

# Dipolar Pty Limited

## Gap Analysis Report - Steven Anderson

### Personal Summary

Name Steven Anderson

### Ranking of Strengths

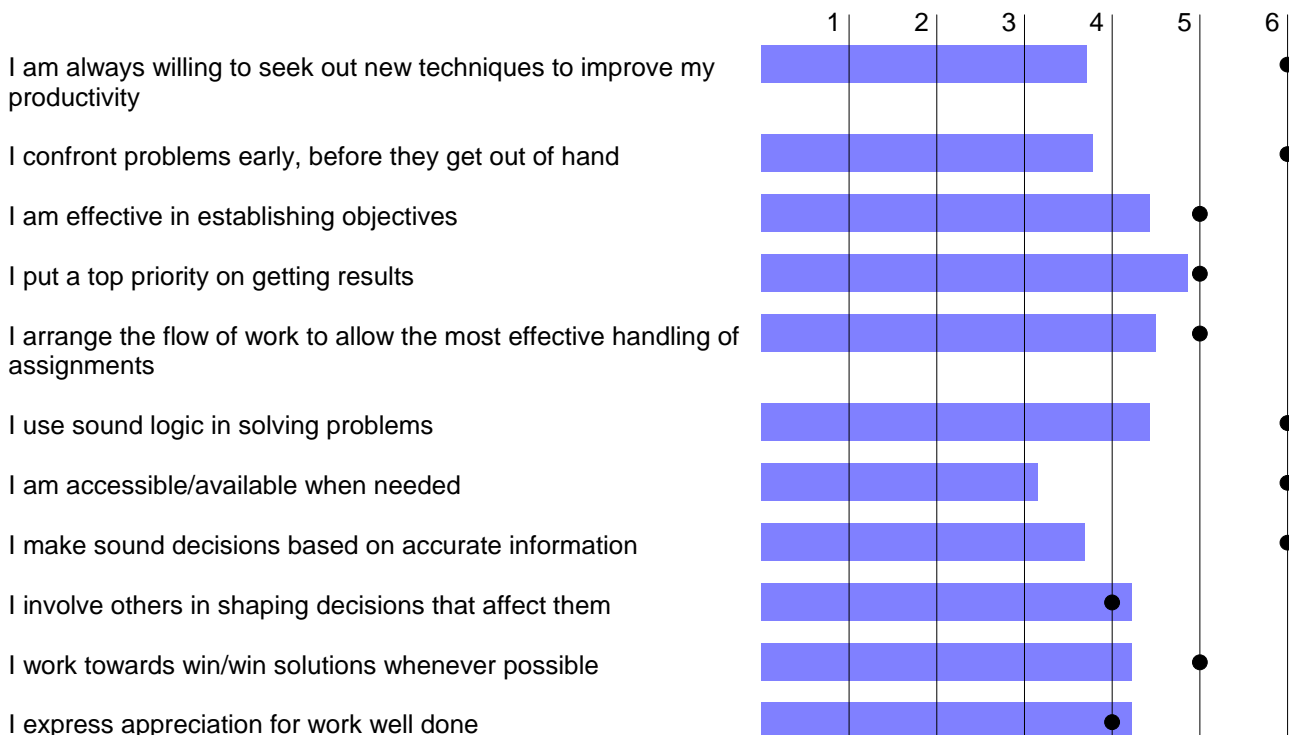
Rank	Competency	Gap
1	I give specific constructive feedback	-0.50
2	I encourage people to work together to help each other solve problems	-0.40
2	I appraise subordinates' performance and provide constructive guidance for improvement	-0.40
2	I am willing to take calculated risks to improve performance	-0.40

### Ranking of Development Needs

Rank	Competency	Gap
1	I am accessible/available when needed	2.85
2	I make sound decisions based on accurate information	2.31
3	I am always willing to seek out new techniques to improve my productivity	2.29
4	I confront problems early, before they get out of hand	2.21

### Overall Gap Analysis

Key:  = Rating    ● = Organisation Norm



# Dipolar Pty Limited

## Gap Analysis Report - Steven Anderson

### Overall Gap Analysis (Continued)

Key:  = Rating    ● = Organisation Norm

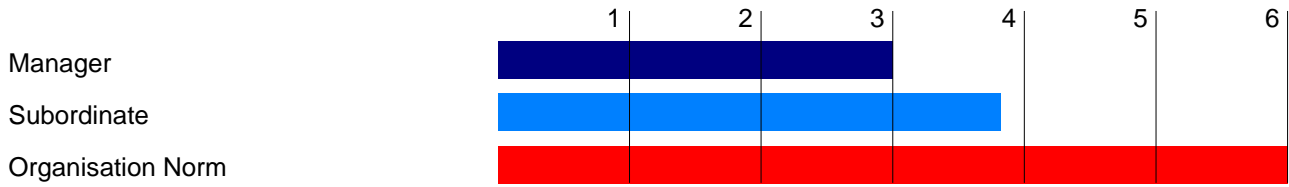


# Dipolar Pty Limited

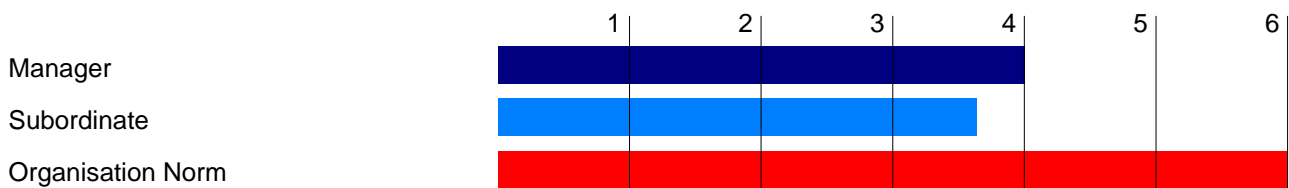
## Gap Analysis Report - Steven Anderson

### Productivity

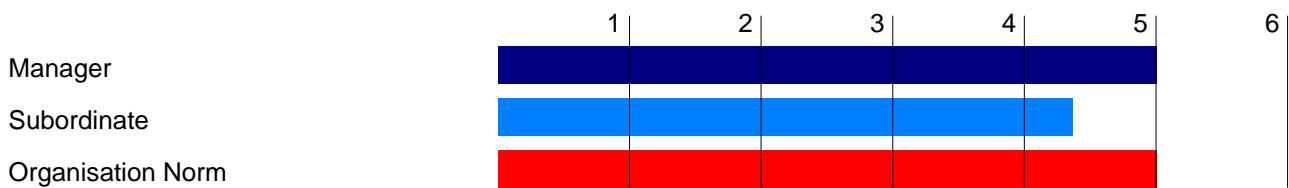
**I am always willing to seek out new techniques to improve my productivity**



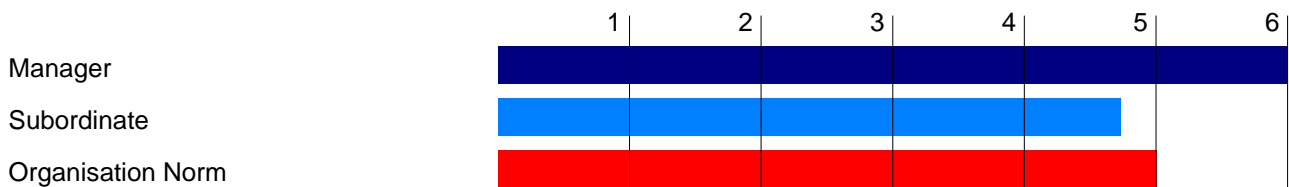
**I confront problems early, before they get out of hand**



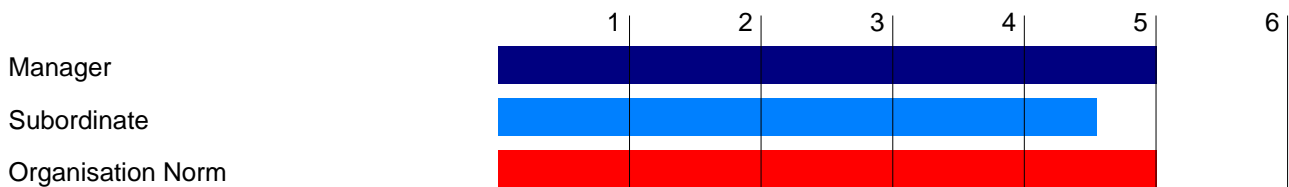
**I am effective in establishing objectives**



**I put a top priority on getting results**



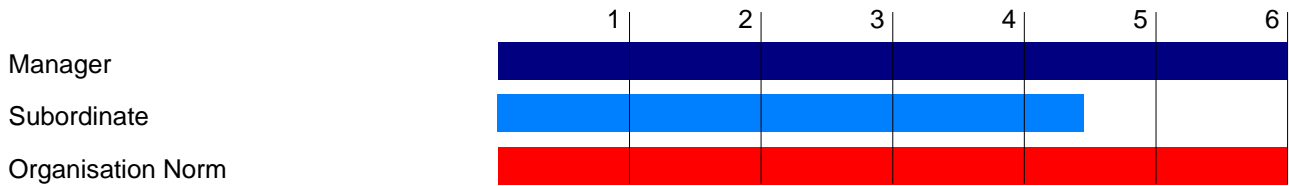
**I arrange the flow of work to allow the most effective handling of assignments**



# Dipolar Pty Limited

## Gap Analysis Report - Steven Anderson

### I use sound logic in solving problems



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

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.

*He is fast and goes to the point*

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

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

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

*He works hard and has a lot of energy*

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

*I barely see him around*

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

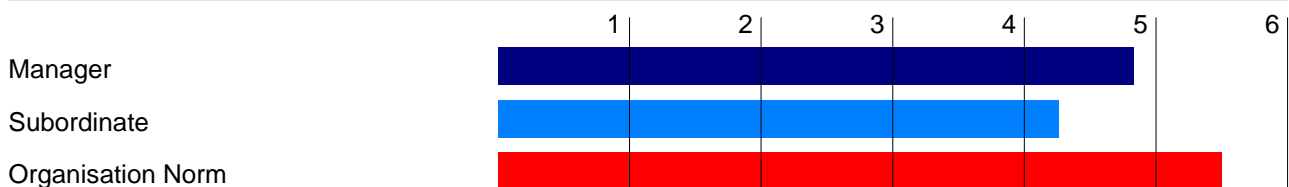
*just normal*

Steven appears to

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

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

### Productivity Overall

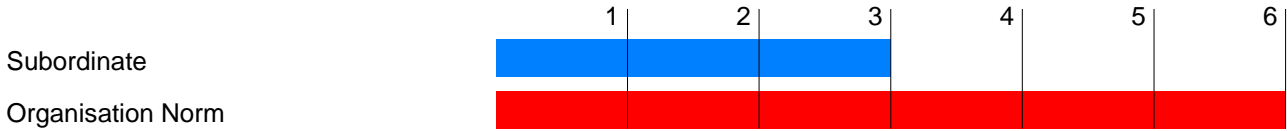


# Dipolar Pty Limited

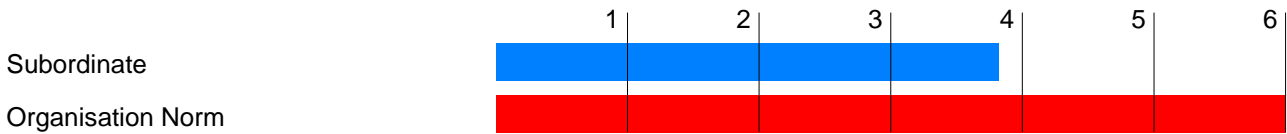
## Gap Analysis Report - Steven Anderson

### Management

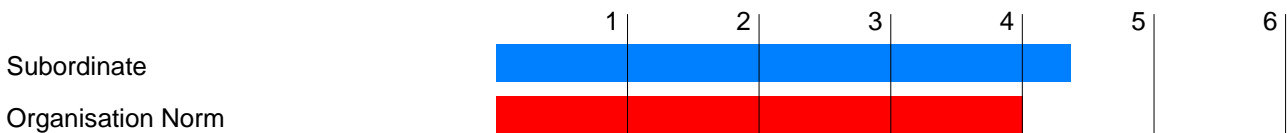
**I am accessible/available when needed**



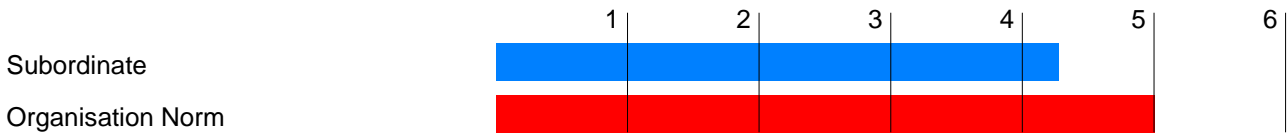
**I make sound decisions based on accurate information**



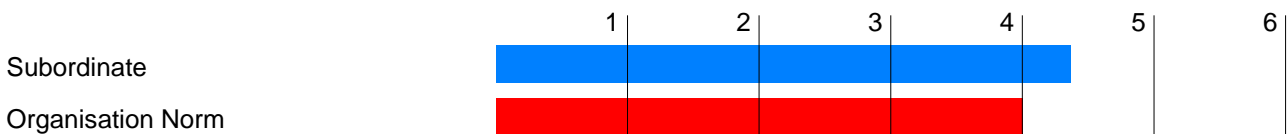
**I involve others in shaping decisions that affect them**



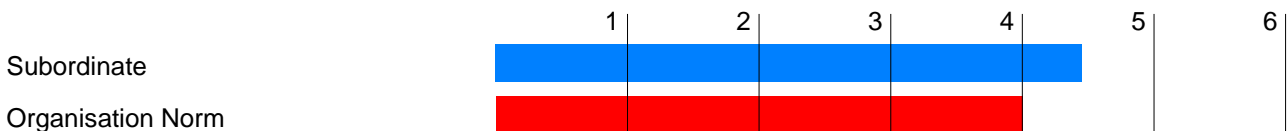
**I work towards win/win solutions whenever possible**



**I express appreciation for work well done**



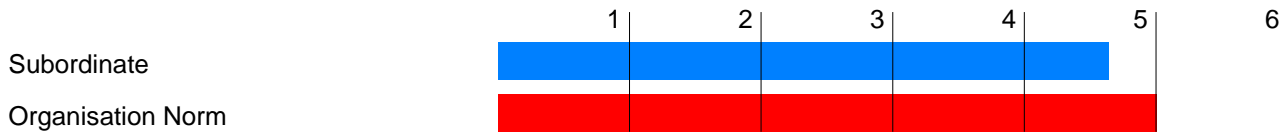
**I appraise subordinates' performance and provide constructive guidance for improvement**



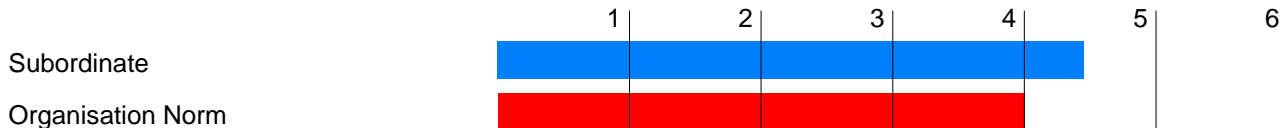
# Dipolar Pty Limited

## Gap Analysis Report - Steven Anderson

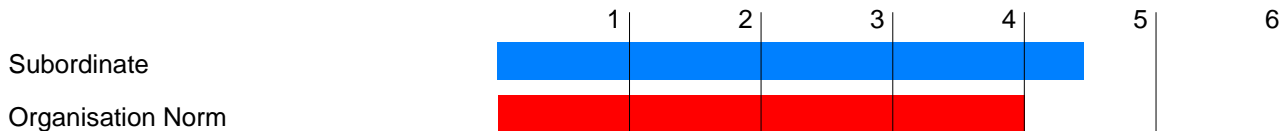
### I recognise importance of subordinates' lives outside their jobs



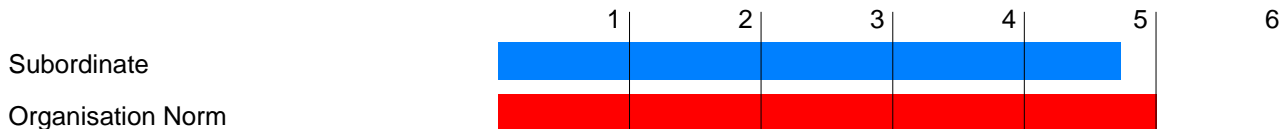
### I give specific constructive feedback



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



### I am effective in training subordinates



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

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!

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

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

*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 is in a hurry all the time

*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.*

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

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

I get along well with him

*Its boring to work with him*

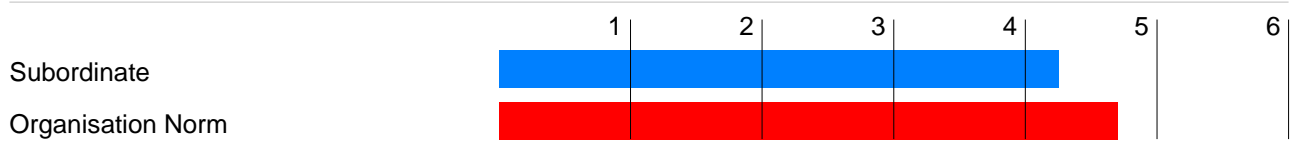
Its very easy to work with him, he values other people's skills. He cares about his workmates

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

# Dipolar Pty Limited

## Gap Analysis Report - Steven Anderson

### Management Skills Overall

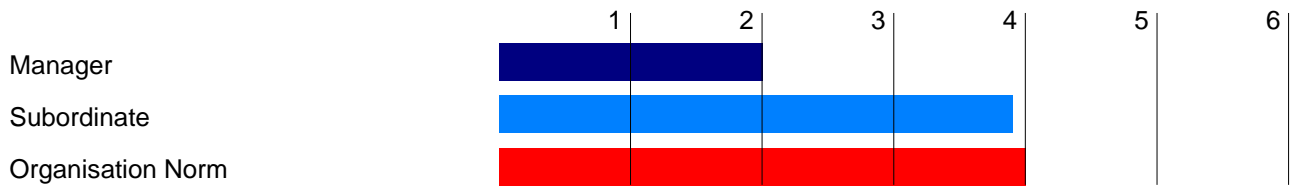


# Dipolar Pty Limited

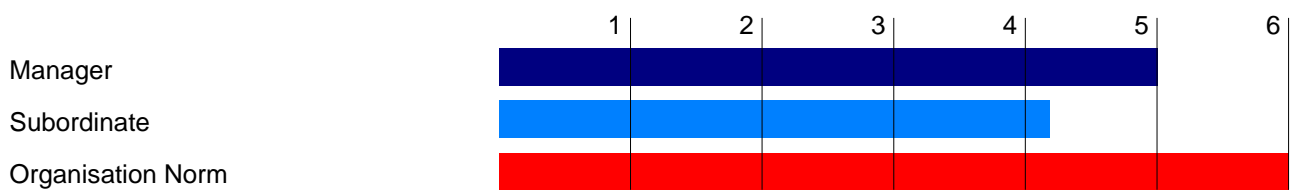
## Gap Analysis Report - Steven Anderson

### Personal Skills

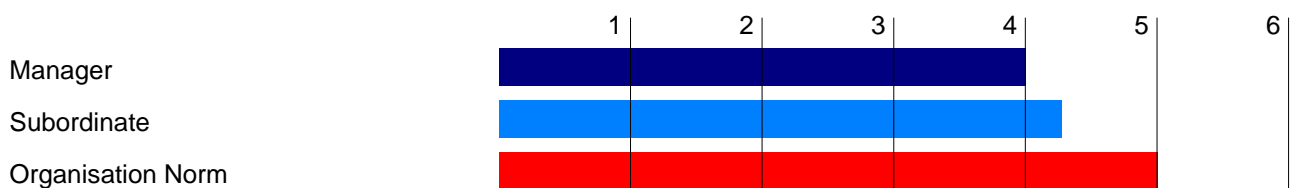
#### I seek out new work challenges



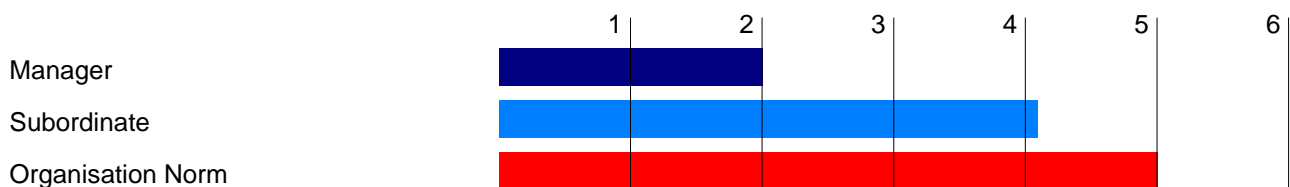
#### I set high standards of performance



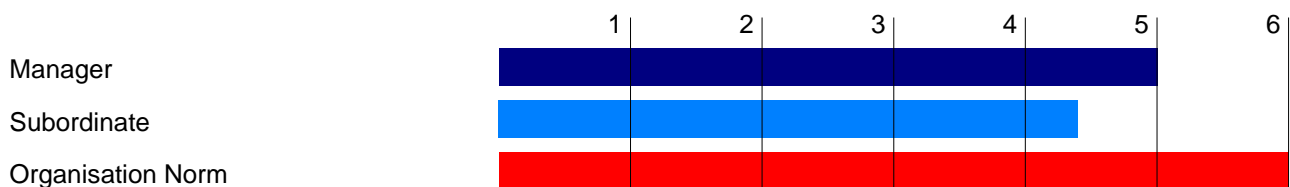
#### I support the organisation's long-term mission, direction and goals



#### I am receptive to change



#### I handle the technical side of the job well

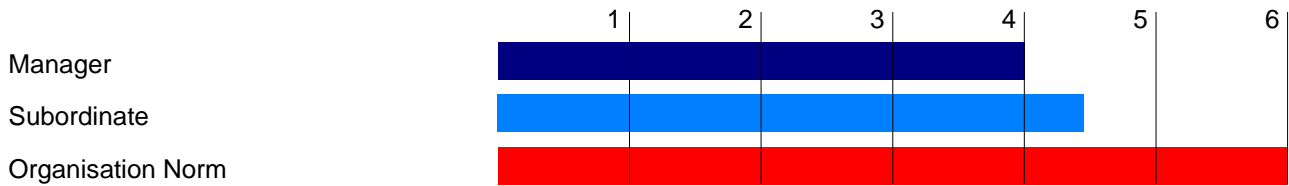




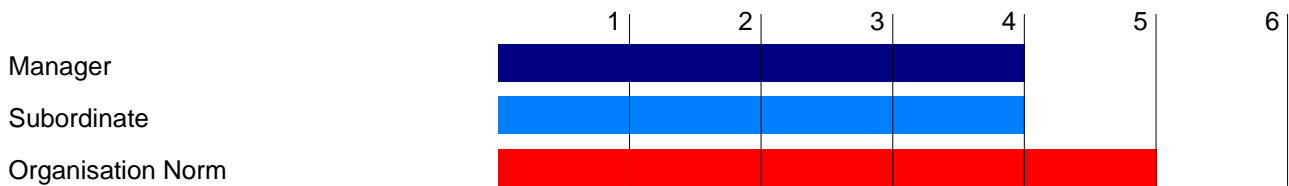
# Dipolar Pty Limited

## Gap Analysis Report - Steven Anderson

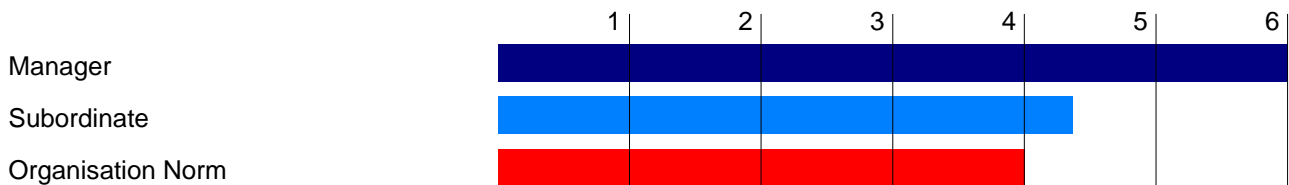
### I put in extra time and effort when needed



### I support the outgoing improvement efforts in this organisation



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



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

clever man

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

He is a grumpy boring man!!!!

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

He is quiet

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

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

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

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

Steven doesn't have strong personal skills.

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

# Dipolar Pty Limited

## Gap Analysis Report - Steven Anderson

### Personal Skills Overall

