

# Dipolar Pty Limited

## Detailed Subject Review

This report shows the responses made by colleagues of the review subject in relation to their performance. Any answers provided by the subject as a self-assessment are highlighted for comparison against their colleagues' opinions.

**Review for:** Chuck Allred  
**Reviewers:** David Cardenas, Xavier Balcells, Steven Anderson

### ? [Productivity] Productivity - New techniques

*I am always willing to seek out new techniques to improve my productivity*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	1	33.33%
4	Agree Slightly	2	66.67%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.33</b>			

### ? [Productivity] Productivity - Confront problems early

*I confront problems early, before they get out of hand*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	3	100.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### ? [Productivity] Productivity - Establishing objectives

*I am effective in establishing objectives*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	3	100.00%
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 5.00</b>			

### ? [Productivity] Productivity - Getting results

*I put a top priority on getting results*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	3	100.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### ? [Productivity] Productivity - Handling of assignments

*I arrange the flow of work to allow the most effective handling of assignments*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	1	33.34%
4	Agree Slightly	1	33.33%
3	Disagree Slightly	1	33.33%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### ? [Productivity] Productivity - Use sound logic

*I use sound logic in solving problems*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>33.33%</b>
4	Agree Slightly	2	66.67%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.33</b>			

# Dipolar Pty Limited

## Detailed Subject Review

### ? [Productivity - comments] Comments on Productivity

Please add any comments you have with regards to your productivity

**I do my best to be productive, sometimes I might not be as fast as I wish but I do my best**

Chuck is not a particularly good manager. He may appear to be managing his team well, but we effectively -self-manage- ourselves with little help or support from Chuck.

Anything we have asked Chuck he has done, he has helped a lot with the working environment and with work incentives.

For the amount of time I have worked with Chuck I do not think he is as productive as he should be considering the length of time he has been in this position.

### ? [Management Skills] Mgmt Skills - Accessible/Available

I am accessible/available when needed

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	1	33.34%
4	Agree Slightly	1	33.33%
3	Disagree Slightly	1	33.33%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### ? [Management Skills] Mgmt Skills - Makes sound decisions

I make sound decisions based on accurate information

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	3	100.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### ? [Management Skills] Mgmt Skills - Involve others in decisions

I involve others in shaping decisions that affect them

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	33.34%
<b>4</b>	<b>Agree Slightly</b>	<b>0</b>	<b>0.00%</b>
3	Disagree Slightly	1	33.33%
2	Disagree	1	33.33%
1	Disagree Strongly	0	0.00%

**Average: 3.33**

### ? [Management Skills] Mgmt Skills - Works towards win/win solutions

I work towards win/win solutions whenever possible

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>33.34%</b>
4	Agree Slightly	1	33.33%
3	Disagree Slightly	1	33.33%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### ? [Management Skills] Mgmt Skills - Express appreciation

I express appreciation for work well done

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	3	100.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

# Dipolar Pty Limited

## Detailed Subject Review

### **[Management Skills] Mgmt Skills - Appraise performance**

*I appraise subordinates' performance and provide constructive guidance for improvement*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	0	0.00%
<b>4</b>	<b>Agree Slightly</b>	<b>2</b>	<b>66.67%</b>
3	Disagree Slightly	1	33.33%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 3.67**

### **[Management Skills] Mgmt Skills - Encourages people**

*I encourage people to work together to help each other solve problems*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	1	33.33%
4	Agree Slightly	2	66.67%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.33**

### **[Management Skills] Mgmt Skills - Recognise work life balance**

*I recognise importance of subordinates' lives outside their jobs*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	1	33.34%
4	Agree Slightly	1	33.33%
3	Disagree Slightly	1	33.33%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### **[Management Skills] Effective in training subordinates**

*I am effective in training subordinates*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>33.33%</b>
4	Agree Slightly	2	66.67%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.33**

### **[Management Skills] Mgmt Skills - Constructive feedback**

*I give specific constructive feedback*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	0	0.00%
<b>4</b>	<b>Agree Slightly</b>	<b>3</b>	<b>100.00%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### **[Management Skills - comments] Comments on Management Skills**

*Please add any comments you have with regards to your management skills*

**I have got to know this company very well and have been involved in all its process, I'm lucky to have three talented managers with me**

Chuck manages people well.

Chuck generally tries to solve everything rather than allow others to get involved, although he seems to want people to work together as a team he generally takes over

He does not express much appreciation for work done by his sub-ordinates but expects us to work overtime whenever he thinks is the right time.

# Dipolar Pty Limited

## Detailed Subject Review

### ? [Personal Skills] Personal Skills - Work challenges

*I seek out new work challenges*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	33.33%
<b>4</b>	<b>Agree Slightly</b>	<b>2</b>	<b>66.67%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.33</b>			

### ? [Personal Skills] Personal Skills - Technical side of the job

*I handle the technical side of the job well*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	0	0.00%
<b>4</b>	<b>Agree Slightly</b>	<b>3</b>	<b>100.00%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### ? [Personal Skills] Personal Skills - Performance standards

*I set high standards of performance*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	3	100.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### ? [Personal Skills] Personal Skills - Extra time and effort

*I put in extra time and effort when needed*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	1	33.34%
4	Agree Slightly	1	33.33%
3	Disagree Slightly	1	33.33%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### ? [Personal Skills] Personal Skills - Supports organisation's mission

*I support the organisation's long-term mission, direction and goals*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	33.34%
<b>4</b>	<b>Agree Slightly</b>	<b>1</b>	<b>33.33%</b>
3	Disagree Slightly	1	33.33%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### ? [Personal Skills] Personal Skills - Supports improvement

*I support the outgoing improvement efforts in this organisation*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	33.33%
<b>4</b>	<b>Agree Slightly</b>	<b>2</b>	<b>66.67%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.33</b>			

### ? [Personal Skills] Personal Skills - Receptive to change

*I am receptive to change*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	2	66.67%
4	Agree Slightly	1	33.33%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.67</b>			

# Dipolar Pty Limited

## Detailed Subject Review

### [Personal Skills] Personal Skills - Calculated risks

*I am willing to take calculated risks to improve performance*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	33.33%
4	Agree Slightly	2	66.67%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.33**

### [Personal skills - comments] Comments on Personal Skills

*Please add any comments you have with regards to your personal skills*

**I get along well with everyone, I consider respect more important than fear. I don't want people to be afraid of me, I want people to respect me for who I am and for what I do**

Chuck's personal skills are pretty good.

I do not think Chuck is much of a risk taker but his skills are high in all other areas

Chuck has a high lever of personal skills

# Dipolar Pty Limited

## Detailed Subject Review

This report shows the responses made by colleagues of the review subject in relation to their performance. Any answers provided by the subject as a self-assessment are highlighted for comparison against their colleagues' opinions.

**Review for:** Steven Anderson  
**Reviewers:** Paul Gurnhill, Robert Wong, Paul Peterson, Joe Vargas, Chuck Allred, David Cardenas, Joe Cartwright, Jon Chun, Randy Wright, Karl Wardrop, Leroy Gilman, Xavier Balcells, Lorraine Watkins, Hamish Thomson

### [Productivity] Productivity - New techniques

*I am always willing to seek out new techniques to improve my productivity*

Value	Description	Number	%
6	Agree Strongly	2	14.29%
<b>5</b>	<b>Agree</b>	<b>2</b>	<b>14.29%</b>
4	Agree Slightly	5	35.70%
3	Disagree Slightly	2	14.29%
2	Disagree	1	7.14%
1	Disagree Strongly	2	14.29%

**Average: 3.71**

### [Productivity] Productivity - Confront problems early

*I confront problems early, before they get out of hand*

Value	Description	Number	%
6	Agree Strongly	1	7.14%
<b>5</b>	<b>Agree</b>	<b>4</b>	<b>28.57%</b>
4	Agree Slightly	3	21.43%
3	Disagree Slightly	3	21.43%
2	Disagree	3	21.43%
1	Disagree Strongly	0	0.00%

**Average: 3.79**

### [Productivity] Productivity - Establishing objectives

*I am effective in establishing objectives*

Value	Description	Number	%
6	Agree Strongly	1	7.14%
<b>5</b>	<b>Agree</b>	<b>5</b>	<b>35.71%</b>
4	Agree Slightly	7	50.01%
3	Disagree Slightly	1	7.14%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.43**

### [Productivity] Productivity - Getting results

*I put a top priority on getting results*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>5</b>	<b>35.72%</b>
5	Agree	3	21.43%
4	Agree Slightly	5	35.71%
3	Disagree Slightly	1	7.14%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.86**

### [Productivity] Productivity - Handling of assignments

*I arrange the flow of work to allow the most effective handling of assignments*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	8	57.15%
4	Agree Slightly	5	35.71%
3	Disagree Slightly	1	7.14%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.50**

### [Productivity] Productivity - Use sound logic

*I use sound logic in solving problems*

Value	Description	Number	%
6	Agree Strongly	2	14.29%
<b>5</b>	<b>Agree</b>	<b>6</b>	<b>42.85%</b>
4	Agree Slightly	3	21.43%
3	Disagree Slightly	2	14.29%
2	Disagree	1	7.14%
1	Disagree Strongly	0	0.00%

**Average: 4.43**

# Dipolar Pty Limited

## Detailed Subject Review

### **[Productivity - comments] Comments on Productivity**

*Please add any comments you have with regards to your productivity*

**Time is money, therefore I should do my best to protect my company's pocket**

He knows what he is doing, never see him worried or stressed

Steven appears to

We all seem to work better with him, but it can get a bit boring. I think he shouldn't take this soooo seriously....

He works hard and has a lot of energy

He is fast and goes to the point

He likes speed, one day he brought all of us energy drinks....

He is not very innovative, but he seems to be happy with the way things are working and therefore is very productive

He works hard and manages time very well, what I like about him is that he is very organized

He is a good man. I mean, he just gets the job done and he is happy to let me go home early if i get the job done quickly, he won't expect more if I do my best.

I like working with him, the meetings with him are not as painful as with others.....

just normal

I barely see him around

### **[Management Skills] Mgmt Skills - Accessible/Available**

*I am accessible/available when needed*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	4	28.57%
4	Agree Slightly	2	14.29%
3	Disagree Slightly	3	21.43%
2	Disagree	0	0.00%
1	Disagree Strongly	4	28.57%
	Empty Responses	1	7.14%

**Average: 3.15**

### **[Management Skills] Mgmt Skills - Makes sound decisions**

*I make sound decisions based on accurate information*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>4</b>	<b>28.57%</b>
4	Agree Slightly	3	21.43%
3	Disagree Slightly	4	28.57%
2	Disagree	2	14.29%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%

**Average: 3.69**

### **[Management Skills] Mgmt Skills - Involve others in decisions**

*I involve others in shaping decisions that affect them*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>7</b>	<b>50.00%</b>
4	Agree Slightly	3	21.43%
3	Disagree Slightly	2	14.29%
2	Disagree	1	7.14%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%

**Average: 4.23**

### **[Management Skills] Mgmt Skills - Works towards win/win solutions**

*I work towards win/win solutions whenever possible*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>6</b>	<b>42.86%</b>
4	Agree Slightly	4	28.57%
3	Disagree Slightly	3	21.43%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%

**Average: 4.23**

# Dipolar Pty Limited

## Detailed Subject Review

### ? [Management Skills] Mgmt Skills - Express appreciation

*I express appreciation for work well done*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>6</b>	<b>42.87%</b>
4	Agree Slightly	5	35.71%
3	Disagree Slightly	1	7.14%
2	Disagree	1	7.14%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%

**Average: 4.23**

### ? [Management Skills] Mgmt Skills - Constructive feedback

*I give specific constructive feedback*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>7</b>	<b>50.01%</b>
4	Agree Slightly	5	35.71%
3	Disagree Slightly	1	7.14%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%

**Average: 4.46**

### ? [Management Skills] Mgmt Skills - Appraise performance

*I appraise subordinates' performance and provide constructive guidance for improvement*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>7</b>	<b>50.00%</b>
4	Agree Slightly	4	28.57%
3	Disagree Slightly	2	14.29%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%

**Average: 4.38**

### ? [Management Skills] Mgmt Skills - Encourages people

*I encourage people to work together to help each other solve problems*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>7</b>	<b>50.00%</b>
4	Agree Slightly	4	28.57%
3	Disagree Slightly	2	14.29%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%

**Average: 4.38**

### ? [Management Skills] Mgmt Skills - Recognise work life balance

*I recognise importance of subordinates' lives outside their jobs*

Value	Description	Number	%
6	Agree Strongly	1	7.14%
<b>5</b>	<b>Agree</b>	<b>7</b>	<b>50.00%</b>
4	Agree Slightly	3	21.43%
3	Disagree Slightly	2	14.29%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%

**Average: 4.54**

### ? [Management Skills] Effective in training subordinates

*I am effective in training subordinates*

Value	Description	Number	%
6	Agree Strongly	1	7.14%
<b>5</b>	<b>Agree</b>	<b>7</b>	<b>50.01%</b>
4	Agree Slightly	4	28.57%
3	Disagree Slightly	1	7.14%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%

**Average: 4.62**



# Dipolar Pty Limited

## Detailed Subject Review

### **[Management Skills - comments]** **Comments on Management Skills**

*Please add any comments you have with regards to your management skills*

**I do my best to conduct my my area and my team as smooth as possible**

He is the only one who never gets annoyed everytime I ask him something

Sometimes I disagree with Steven's logic, and generally he doesn't seem productive, when I look at him carefully.

Its boring to work with him

he's good, the other day he got us energy drinks, just what I needed

He is seems to be organized and plans well. But he has a strong temper and it can get stressful if a project is running late.

Everyone works hard whenever he is around, I'm always the same whether he is around or not. He doesn't seem to like it. Come on! You can't work disagree stronglydisagree strongly0% all the time!

Its very easy to work with him, he values other people's skills. He cares about his workmates

He is a good manager, doesn't bug me, he just cares about getting the job done. He gives me freedom as long as I do things properly. He will definitely give me a hard time if I do a bad job, but he seems happy with the way I work.

He doesn't seem to like talking to people very much. He has done everything he said he would do, including the canges in the office in order to comply with OHS standards.

I get along well with him

he is in a hurry all the time

### **[Personal Skills] Personal Skills -** **Work challenges**

*I seek out new work challenges*

Value	Description	Number	%
6	Agree Strongly	1	7.14%
<b>5</b>	<b>Agree</b>	<b>4</b>	<b>28.58%</b>
4	Agree Slightly	3	21.43%
3	Disagree Slightly	3	21.43%
2	Disagree	1	7.14%
1	Disagree Strongly	1	7.14%
	Empty Responses	1	7.14%
<b>Average: 3.85</b>			

### **[Personal Skills] Personal Skills -** **Performance standards**

*I set high standards of performance*

Value	Description	Number	%
6	Agree Strongly	3	21.43%
5	Agree	3	21.43%
<b>4</b>	<b>Agree Slightly</b>	<b>4</b>	<b>28.57%</b>
3	Disagree Slightly	3	21.43%
2	Disagree	1	7.14%
1	Disagree Strongly	0	0.00%
<b>Average: 4.29</b>			

### **[Personal Skills] Personal Skills -** **Supports organisation's mission**

*I support the organisation's long-term mission, direction and goals*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>6</b>	<b>42.86%</b>
4	Agree Slightly	5	35.71%
3	Disagree Slightly	3	21.43%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.21</b>			

### **[Personal Skills] Personal Skills -** **Receptive to change**

*I am receptive to change*

Value	Description	Number	%
6	Agree Strongly	1	7.14%
<b>5</b>	<b>Agree</b>	<b>3</b>	<b>21.43%</b>
4	Agree Slightly	6	42.86%
3	Disagree Slightly	3	21.43%
2	Disagree	1	7.14%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### **[Personal Skills] Personal Skills -** **Technical side of the job**

*I handle the technical side of the job well*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>6</b>	<b>42.86%</b>
4	Agree Slightly	7	50.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	7.14%
<b>Average: 4.46</b>			

# Dipolar Pty Limited

## Detailed Subject Review

### **[Personal Skills] Personal Skills - Extra time and effort**

*I put in extra time and effort when needed*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>6</b>	<b>42.85%</b>
4	Agree Slightly	6	42.86%
3	Disagree Slightly	2	14.29%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.29</b>			

### **[Personal Skills] Personal Skills - Supports improvement**

*I support the outgoing improvement efforts in this organisation*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>3</b>	<b>21.43%</b>
4	Agree Slightly	9	64.28%
3	Disagree Slightly	2	14.29%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.07</b>			

### **[Personal Skills] Personal Skills - Calculated risks**

*I am willing to take calculated risks to improve performance*

Value	Description	Number	%
6	Agree Strongly	1	7.14%
<b>5</b>	<b>Agree</b>	<b>4</b>	<b>28.57%</b>
4	Agree Slightly	8	57.15%
3	Disagree Slightly	1	7.14%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.36</b>			

### **[Personal skills - comments] Comments on Personal Skills**

*Please add any comments you have with regards to your personal skills*

**I am polite and treat people with respect.**

He is polite, well presented, he likes what he does and he seems to know what he does.

Steven doesn't have strong personal skills.

He is a grumpy boring man!!!!

clever man

It's a bit hard to talk to him, he seems to get annoyed if I ask him something.

What can I say about him..... He only cares about running his business, he doesn't give a damn about people.... Oh well.... that's his job..... I just wish he didn't make it that obvious.

He is very organized, works hard and is definitely not a time-waster. He hates working overtime.

He is respectful and has helped me in many situations where we have to convince clients to use our products.

He is also good at selecting the right people for a specific task

He goes straight to the point, doesn't bug me by talking non-stop like other people do....

He is quiet

Oh well, i haven't had a chat with him really

# Dipolar Pty Limited

## Detailed Subject Review

This report shows the responses made by colleagues of the review subject in relation to their performance. Any answers provided by the subject as a self-assessment are highlighted for comparison against their colleagues' opinions.

**Review for:** Xavier Balcells  
**Reviewers:** Chuck Allred, Jon Chun, David Cardenas, Steven Anderson

### ? [Productivity] Productivity - New techniques

*I am always willing to seek out new techniques to improve my productivity*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	3	75.00%
4	Agree Slightly	1	25.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.75</b>			

### ? [Productivity] Productivity - Confront problems early

*I confront problems early, before they get out of hand*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	25.00%
<b>4</b>	<b>Agree Slightly</b>	<b>2</b>	<b>50.00%</b>
3	Disagree Slightly	1	25.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### ? [Productivity] Productivity - Establishing objectives

*I am effective in establishing objectives*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>25.00%</b>
4	Agree Slightly	2	50.00%
3	Disagree Slightly	1	25.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 4.00</b>			

### ? [Productivity] Productivity - Getting results

*I put a top priority on getting results*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	2	50.00%
3	Disagree Slightly	2	50.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 3.50</b>			

### ? [Productivity] Productivity - Handling of assignments

*I arrange the flow of work to allow the most effective handling of assignments*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	3	75.00%
3	Disagree Slightly	1	25.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 3.75</b>			

### ? [Productivity] Productivity - Use sound logic

*I use sound logic in solving problems*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	3	75.00%
3	Disagree Slightly	1	25.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
<b>Average: 3.75</b>			

# Dipolar Pty Limited

## Detailed Subject Review

### **[Productivity - comments] Comments on Productivity**

Please add any comments you have with regards to your productivity

**I consider myself to be a very productive person. I work hard to be efficient.**

He is good at what he does, but he tends to be lazy and he distracts other people

You wouldn't see him typing on the computer all day. You would see him on the phone talking to potential clients, making sales calls and going to meetings outside the company. He always keeps in touch and lets me know

He just talks a lot and likes to show off

He is very productive, but at the same time he does not like doing any extra work

### **[Management Skills] Mgmt Skills - Accessible/Available**

I am accessible/available when needed

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>2</b>	<b>50.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	1	25.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%
<b>Average: 4.33</b>			

### **[Management Skills] Mgmt Skills - Makes sound decisions**

I make sound decisions based on accurate information

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	0	0.00%
<b>4</b>	<b>Agree Slightly</b>	<b>2</b>	<b>50.00%</b>
3	Disagree Slightly	1	25.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%
<b>Average: 3.67</b>			

### **[Management Skills] Mgmt Skills - Involve others in decisions**

I involve others in shaping decisions that affect them

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>25.00%</b>
4	Agree Slightly	2	50.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%
<b>Average: 4.33</b>			

### **[Management Skills] Mgmt Skills - Works towards win/win solutions**

I work towards win/win solutions whenever possible

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	3	75.00%
<b>4</b>	<b>Agree Slightly</b>	<b>0</b>	<b>0.00%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%
<b>Average: 5.00</b>			

### **[Management Skills] Mgmt Skills - Express appreciation**

I express appreciation for work well done

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	2	50.00%
<b>4</b>	<b>Agree Slightly</b>	<b>1</b>	<b>25.00%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%
<b>Average: 4.67</b>			

# Dipolar Pty Limited

## Detailed Subject Review

### **[Management Skills] Mgmt Skills - Appraise performance**

*I appraise subordinates' performance and provide constructive guidance for improvement*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>25.00%</b>
4	Agree Slightly	2	50.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 4.33**

### **[Management Skills] Mgmt Skills - Encourages people**

*I encourage people to work together to help each other solve problems*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>25.00%</b>
4	Agree Slightly	1	25.00%
3	Disagree Slightly	1	25.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 4.00**

### **[Management Skills] Mgmt Skills - Recognise work life balance**

*I recognise importance of subordinates' lives outside their jobs*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>2</b>	<b>50.00%</b>
4	Agree Slightly	1	25.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 4.67**

### **[Management Skills] Effective in training subordinates**

*I am effective in training subordinates*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>25.00%</b>
4	Agree Slightly	2	50.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 4.33**

### **[Management Skills] Mgmt Skills - Constructive feedback**

*I give specific constructive feedback*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	0	0.00%
<b>4</b>	<b>Agree Slightly</b>	<b>2</b>	<b>50.00%</b>
3	Disagree Slightly	1	25.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 3.67**

### **[Management Skills - comments] Comments on Management Skills**

*Please add any comments you have with regards to your management skills*

**I have a strong set of management skills developed over the last few years through a large number of management training courses, and through real world experience. My personal skills are strong, but I am constantly striving to improve them.**

Xavier is a strong manager of people.

He is nice to people, especially to the girls..... talks and talks and talks..... I didn't even know he was the manager until recently.... sorry but that's how I think

He definitely makes an effort to keep everyone happy, he tends to be a bit too much talkative

# Dipolar Pty Limited

## Detailed Subject Review

### **[?] [Personal Skills] Personal Skills - Work challenges**

*I seek out new work challenges*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>2</b>	<b>50.00%</b>
4	Agree Slightly	1	25.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 4.67**

### **[?] [Personal Skills] Personal Skills - Receptive to change**

*I am receptive to change*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>25.00%</b>
4	Agree Slightly	2	50.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 4.33**

### **[?] [Personal Skills] Personal Skills - Performance standards**

*I set high standards of performance*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	2	50.00%
4	Agree Slightly	1	25.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 4.67**

### **[?] [Personal Skills] Personal Skills - Technical side of the job**

*I handle the technical side of the job well*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>3</b>	<b>75.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 5.00**

### **[?] [Personal Skills] Personal Skills - Supports organisation's mission**

*I support the organisation's long-term mission, direction and goals*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>2</b>	<b>50.00%</b>
4	Agree Slightly	1	25.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 4.67**

### **[?] [Personal Skills] Personal Skills - Extra time and effort**

*I put in extra time and effort when needed*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>3</b>	<b>75.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 5.00**

# Dipolar Pty Limited

## Detailed Subject Review

### ? [Personal Skills] Personal Skills - Supports improvement

*I support the outgoing improvement efforts in this organisation*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>25.00%</b>
4	Agree Slightly	2	50.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 4.33**

He never talks, but whenever he opens his mouth he makes everyone laugh. He thinks fast. I haven't had a chance to have a one to one conversation with him, but I guess his personal skills are good.

### ? [Personal Skills] Personal Skills - Calculated risks

*I am willing to take calculated risks to improve performance*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>3</b>	<b>75.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	25.00%

**Average: 5.00**

### ? [Personal skills - comments] Comments on Personal Skills

*Please add any comments you have with regards to your personal skills*

**I have good people skills and I am always trying to improve them**

Well, because of what he does, he is not directly in charge of the staff, he has more to do with sales, business meetings, etc. I don't know why he is considered to be our manager. He is friendly and tries his best to learn from the staff and see what they are up to.

People think he is a bludger. We have scored contracts with several multi-nationals thanks to the way he presents himself and his company

He definitely has good people skills... I don't talk to him much, but I've notice it.

# Dipolar Pty Limited

## Detailed Subject Review

This report shows the responses made by colleagues of the review subject in relation to their performance. Any answers provided by the subject as a self-assessment are highlighted for comparison against their colleagues' opinions.

**Review for:** David Cardenas  
**Reviewers:** Chuck Allred

### **[Productivity] Productivity - New techniques**

*I am always willing to seek out new techniques to improve my productivity*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	1	100.00%
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 5.00**

### **[Productivity] Productivity - Confront problems early**

*I confront problems early, before they get out of hand*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	1	100.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### **[Productivity] Productivity - Establishing objectives**

*I am effective in establishing objectives*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>100.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 5.00**

### **[Productivity] Productivity - Getting results**

*I put a top priority on getting results*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>100.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 5.00**

### **[Productivity] Productivity - Handling of assignments**

*I arrange the flow of work to allow the most effective handling of assignments*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	1	100.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### **[Productivity] Productivity - Use sound logic**

*I use sound logic in solving problems*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	1	100.00%
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 5.00**



# Dipolar Pty Limited

## Detailed Subject Review

### ? [Productivity - comments] Comments on Productivity

Please add any comments you have with regards to your productivity

**I am a hard worker, and I believe I am very productive.**

David appears to be very productive. He always seems busy.

### ? [Management Skills] Mgmt Skills - Accessible/Available

I am accessible/available when needed

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%
<b>Average: 0.00</b>			

### ? [Management Skills] Mgmt Skills - Makes sound decisions

I make sound decisions based on accurate information

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%
<b>Average: 0.00</b>			

### ? [Management Skills] Mgmt Skills - Involve others in decisions

I involve others in shaping decisions that affect them

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%
<b>Average: 0.00</b>			

### ? [Management Skills] Mgmt Skills - Works towards win/win solutions

I work towards win/win solutions whenever possible

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%
<b>Average: 0.00</b>			

### ? [Management Skills] Mgmt Skills - Express appreciation

I express appreciation for work well done

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%
<b>Average: 0.00</b>			

### ? [Management Skills] Mgmt Skills - Appraise performance

I appraise subordinates' performance and provide constructive guidance for improvement

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%
<b>Average: 0.00</b>			

# Dipolar Pty Limited

## Detailed Subject Review

### **[Management Skills] Mgmt Skills - Recognise work life balance**

*I recognise importance of subordinates' lives outside their jobs*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%

**Average: 0.00**

### **[Management Skills] Effective in training subordinates**

*I am effective in training subordinates*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%

**Average: 0.00**

### **[Management Skills] Mgmt Skills - Constructive feedback**

*I give specific constructive feedback*

Value	Description	Number	%
<b>6</b>	<b>Agree Strongly</b>	<b>0</b>	<b>0.00%</b>
5	Agree	0	0.00%
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%

**Average: 0.00**

### **[Management Skills - comments] Comments on Management Skills**

*Please add any comments you have with regards to your management skills*

**One must be very organized when working as a manager and I believe that I am very organized**

### **[Management Skills] Mgmt Skills - Encourages people**

*I encourage people to work together to help each other solve problems*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%
	Empty Responses	1	100.00%

**Average: 0.00**

### **[Personal Skills] Personal Skills - Work challenges**

*I seek out new work challenges*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>100.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 5.00**

### **[Personal Skills] Personal Skills - Performance standards**

*I set high standards of performance*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	0	0.00%
<b>4</b>	<b>Agree Slightly</b>	<b>1</b>	<b>100.00%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

# Dipolar Pty Limited

## Detailed Subject Review

### **[Personal Skills] Personal Skills - Supports organisation's mission**

*I support the organisation's long-term mission, direction and goals*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>1</b>	<b>100.00%</b>
4	Agree Slightly	0	0.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 5.00**

### **[Personal Skills] Personal Skills - Extra time and effort**

*I put in extra time and effort when needed*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	0	0.00%
<b>4</b>	<b>Agree Slightly</b>	<b>1</b>	<b>100.00%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### **[Personal Skills] Personal Skills - Receptive to change**

*I am receptive to change*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	1	100.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### **[Personal Skills] Personal Skills - Supports improvement**

*I support the outgoing improvement efforts in this organisation*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
<b>5</b>	<b>Agree</b>	<b>0</b>	<b>0.00%</b>
4	Agree Slightly	1	100.00%
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 4.00**

### **[Personal Skills] Personal Skills - Technical side of the job**

*I handle the technical side of the job well*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	100.00%
<b>4</b>	<b>Agree Slightly</b>	<b>0</b>	<b>0.00%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 5.00**

### **[Personal Skills] Personal Skills - Calculated risks**

*I am willing to take calculated risks to improve performance*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	100.00%
<b>4</b>	<b>Agree Slightly</b>	<b>0</b>	<b>0.00%</b>
3	Disagree Slightly	0	0.00%
2	Disagree	0	0.00%
1	Disagree Strongly	0	0.00%

**Average: 5.00**

# Dipolar Pty Limited

## Detailed Subject Review



### [Personal skills - comments] Comments on Personal Skills

---

*Please add any comments you have with regards to your personal skills*

**I believe I have good people skills and can stay calm under stressful situations**

I have no issue with Chuck's personal skills.

# Dipolar Pty Limited

## Detailed Subject Review

This report shows the responses made by colleagues of the review subject in relation to their performance. Any answers provided by the subject as a self-assessment are highlighted for comparison against their colleagues' opinions.

**Review for:** Joe Cartwright  
**Reviewers:** Steven Anderson, Xavier Balcells, Jon Chun, Leroy Gilman, Paul Gurnhill, David Cardenas, Paul Peterson, Joe Vargas, Hamish Thomson, Karl Wardrop, Lorraine Watkins

### [Productivity] Productivity - New techniques

*I am always willing to seek out new techniques to improve my productivity*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	5	45.46%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	2	18.18%
2	Disagree	1	9.09%
1	Disagree Strongly	1	9.09%

**Average: 3.82**

### [Productivity] Productivity - Confront problems early

*I confront problems early, before they get out of hand*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	9.09%
4	Agree Slightly	5	45.46%
3	Disagree Slightly	2	18.18%
2	Disagree	1	9.09%
1	Disagree Strongly	2	18.18%

**Average: 3.18**

### [Productivity] Productivity - Establishing objectives

*I am effective in establishing objectives*

Value	Description	Number	%
6	Agree Strongly	1	9.09%
5	Agree	4	36.37%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	2	18.18%
2	Disagree	1	9.09%
1	Disagree Strongly	1	9.09%

**Average: 3.91**

### [Productivity] Productivity - Getting results

*I put a top priority on getting results*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	5	45.46%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	2	18.18%
2	Disagree	1	9.09%
1	Disagree Strongly	1	9.09%

**Average: 3.82**

### [Productivity] Productivity - Handling of assignments

*I arrange the flow of work to allow the most effective handling of assignments*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	2	18.18%
4	Agree Slightly	5	45.46%
3	Disagree Slightly	1	9.09%
2	Disagree	1	9.09%
1	Disagree Strongly	1	9.09%
	Empty Responses	1	9.09%

**Average: 3.60**

### [Productivity] Productivity - Use sound logic

*I use sound logic in solving problems*

Value	Description	Number	%
6	Agree Strongly	1	9.09%
5	Agree	4	36.37%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	1	9.09%
2	Disagree	1	9.09%
1	Disagree Strongly	2	18.18%

**Average: 3.73**

# Dipolar Pty Limited

## Detailed Subject Review

### ? [Productivity - comments] Comments on Productivity

Please add any comments you have with regards to your productivity

He is a very skilled man and has a bright future in this company

He is very productive, but sometimes he stresses out.

Joe's productivity is very good, he is very competent.

He is very good, but sometimes he rushes

He is very productive, but I have noticed a change in his attitude

He is unbelievable fast! He is sooo good! Its a shame that people are taking advantage from him, that is very unfair. That's why I want to mention that Steven is taking advantage of him

He tries hard to impress his boss, its weird

He works hard, but no one cares

I thought he was the manager, who does he think he is?

he probably does some of the things mentioned above, he probably works hard etc etc. But I can't stand him

I'm not sure what he is up to, but someone should tell him to chill out

### ? [Management Skills] Mgmt Skills - Involve others in decisions

I involve others in shaping decisions that affect them

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	9.09%
4	Agree Slightly	3	27.28%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.27%

**Average: 3.13**

### ? [Management Skills] Mgmt Skills - Works towards win/win solutions

I work towards win/win solutions whenever possible

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	9.09%
4	Agree Slightly	3	27.28%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.27%

**Average: 3.13**

### ? [Management Skills] Mgmt Skills - Accessible/Available

I am accessible/available when needed

Value	Description	Number	%
6	Agree Strongly	1	9.09%
5	Agree	0	0.00%
4	Agree Slightly	3	27.28%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.27%

**Average: 3.25**

### ? [Management Skills] Mgmt Skills - Express appreciation

I express appreciation for work well done

Value	Description	Number	%
6	Agree Strongly	1	9.09%
5	Agree	1	9.09%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.28%

**Average: 3.38**

### ? [Management Skills] Mgmt Skills - Makes sound decisions

I make sound decisions based on accurate information

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	3	27.28%
4	Agree Slightly	1	9.09%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.27%

**Average: 3.38**

# Dipolar Pty Limited

## Detailed Subject Review

### ? [Management Skills] Mgmt Skills - Appraise performance

*I appraise subordinates' performance and provide constructive guidance for improvement*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	2	18.18%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.28%

**Average: 3.25**

### ? [Management Skills] Mgmt Skills - Encourages people

*I encourage people to work together to help each other solve problems*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	3	27.28%
4	Agree Slightly	1	9.09%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.27%

**Average: 3.38**

### ? [Management Skills] Mgmt Skills - Recognise work life balance

*I recognise importance of subordinates' lives outside their jobs*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	1	9.09%
4	Agree Slightly	3	27.28%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.27%

**Average: 3.13**

### ? [Management Skills] Effective in training subordinates

*I am effective in training subordinates*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	2	18.18%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.28%

**Average: 3.25**

### ? [Management Skills] Mgmt Skills - Constructive feedback

*I give specific constructive feedback*

Value	Description	Number	%
6	Agree Strongly	1	9.09%
5	Agree	1	9.09%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
	Empty Responses	3	27.28%

**Average: 3.38**

### ? [Management Skills - comments] Comments on Management Skills

*Please add any comments you have with regards to your management skills*

To me he seems to be a bit of a -try hard-  
 He manages time very well, the only problem is that he always seems to be working over-time  
 He is not bad  
 He is trying to be my manager but he is not, he only cares about becoming a manager, he doesn't care about other people. I don't think anyone would like him if he ever becomes a manager.  
 he is a bit of an idiot  
 Management skill??? he is not a manager.... he pretends to be one, but he is not  
 i will quit the day he becomes a manager, it would be a nightmare!  
 Manager???? no way!

# Dipolar Pty Limited

## Detailed Subject Review

### [Personal Skills] Personal Skills - Work challenges

*I seek out new work challenges*

Value	Description	Number	%
6	Agree Strongly	0	0.00%
5	Agree	6	54.55%
4	Agree Slightly	1	9.09%
3	Disagree Slightly	1	9.09%
2	Disagree	1	9.09%
1	Disagree Strongly	2	18.18%
<b>Average: 3.73</b>			

### [Personal Skills] Personal Skills - Technical side of the job

*I handle the technical side of the job well*

Value	Description	Number	%
6	Agree Strongly	2	18.18%
5	Agree	1	9.09%
4	Agree Slightly	3	27.28%
3	Disagree Slightly	1	9.09%
2	Disagree	2	18.18%
1	Disagree Strongly	2	18.18%
<b>Average: 3.45</b>			

### [Personal Skills] Personal Skills - Performance standards

*I set high standards of performance*

Value	Description	Number	%
6	Agree Strongly	1	9.09%
5	Agree	3	27.28%
4	Agree Slightly	3	27.27%
3	Disagree Slightly	0	0.00%
2	Disagree	2	18.18%
1	Disagree Strongly	2	18.18%
<b>Average: 3.55</b>			

### [Personal Skills] Personal Skills - Extra time and effort

*I put in extra time and effort when needed*

Value	Description	Number	%
6	Agree Strongly	2	18.18%
5	Agree	2	18.18%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	3	27.28%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%
<b>Average: 3.73</b>			

### [Personal Skills] Personal Skills - Supports organisation's mission

*I support the organisation's long-term mission, direction and goals*

Value	Description	Number	%
6	Agree Strongly	1	9.09%
5	Agree	4	36.37%
4	Agree Slightly	2	18.18%
3	Disagree Slightly	1	9.09%
2	Disagree	0	0.00%
1	Disagree Strongly	3	27.27%
<b>Average: 3.64</b>			

### [Personal Skills] Personal Skills - Supports improvement

*I support the outgoing improvement efforts in this organisation*

Value	Description	Number	%
6	Agree Strongly	3	27.28%
5	Agree	1	9.09%
4	Agree Slightly	3	27.27%
3	Disagree Slightly	0	0.00%
2	Disagree	2	18.18%
1	Disagree Strongly	2	18.18%
<b>Average: 3.73</b>			

### [Personal Skills] Personal Skills - Receptive to change

*I am receptive to change*

Value	Description	Number	%
6	Agree Strongly	3	27.27%
5	Agree	4	36.37%
4	Agree Slightly	0	0.00%
3	Disagree Slightly	1	9.09%
2	Disagree	1	9.09%
1	Disagree Strongly	2	18.18%
<b>Average: 4.09</b>			



# Dipolar Pty Limited

## Detailed Subject Review

### [Personal Skills] Personal Skills - Calculated risks

*I am willing to take calculated risks to improve performance*

Value	Description	Number	%
6	Agree Strongly	4	36.37%
5	Agree	2	18.18%
4	Agree Slightly	1	9.09%
3	Disagree Slightly	2	18.18%
2	Disagree	0	0.00%
1	Disagree Strongly	2	18.18%

**Average: 4.18**

### [Personal skills - comments] Comments on Personal Skills

*Please add any comments you have with regards to your personal skills*

He has a -can do- attitude, he never says no and he has never let me down.

He is a very talented man and works hard. I'm only concerned that he can never say no, and that he might get in trouble for not finishing the work he has been assigned to do because he has been helping others complete their job.

Chuck makes very good decisions and is very productive he establishes all his objectives, has a great work flow process so all team members are able to provide feedback on a regular basis for the project to be completed on time.

Joe's skills are very good, he is a little bit shy.

Joe is not a risk taker, he sets high standards and supports the company very well.

Anything that I have asked Joe he has completed in time.

He talks to me like if he was my manager  
yep an idiot too

I hate him, he is rude to people.

He is a young guy who doesn't have respect for others  
full on! and no one cares!