

Top Ten Averages

Q#	Question Text	Avg.	1				2				3				4				Resp. Dist.							
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4								
24.	Dev. Team & Individual Perf. This manager takes pride in our unit and its people.	4.00 4.00	[Red bar: 4.00]				[Blue bar: 4.00]				[Red bar: 4.00]				[Blue bar: 4.00]				0	0	0	9	0	0	0	1
29.	Dev. Team & Individual Perf. This manager creates an atmosphere that makes it easy for anyone in the unit to point out problems or suggest changes.	3.78 3.00	[Red bar: 3.78]				[Blue bar: 3.00]				[Red bar: 3.78]				[Blue bar: 3.00]				0	0	2	7	0	0	1	0
12.	Setting High Expectations This manager tries to be sure that we get any additional resources or help needed to get the job done.	3.78 3.00	[Red bar: 3.78]				[Blue bar: 3.00]				[Red bar: 3.78]				[Blue bar: 3.00]				0	0	2	7	0	0	1	0
15.	Setting High Expectations This manager encourages us to stay alert for changes that might reduce the value or effectiveness of the unit's current procedures.	3.67 3.00	[Red bar: 3.67]				[Blue bar: 3.00]				[Red bar: 3.67]				[Blue bar: 3.00]				0	0	3	6	0	0	1	0
8.	Setting High Expectations This manager gives serious attention to maintaining high ethical and corporate standards	3.67 3.00	[Red bar: 3.67]				[Blue bar: 3.00]				[Red bar: 3.67]				[Blue bar: 3.00]				0	0	3	6	0	0	1	0
6.	Setting High Expectations This manager's primary objective is to help us be more effective, not to put us on the defensive in performance discussions.	3.67 4.00	[Red bar: 3.67]				[Blue bar: 4.00]				[Red bar: 3.67]				[Blue bar: 4.00]				0	0	3	6	0	0	0	1
44.	Exerting Leadership This manager expects us to coordinate our efforts with people in other parts of the organization.	3.67 3.00	[Red bar: 3.67]				[Blue bar: 3.00]				[Red bar: 3.67]				[Blue bar: 3.00]				0	0	3	6	0	0	1	0
34.	Promoting Open Communication This manager encourages us to offer assistance and moral support to other members of the unit.	3.56 4.00	[Red bar: 3.56]				[Blue bar: 4.00]				[Red bar: 3.56]				[Blue bar: 4.00]				0	0	4	5	0	0	0	1
1.	Setting High Expectations This manager focuses on what's happened, what it means, and how we can learn from it when problems arise, rather than who's to blame.	3.56 3.00	[Red bar: 3.56]				[Blue bar: 3.00]				[Red bar: 3.56]				[Blue bar: 3.00]				0	0	4	5	0	0	1	0
16.	Dev. Team & Individual Perf. This manager encourages people in our unit to pitch in when someone needs help.	3.56 3.00	[Red bar: 3.56]				[Blue bar: 3.00]				[Red bar: 3.56]				[Blue bar: 3.00]				0	1	2	6	0	0	1	0

■ - Employees
■ - Self

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Bottom Ten Averages

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			1	2	3	4	1	2	3	4					
23.	Dev. Team & Individual Perf. This manager sits down with us to review lessons learned after a major project.	2.22 2.00					1	5	3	0	0	1	0	0	0
11.	Setting High Expectations This manager reviews our rules and procedures regularly, looking for opportunities to improve them.	2.56 2.00					0	4	5	0	0	0	1	0	0
22.	Dev. Team & Individual Perf. This manager sets time aside to discuss ways in which a new project can help us pursue our personal and career objectives.	2.67 3.00					0	3	6	0	0	0	1	0	
17.	Dev. Team & Individual Perf. We frequently find better ways to work together as a result of the way this manager runs staff meetings.	2.67 3.00					0	4	4	1	0	0	1	0	
42.	Exerting Leadership This manager acts as a gatekeeper so that demands from other staff or managers don't distract us from our major objectives.	2.67 3.00					0	3	6	0	0	0	1	0	
46.	Exerting Leadership This manager tries to eliminate non-essential paperwork and redtape.	2.89 3.00					0	2	6	1	0	0	1	0	
45.	Exerting Leadership This manager will not reverse a decision I've made without first bringing me into the loop.	2.89 3.00					0	3	4	2	0	0	1	0	
26.	Dev. Team & Individual Perf. This manager makes staffing changes when necessary to achieve a better fit between the unit's work and the knowledge/skills required to get that work done.	2.89 3.00					0	1	8	0	0	0	1	0	
20.	Dev. Team & Individual Perf. When I need to see this manager, s/he sets a time when we can meet without interruption.	2.89 2.00					0	2	6	1	0	1	0	0	
3.	Setting High Expectations This manager meets with us to discuss overall strategy and/or individual projects.	2.89 3.00					0	2	6	1	0	0	1	0	

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