

Dipolar Pty Limited

360° Analysis Report

Analysis for: Chuck Allred

Reviewers: David Cardenas, Xavier Balcells, Steven Anderson

This report shows an analysis of the performance of this subject. A comparison is made between the subject's own ratings and the ratings of their colleagues, and the difference is shown.

Productivity



Dipolar Pty Limited

360° Analysis Report

Management Skills

	Self-Assessment	Third Party Assessment	Difference
I am accessible/available when needed	6.00 	4.00 	-2.00
I make sound decisions based on accurate information	6.00 	4.00 	-2.00
I involve others in shaping decisions that affect them	4.00 	3.33 	-0.67
I work towards win/win solutions whenever possible	5.00 	4.00 	-1.00
I express appreciation for work well done	6.00 	4.00 	-2.00
I appraise subordinates' performance and provide constructive guidance for improvement	4.00 	3.67 	-0.33
I recognise importance of subordinates' lives outside their jobs	6.00 	4.00 	-2.00
I give specific constructive feedback	4.00 	4.00 	0.00
I encourage people to work together to help each other solve problems	6.00 	4.33 	-1.67
I am effective in training subordinates	5.00 	4.33 	-0.67

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360° Analysis Report

Personal Skills

	Self-Assessment	Third Party Assessment	Difference
I seek out new work challenges	4.00 	4.33 	0.33
I set high standards of performance	6.00 	4.00 	-2.00
I support the organisation's long-term mission, direction and goals	4.00 	4.00 	0.00
I am receptive to change	6.00 	4.67 	-1.33
I handle the technical side of the job well	4.00 	4.00 	0.00
I put in extra time and effort when needed	6.00 	4.00 	-2.00
I support the outgoing improvement efforts in this organisation	4.00 	4.33 	0.33
I am willing to take calculated risks to improve performance	6.00 	4.33 	-1.67

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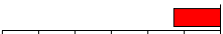


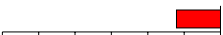


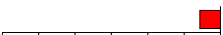









360° Analysis Report

Analysis 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

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Productivity

	Self-Assessment	Third Party Assessment	Difference
I am always willing to seek out new techniques to improve my productivity	5.00 	3.71 	-1.29 
I confront problems early, before they get out of hand	5.00 	3.79 	-1.21 
I am effective in establishing objectives	5.00 	4.43 	-0.57 
I put a top priority on getting results	6.00 	4.86 	-1.14 
I arrange the flow of work to allow the most effective handling of assignments	0.00 	4.50 	N/A 
I use sound logic in solving problems	5.00 	4.43 	-0.57 

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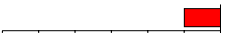








Management Skills

	Self-Assessment	Third Party Assessment	Difference
I am accessible/available when needed	6.00 	3.15 	-2.85 
I make sound decisions based on accurate information	5.00 	3.69 	-1.31 
I involve others in shaping decisions that affect them	5.00 	4.23 	-0.77 
I work towards win/win solutions whenever possible	5.00 	4.23 	-0.77 
I express appreciation for work well done	5.00 	4.23 	-0.77 
I appraise subordinates' performance and provide constructive guidance for improvement	5.00 	4.38 	-0.62 
I recognise importance of subordinates' lives outside their jobs	5.00 	4.54 	-0.46 
I give specific constructive feedback	5.00 	4.46 	-0.54 
I encourage people to work together to help each other solve problems	5.00 	4.38 	-0.62 
I am effective in training subordinates	5.00 	4.62 	-0.38 

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Personal Skills

	Self-Assessment	Third Party Assessment	Difference
I seek out new work challenges	5.00 	3.85 	-1.15 
I set high standards of performance	4.00 	4.29 	0.29 
I support the organisation's long-term mission, direction and goals	5.00 	4.21 	-0.79 
I am receptive to change	5.00 	4.00 	-1.00 
I handle the technical side of the job well	5.00 	4.46 	-0.54 
I put in extra time and effort when needed	5.00 	4.29 	-0.71 
I support the outgoing improvement efforts in this organisation	5.00 	4.07 	-0.93 
I am willing to take calculated risks to improve performance	5.00 	4.36 	-0.64 

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360° Analysis Report

Analysis for: Xavier Balcells

Reviewers: Chuck Allred, Jon Chun, David Cardenas, Steven Anderson

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Productivity



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Management Skills

	Self-Assessment	Third Party Assessment	Difference
I am accessible/available when needed	5.00 	4.33 	-0.67
I make sound decisions based on accurate information	4.00 	3.67 	-0.33
I involve others in shaping decisions that affect them	5.00 	4.33 	-0.67
I work towards win/win solutions whenever possible	4.00 	5.00 	1.00
I express appreciation for work well done	4.00 	4.67 	0.67
I appraise subordinates' performance and provide constructive guidance for improvement	5.00 	4.33 	-0.67
I recognise importance of subordinates' lives outside their jobs	5.00 	4.67 	-0.33
I give specific constructive feedback	4.00 	3.67 	-0.33
I encourage people to work together to help each other solve problems	5.00 	4.00 	-1.00
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I support the organisation's long-term mission, direction and goals	5.00 	4.67 	-0.33 
I am receptive to change	5.00 	4.33 	-0.67 
I handle the technical side of the job well	5.00 	5.00 	0.00 
I put in extra time and effort when needed	5.00 	5.00 	0.00 
I support the outgoing improvement efforts in this organisation	5.00 	4.33 	-0.67 
I am willing to take calculated risks to improve performance	5.00 	5.00 	0.00 

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360° Analysis Report

Analysis for: David Cardenas

Reviewers: Chuck Allred

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	Self-Assessment	Third Party Assessment	Difference
I am accessible/available when needed	5.00 	0.00 	N/A
I make sound decisions based on accurate information	5.00 	0.00 	N/A
I involve others in shaping decisions that affect them	6.00 	0.00 	N/A
I work towards win/win solutions whenever possible	5.00 	0.00 	N/A
I express appreciation for work well done	5.00 	0.00 	N/A
I appraise subordinates' performance and provide constructive guidance for improvement	6.00 	0.00 	N/A
I recognise importance of subordinates' lives outside their jobs	5.00 	0.00 	N/A
I give specific constructive feedback	6.00 	0.00 	N/A
I encourage people to work together to help each other solve problems	5.00 	0.00 	N/A
I am effective in training subordinates	6.00 	0.00 	N/A

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I seek out new work challenges	5.00 	5.00 	0.00
I set high standards of performance	4.00 	4.00 	0.00
I support the organisation's long-term mission, direction and goals	5.00 	5.00 	0.00
I am receptive to change	5.00 	4.00 	-1.00
I handle the technical side of the job well	4.00 	5.00 	1.00
I put in extra time and effort when needed	4.00 	4.00 	0.00
I support the outgoing improvement efforts in this organisation	5.00 	4.00 	-1.00
I am willing to take calculated risks to improve performance	4.00 	5.00 	1.00