

Organizational Development Summary - All Raters

Color Key: ■ Percentage of Raters below the Favorable Zone.
■ Percentage of Raters within the Favorable Zone.
■ Percentage of Raters above the Favorable Zone.

As accumulated from the CheckPoint reports, this report includes a total of 169 CheckPoint surveys completed by the various raters, Boss(es), Peers and Direct Reports. This graph shows the perceived management strengths and areas for development and compares this information to the critical skills required for success as chosen by your management team. All of these Organizational Development areas are explored in greater detail in a later section of this report.

You can see what percentage of raters identified their Managers as below, within, or above the Favorable Zone.

Skill Sets	(*)	Percentage of Raters		
Delegates Responsibility		29%	38%	33%
Seeks Improvement		29%	34%	37%
Listens To Others		28%	38%	34%
Thinks Creatively	6	27%	40%	33%
Cultivates Individual Talents		27%	39%	34%
Processes Information		26%	36%	38%
Facilitates Team Success	1	25%	31%	44%
Provides Direction	5	24%	40%	36%
Communicates Effectively	3	24%	40%	36%
Motivates Successfully	4	23%	30%	47%
Builds Personal Relationships		22%	38%	40%
Achieves Results	2	20%	29%	51%
Adjusts to Circumstances		19%	44%	37%
Takes Action		18%	39%	43%
Works Competently		17%	24%	59%
Instills Trust		15%	27%	58%
Works Efficiently		14%	46%	40%
Displays Commitment		10%	30%	60%

(*) The number represents the top 6 Skill Sets that were identified to be the most critical as noted on page 3.