

Organizational Development Summary - Direct Reports

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

This section of the report includes only the 81 CheckPoint surveys completed by the Direct Reports. This graph shows the perceived management strengths and areas for development as seen by the direct reports of your Managers. This information is also compared to the critical skills required for success as chosen by your management team.

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

Skill Sets	(*)	Percentage of Direct Reports		
Seeks Improvement		41%	28%	31%
Cultivates Individual Talents		37%	35%	28%
Facilitates Team Success	1	37%	26%	37%
Delegates Responsibility		37%	25%	38%
Provides Direction	5	35%	38%	27%
Thinks Creatively	6	35%	36%	29%
Communicates Effectively	3	35%	36%	29%
Processes Information		34%	31%	35%
Listens To Others		33%	36%	31%
Motivates Successfully	4	31%	30%	39%
Takes Action		28%	37%	35%
Adjusts to Circumstances		28%	35%	37%
Achieves Results	2	28%	25%	47%
Builds Personal Relationships		26%	41%	33%
Works Competently		25%	29%	46%
Works Efficiently		23%	41%	36%
Instills Trust		21%	31%	48%
Displays Commitment		15%	32%	53%

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