

---

# 20/20 Insight Special Report

---



## Tom Jones

360 Degree Survey Results

May 24, 2007

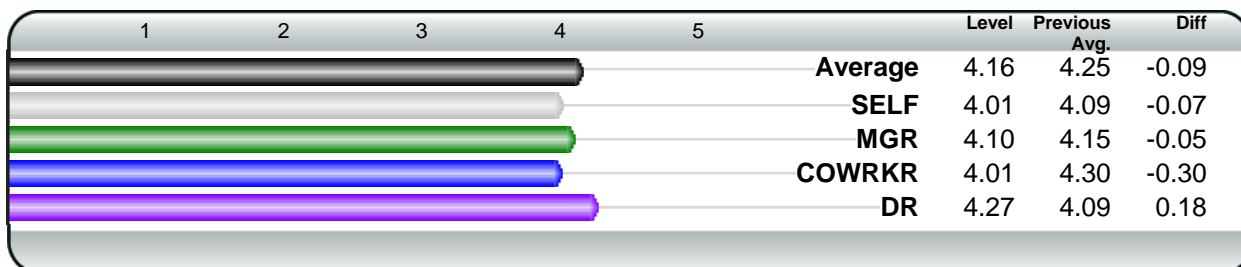
**Table of Contents**

Category Summary: All Groups ..... 3  
Category Summary: Self vs. Other ..... 5  
Highest-Rated Items ..... 6  
Lowest-Rated Items ..... 7  
Items with Greatest Increase ..... 8  
Items with Greatest Decrease ..... 9

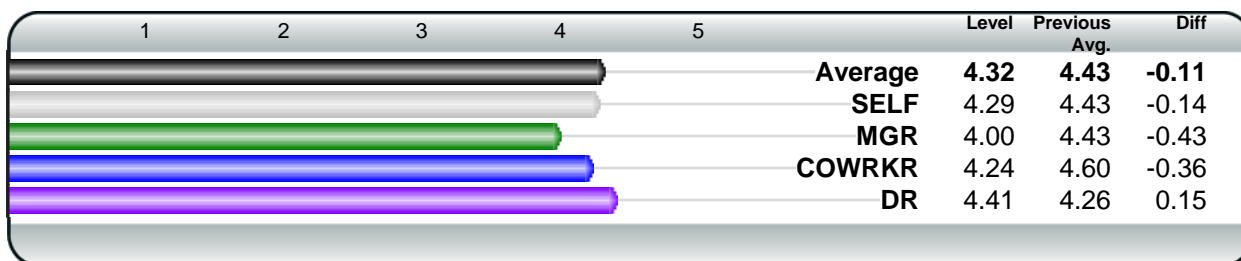
## Category Summary: All Groups

Below are the average ratings that you received for each category from each rater group. The first bar for each category is the average of all participants. Each graph also contains a comparison of your 2005 and 2007 survey results.

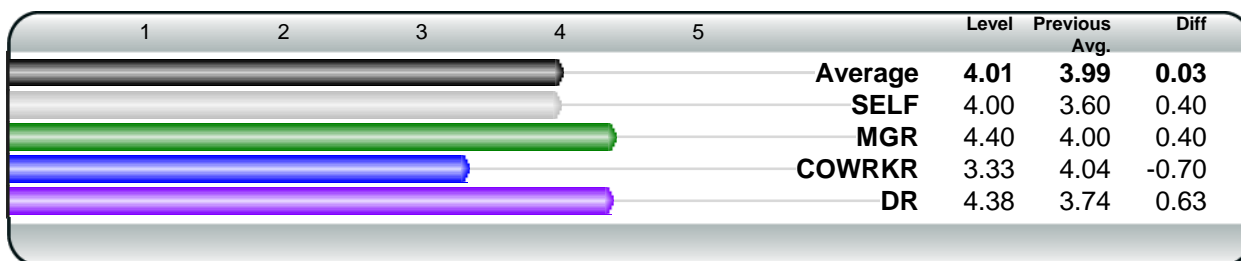
### Overall Score:



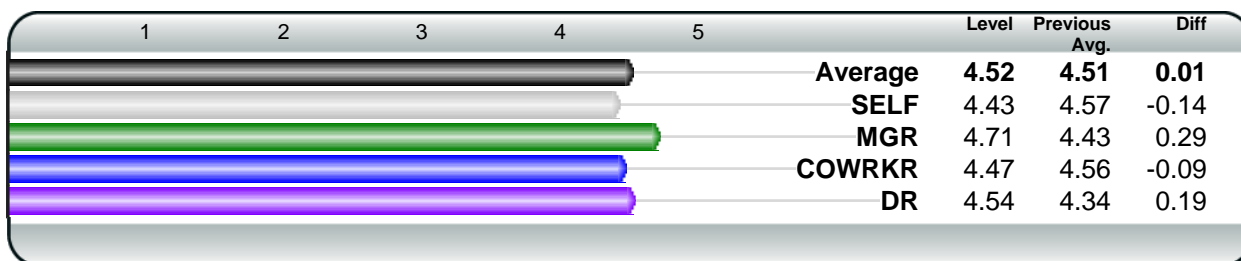
### Personal Motivation



### Orientation Toward Personal Growth

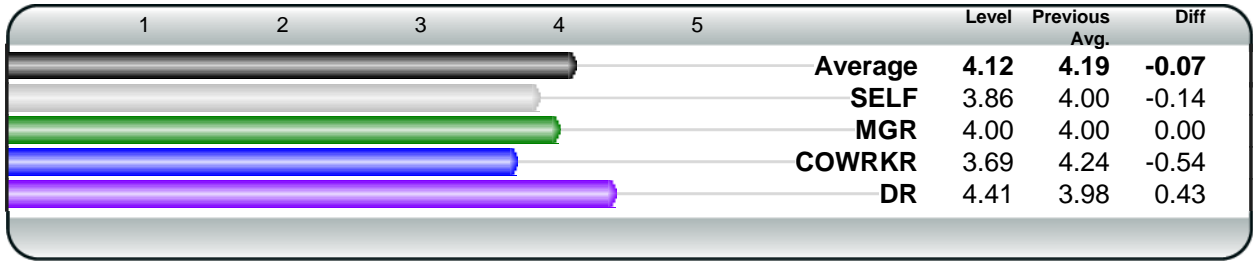


### Integrity and Personal Principles

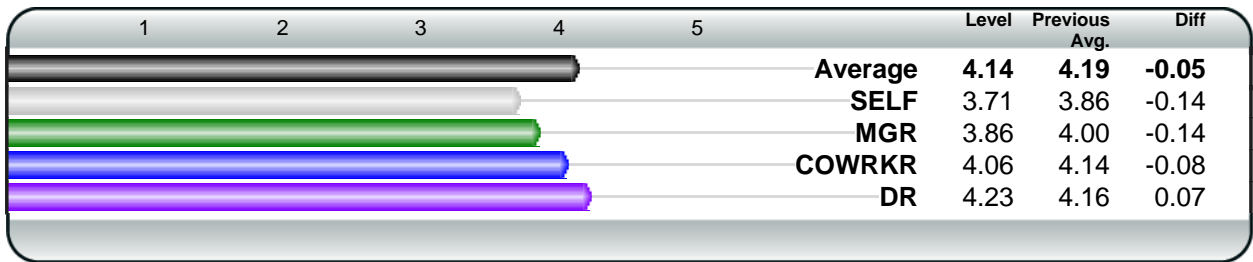


Category Summary: All Groups

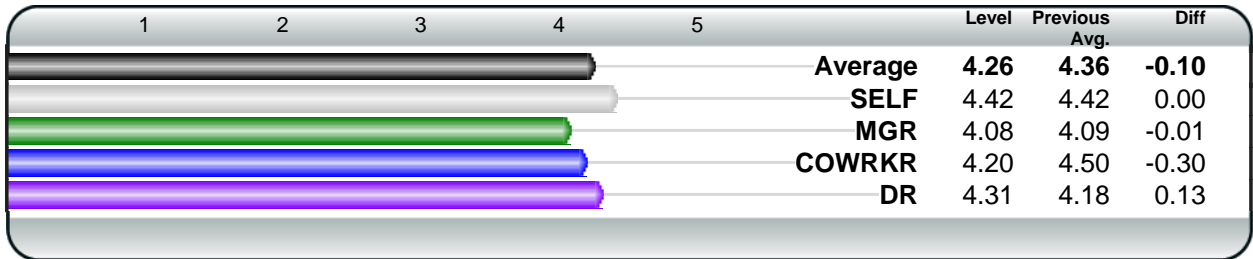
## Maturity



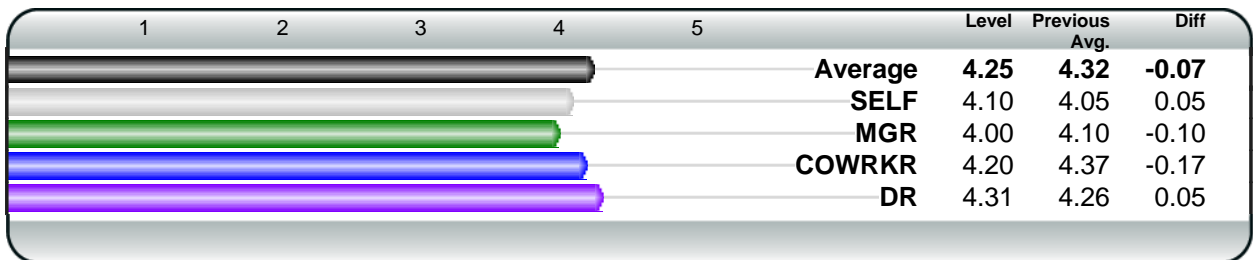
## Work Habits



## Problem-Solving and Decision-Making Skills



## General Business Acumen



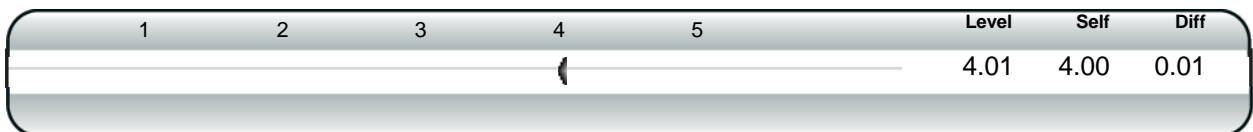
## Category Summary: Self vs. Other

This section displays the ratings you gave yourself ("Self") and the ratings given by all your respondents ("Others"). The difference between the two averages is also shown as a gap graph. An arrow to the right indicates that you rated yourself higher than your respondents, while an arrow to the left indicates that you rated yourself lower than your respondents.

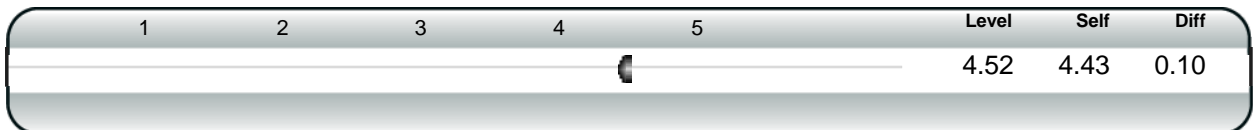
### Personal Motivation



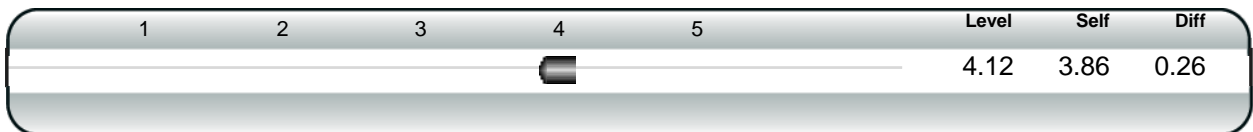
### Orientation Toward Personal Growth



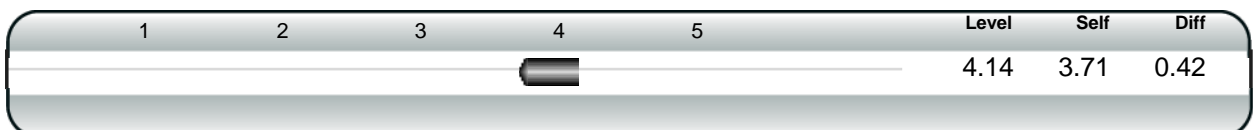
### Integrity and Personal Principles



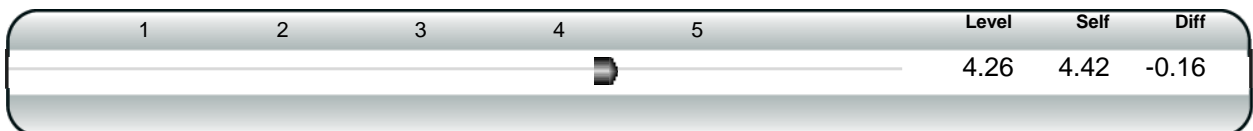
### Maturity



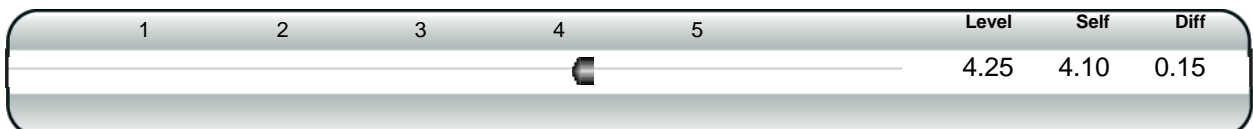
### Work Habits



### Problem-Solving and Decision-Making Skills



### General Business Acumen

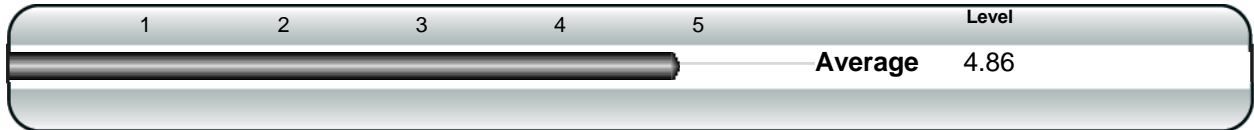


## Highest-Rated Items

This section reports the scores of your 6 highest-rated items across all categories. Your self-ratings are not included in these averages. Results are displayed both as a bar graph and in numerical form, from highest to lowest.

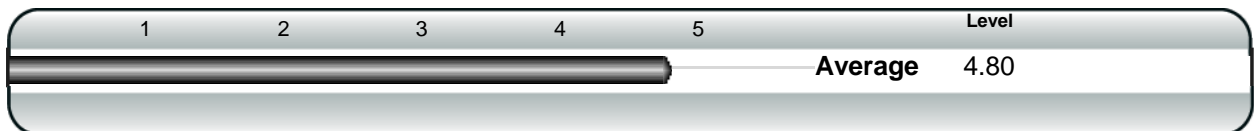
### 45. This individual understands complex information.

*(Problem-Solving and Decision-Making Skills)*



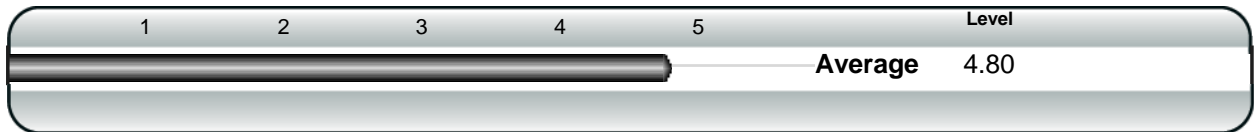
### 4. This individual possesses a strong work ethic.

*(Personal Motivation)*



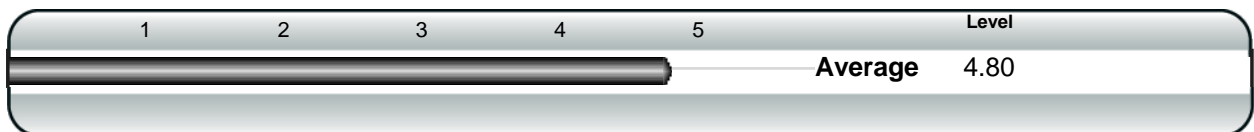
### 19. This individual adheres to the organization's code of conduct.

*(Integrity and Personal Principles)*



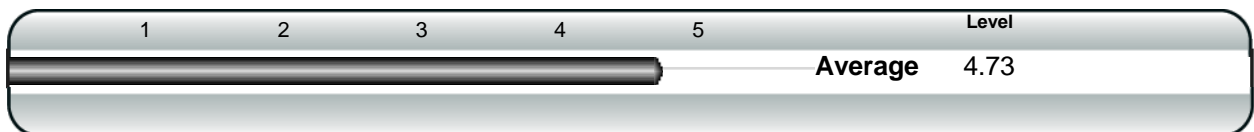
### 70. This individual demonstrates an aptitude for the business.

*(General Business Acumen)*



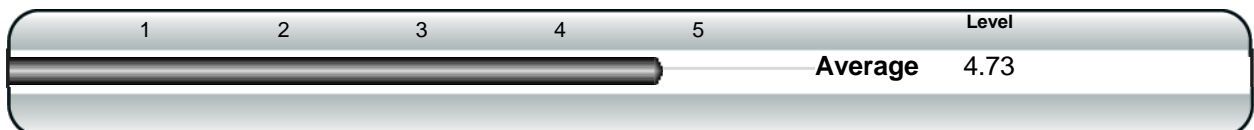
### 14. This individual demonstrates sound business ethics.

*(Integrity and Personal Principles)*



### 53. This individual recognizes the need for change to stay competitive.

*(General Business Acumen)*

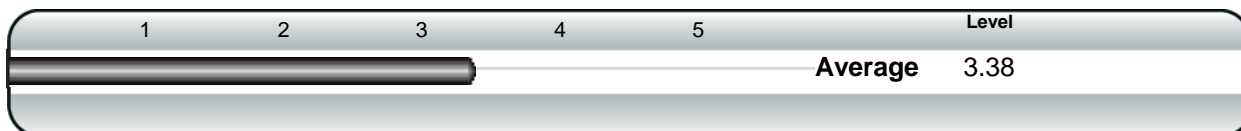


## Lowest-Rated Items

This section reports the scores of your 6 lowest-rated items across all categories. Your self-ratings are not included in these averages. Results are displayed both as a bar graph and in numerical form, from lowest to highest.

### 114. This individual confronts poor performance and takes corrective action when necessary.

*(Directing Others)*



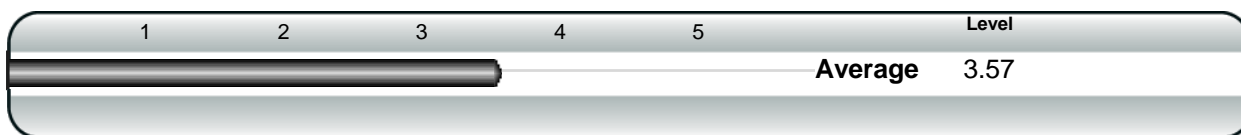
### 66. This individual retains top talent.

*(General Business Acumen)*



### 131. This individual is aware of own non-verbal behavior and its impact on others.

*(Communication Skills)*



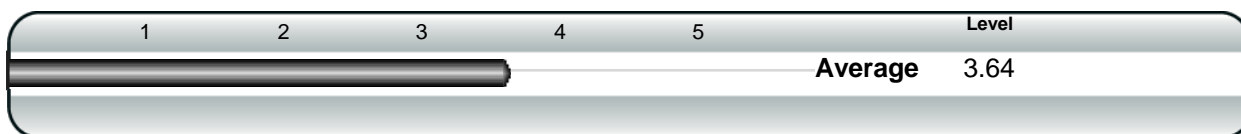
### 40. This individual eliminates unnecessary work.

*(Work Habits)*



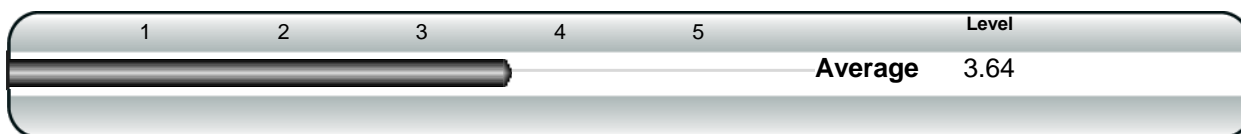
### 117. This individual sets up processes for monitoring and controlling tasks.

*(Directing Others)*



### 115. This individual deals effectively with resistance to change.

*(Directing Others)*

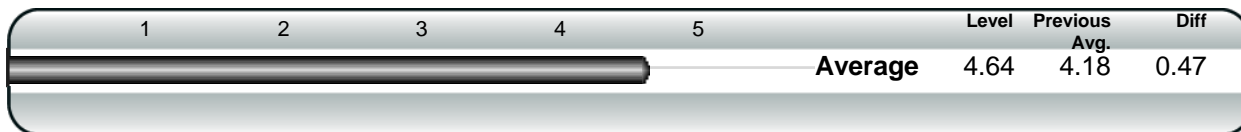


## Items with Greatest Increase

This section displays the 6 items for which you had the most increase from your 2005 results.

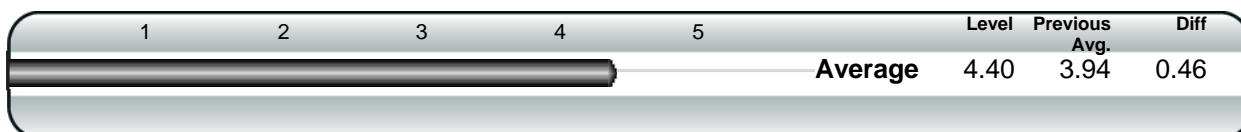
### 77. This individual understands how things really work in the organization.

*(Organizational Savvy)*



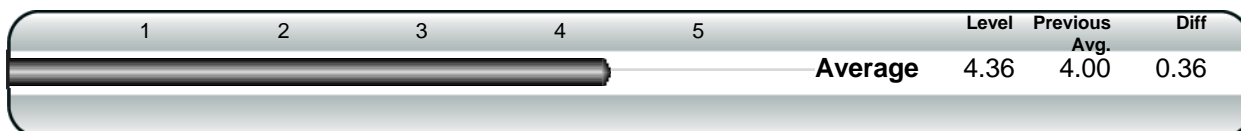
### 56. This individual has a good understanding of the market in which we compete.

*(General Business Acumen)*



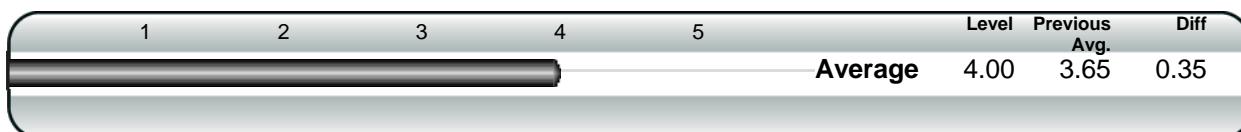
### 61. This individual understands how own responsibilities fit within the context of other areas.

*(General Business Acumen)*



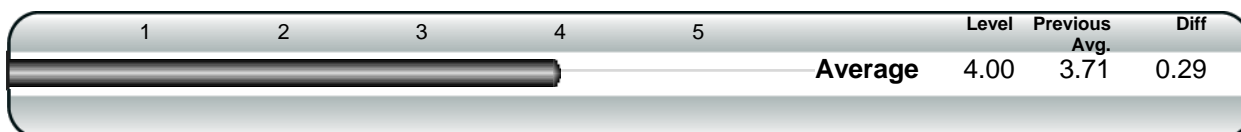
### 22. This individual demonstrates an appropriate level of patience.

*(Maturity)*



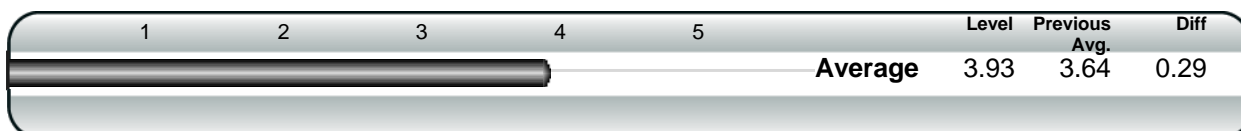
### 105. This individual contributes to the maintenance of team morale.

*(Team-Building Skills)*



### 97. This individual uses recognition effectively to reward top performers.

*(Motivating Others)*





## Items with Greatest Decrease

This section displays the 6 items for which you had the most decrease from your 2005 results.

**66. This individual retains top talent.**



**72. This individual is able to create and execute business plans to capitalize on business opportunities.**



**111. This individual operates on the "gold standard" model of performance expectations.**



**79. This individual builds credibility more through competence than through politics.**



**143. This individual works to reach "win-win" solutions with others.**



**133. This individual effectively advocates for beliefs, despite opposition from more senior management.**

