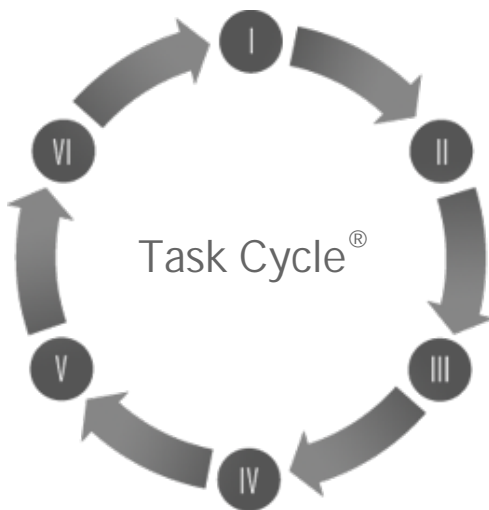
The first high/low ranking on the next page shows the highest and lowest competencies based on Centile scores.

The second high/low ranking shows the highest and lowest questions based on Raw scores. The Highest Rated Questions are listed in descending order, with the absolute highest score at the top. The Lowest Rated Questions are listed in ascending order, with the absolute lowest score at the top.

## Situational Scales (\*\*\*)

High scores are not necessarily desirable on any competency marked with (\*\*\*). When these are the only strengths in a profile, it indicates that the leader is pushing, not leading. However, when balanced with solid leadership skills and used strategically, they can significantly enhance one's leadership abilities.

Therefore, no situational scales (\*\*\*), or questions from those scales, are included in the Lowest rankings on the following page.



## Task Cycle® Phases and Competencies

### I. ESTABLISHING THE PURPOSE

- A. Envisioning Opportunities
- B. Communicating Effectively
- C. Innovation & Risk-taking

### II. LAYING THE FOUNDATION

- D. Problem Solving & Decision Making
- E. Planning and Collaboration
- F. Managing Conflict

### III. SUSTAINING THE EFFORT

- G. Team Development
- H. Coaching

### IV. FEEDBACK

- I. Providing Feedback

### V. DRIVING TOWARD SUCCESS

- J. Standards of Performance
- K. Personal Drive
- L. Delegation
- M. Goal Pressure (\*\*\*)

### VI. RECOGNITION

- N. Recognition of Good Performance

### OUTCOMES

- O. Tension Level (\*\*\*)
- P. Overall Effectiveness

# Summary

## 3 Highest Competencies

- O. Tension Level (\*\*\*)
- M. Goal Pressure (\*\*\*)
- I. Providing Feedback

## 10 Highest Questions

- 32. Aenean ac felis rutrum, feugiat orci et, volutpat ipsum (I. Providing Feedback)
- 39. Aenean et tellus mollis, dapibus dolor nec, pretium tellus (K. Personal Drive)
- 6. Vivamus id augue eget neque rutrum pellentesque (B. Communicating Effectively)
- 14. In in arcu mollis, bibendum libero quis, fringilla massa (C. Innovation & Risk-taking)
- 42. Duis maximus massa vitae enim finibus dapibus (L. Delegation)
- 44. Nullam eget turpis ut arcu sollicitudin vestibulum (M. Goal Pressure)
- 48. Vivamus vel lectus eu sem tristique porta (N. Recognition of Good Performance)
- 50. Praesent rutrum sem ut mattis porta (N. Recognition of Good Performance)
- 7. In non ligula quis est convallis euismod vel vel risus (B. Communicating Effectively)
- 28. Nunc ultricies enim eu scelerisque vehicula (G. Team Development)

## 3 Lowest Competencies

- D. Problem Solving & Decision Making
- P. Overall Effectiveness
- H. Coaching

## 10 Lowest Questions

- 55. In viverra sem at dolor lacinia, tempor aliquam lacus ullamcorper (P. Overall Effectiveness)
- 31. Duis eget tellus vel sem maximus facilisis eu et elit (H. Coaching)
- 15. Suspendisse varius mi et ante efficitur, ut tempor ex lobortis (D. Problem Solving & Decision Making)
- 17. Donec ac metus non metus feugiat commodo elementum eget purus (D. Problem Solving & Decision Making)
- 1. Lorem ipsum dolor sit amet, consectetur adipiscing elit (A. Envisioning Opportunities)
- 33. Integer vel leo non dolor maximus malesuada eget ac mi (I. Providing Feedback)
- 29. Morbi sollicitudin sem ut lobortis ultricies (H. Coaching)
- 36. Quisque sed ligula semper odio dapibus egestas (J. Standards of Performance)
- 41. Suspendisse interdum augue sit amet magna sodales efficitur (L. Delegation)
- 4. Nam vehicula sem a cursus sollicitudin (A. Envisioning Opportunities)

# 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**