

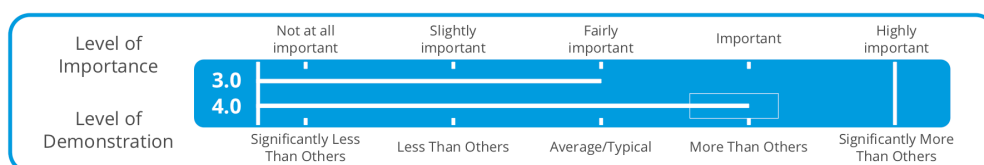
THANK YOU FOR TAKING PART IN THIS IMPORTANT FEEDBACK PROCESS

Here are a few important things to know:

- The assessment will take you about 20 minutes to complete.
- You will be asked to indicate how important it is that the person you are rating demonstrates certain behaviours; and how well you think they demonstrate the behaviours in comparison to others.
- You will also have the opportunity to provide written comments. These are optional however we strongly recommend that you do take the time to write comments. These comments will help the person you are rating understand their scores in greater depth.
- All results including written comments are captured in the report anonymously as shown below.
- You will receive reminder email every few days if you are yet to complete the task.

EXAMPLE OF HOW RESULTS FOR A COMPETENCY ARE SHOWN IN THE REPORT

Self-Awareness



ITEM RESULTS EXAMPLE

Self-Awareness	I	D	d	BM
1. Understands the impact their behaviour has on others.	4.4	3.2	1.2	∨
2. Is aware of their strengths and limitations.	4.5	3.9	0.6	< >
3. Asks others for feedback on their leadership.	4.7	4.6	0.1	^

KEY

I = Level of Importance, D = Level of Demonstration, d = Difference, BM = Benchmark

QUALITATIVE FEEDBACK EXAMPLE

The feedback below has been provided by the people nominated to rate you. Please note that their comments have been printed verbatim, without any editing or spell checking.

“As a leader Paul is always seeking input from his team to ensure smart objectives are agreed to and set with clear expectations on the task and timing whilst also holding people accountable to provide the required results when meeting targets set.”

“As a leader Paul seems unsure about how to react to strong emotional responses from others; remains calm and quiet.”