

# Skill Set Comparative Analysis

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

This section summarizes the information provided in each of the Manager's CheckPoint reports. This displays the percentage of the 18 Skill Sets rated below, within or above the Favorable Zone for Managers by rater groups.

The obvious goal for any organization would be that each Manager would be rated within or above the Favorable Zone in all 18 Skill Sets by all raters. Unfortunately, this does not always occur. By reviewing the information below, you can compare the rater groups to each other with regard to the 18 Skill Sets.

The information below visually displays the rater group analysis by Manager. A further breakdown of this analysis is located in Section II, titled Organizational Development Priorities.

## Managers

## Percentage of the 18 Skill Sets

<b>Sample, Sally</b>  2 Bosses, 6 Direct Reports and 4 Peers	<b>A</b>	67%		33%			
	<b>B</b>	39%		50%		11%	
	<b>B2</b>	28%		61%		11%	
	<b>D</b>	100%					
	<b>P</b>	11%		56%		33%	
	<b>S</b>	67%		33%			
<b>Walker, Darcy</b>  1 Boss, 3 Direct Reports and 4 Peers	<b>A</b>	50%		33%		17%	
	<b>B</b>	50%		28%		22%	
	<b>D</b>	50%		33%		17%	
	<b>P</b>	39%		44%		17%	
	<b>S</b>	22%		61%		17%	
	<b>Test, Michael</b>  2 Bosses, 10 Direct Reports and 0 Peers	<b>A</b>	33%		67%		
<b>B</b>		50%		33%		17%	
<b>B2</b>		39%		61%			
<b>D</b>		50%		50%			
<b>P</b>							
<b>S</b>		22%		78%			
<b>Trial, Cynthia</b>  1 Boss, 4 Direct Reports and 7 Peers	<b>A</b>	28%		67%		5%	
	<b>B</b>	6%	94%				
	<b>D</b>	33%		67%			
	<b>P</b>	50%		44%		6%	
	<b>S</b>	33%		67%			
	<b>Report, Cindy</b>  2 Bosses, 7 Direct Reports and 3 Peers	<b>A</b>	28%		61%		11%
<b>B</b>		33%		50%		17%	
<b>B2</b>		17%		22%		61%	
<b>D</b>		50%		50%			
<b>P</b>		22%		50%		28%	
<b>S</b>		33%		67%			
<b>Service, Darlene</b>  2 Bosses, 3 Direct Reports and 6 Peers	<b>A</b>	6%	89%			5%	
	<b>B</b>	94%				6%	
	<b>B2</b>	6%	50%		44%		
	<b>D</b>	89%					11%
	<b>P</b>	56%		44%			
	<b>S</b>	78%			22%		
<b>Break, Anita</b>  2 Bosses, 5 Direct Reports and 5 Peers	<b>A</b>	89%			11%		
	<b>B</b>	72%		28%			
	<b>B2</b>	28%		72%			
	<b>D</b>	33%		67%			
	<b>P</b>	28%		72%			
	<b>S</b>	22%		78%			

Color Key: **A** All Observers **B** Boss **B2** Boss 2 **D** Direct Reports **P** Peers **S** Self

# Skill Set Comparative Analysis, Cont.

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

## Managers

### Percentage of the 18 Skill Sets

<b>Training, Jill</b>  2 Bosses, 4 Direct Reports and 6 Peers	<b>A</b>	83%		17%	
	<b>B</b>	6%	78%		16%
	<b>B2</b>	50%		50%	
	<b>D</b>	11%	89%		
	<b>P</b>	61%		39%	
	<b>S</b>	22%	78%		

<b>Fitzgerald, Daisy</b>  2 Bosses, 3 Direct Reports and 4 Peers	<b>A</b>	72%		28%	
	<b>B</b>	6%	39%	55%	
	<b>B2</b>	78%			22%
	<b>D</b>	28%	72%		
	<b>P</b>	28%	61%		11%
	<b>S</b>	100%			

<b>Name, Alicia</b>  2 Bosses, 7 Direct Reports and 3 Peers	<b>A</b>	72%		28%		
	<b>B</b>	17%	83%			
	<b>B2</b>	6%	89%			5%
	<b>D</b>	72%		28%		
	<b>P</b>	28%	72%			
	<b>S</b>	50%	50%			

<b>Snell, Sue</b>  2 Bosses, 2 Direct Reports and 6 Peers	<b>A</b>	50%		50%		
	<b>B</b>	94%				6%
	<b>B2</b>	11%	61%		28%	
	<b>D</b>	44%		22%	34%	
	<b>P</b>	6%	94%			
	<b>S</b>	100%				

<b>Brando, Stella</b>  2 Bosses, 5 Direct Reports and 4 Peers	<b>A</b>	50%		50%			
	<b>B</b>	17%	78%				5%
	<b>B2</b>	78%				22%	
	<b>D</b>	44%		56%			
	<b>P</b>	33%		67%			
	<b>S</b>	11%	44%		45%		

<b>Manager, Waldo</b>  0 Boss, 12 Direct Reports and 0 Peers	<b>A</b>	33%		67%		
	<b>B</b>					
	<b>D</b>	33%		67%		
	<b>P</b>					
	<b>S</b>	11%	89%			

<b>Salmon, Kilgore</b>  1 Boss, 2 Direct Reports and 9 Peers	<b>A</b>	28%		72%			
	<b>B</b>	6%	22%		72%		
	<b>D</b>	6%	78%			16%	
	<b>P</b>	17%	83%				
	<b>S</b>	6%	72%			22%	

<b>Example, Dan</b>  1 Boss, 8 Direct Reports and 3 Peers	<b>A</b>	22%		78%			
	<b>B</b>	11%	89%				
	<b>D</b>	6%	94%				
	<b>P</b>	6%	50%		44%		
	<b>S</b>	22%	78%				