



FINAL REPORT

Comparative team output



INTRODUCTION

The team output shows an overview of results across the selected group. The result structure corresponds to individual output reports and works with the average by group or with the dispersion of the values in the given group.

EVALUATED COMPETENCES

- Personal attitude
- Work competences
- Interaction with others

- Team leadership
- Strategic management

- Sales/ external client

EVALUATION SCALE

The following scale was used in the feedback:

| | |
|-----------------|---|
| Cannot evaluate | 0 |
| Disagree | 1 |
| Mostly disagree | 2 |
| Mostly agree | 3 |
| Agree | 4 |

TARGET GROUP FOR TEAM OUTPUT

Group members:

- Bill Smith - bill.smith@example.com
- Jane Moon - jane.moon@example.com
- John Doe - john.doe@example.com
- Mia Brown - mia.brown@example.com
- Susan Black - susan.black@example.com

OVERALL COMPARISON

Bellow you will find the evaluated persons ranked according to their overall result concerning evaluation by the others from the best evaluated to the worst evaluated persons.

| | |
|---------------------------------------|---|
| Jane Moon - jane.moon@example.com | Evaluation by others 2.41 Self-evaluation 2.04 Colleague 2.55 Manager 2.03 Subordinate 2.4 |
| Mia Brown - mia.brown@example.com | Evaluation by others 2.25 Self-evaluation 2.21 Colleague 2.22 Manager 2 Subordinate 2.23 |
| Susan Black - susan.black@example.com | Evaluation by others 2.23 Self-evaluation 2.34 Colleague 2.17 Manager 2.57 Subordinate 2.13 |
| Bill Smith - bill.smith@example.com | Evaluation by others 2.2 Self-evaluation 2.25 Colleague 2.3 Manager 2.15 Subordinate 2.21 |
| John Doe - john.doe@example.com | Evaluation by others 2.17 Self-evaluation 2.04 Colleague 2.28 Manager 2.09 Subordinate 2.07 |

WHERE THE OTHERS PERCEIVE THE EVALUATED PERSONS DIFFERENTLY THAN THE EVALUATED PERSONS PERCEIVE THEMSELVES

Bellow you will find the areas where the other evaluators perceive the evaluated persons differently than the evaluated persons perceive themselves, ranked from the greatest differences in self-evaluation versus evaluation by the others.

Bellow you will find the evaluated persons with the greatest difference between self-evaluation and evaluation by others. The difference is indicated in red in the charts.

HIGHER SELF-ASSESSMENT

Self-evaluation
Others
Difference

| | | |
|---------------------------------------|--------------|------|
| Susan Black - susan.black@example.com | 2.34 2.23 | 0.12 |
| Bill Smith - bill.smith@example.com | 2.25 2.2 | 0.05 |

Bellow you will find the evaluated persons with the greatest difference between self-evaluation and evaluation by others. The difference is indicated in red in the charts.

HIGHER EVALUATION BY OTHERS

Others
Self-evaluation
Difference

| | | |
|-----------------------------------|--------------|------|
| Jane Moon - jane.moon@example.com | 2.41 2.04 | 0.37 |
| John Doe - john.doe@example.com | 2.17 2.04 | 0.13 |
| Mia Brown - mia.brown@example.com | 2.25 2.21 | 0.04 |

EVALUATION BY AREAS

Bellow you will find the evaluated persons ranked according to their results in the individual areas from the best evaluated to the worst evaluated persons.

GENERAL

| | | |
|---------------------------------------|---|---------------------------------|
| Jane Moon - jane.moon@example.com | Evaluation by others 2.38 Self-evaluation 2.27 Colleague 2.38 Manager 2.37 Subordinate 2.39 | 3.1 3.6 3 3.3 3 |
| Bill Smith - bill.smith@example.com | Evaluation by others 2.28 Self-evaluation 2.21 Colleague 2.49 Manager 2.2 Subordinate 2.15 | 2.9 2.8 2.9 3.1 3 |
| Susan Black - susan.black@example.com | Evaluation by others 2.26 Self-evaluation 2.53 Colleague 2.2 Manager 2.41 Subordinate 2.17 | 3.1 2.9 3.1 3.4 2.9 |
| Mia Brown - mia.brown@example.com | Evaluation by others 2.16 Self-evaluation 2.45 Colleague 1.99 Manager 1.88 Subordinate 2.25 | 3 3.1 2.9 2.9 2.9 |
| John Doe - john.doe@example.com | Evaluation by others 2.11 Self-evaluation 2.28 Colleague 2.14 Manager 1.72 Subordinate 2.17 | 3 3.4 3 3.2 3 |

MANAGEMENT

| | | |
|---------------------------------------|---|---------------------------------|
| Jane Moon - jane.moon@example.com | Evaluation by others 2.5 Self-evaluation 2 Colleague 2.6 Manager 1.71 Subordinate 2.59 | 3.2 2.8 3.3 3.5 3.2 |
| Mia Brown - mia.brown@example.com | Evaluation by others 2.48 Self-evaluation 2.17 Colleague 2.36 Manager 2.36 Subordinate 2.51 | 2.8 2.6 2.6 3.2 2.8 |
| Susan Black - susan.black@example.com | Evaluation by others 2.31 Self-evaluation 2.5 Colleague 2.26 Manager 2.3 Subordinate 2.3 | 3 3 3.3 2.1 3 |

| | | |
|---------------------------------------|---|---------------------------------|
| Bill Smith - bill.smith@example.com | Evaluation by others 2.28 Self-evaluation 2.38 Colleague 2.34 Manager 2.59 Subordinate 2.19 | 2.9 2.8 2.7 3 3 |
| John Doe - john.doe@example.com | Evaluation by others 2.05 Self-evaluation 1.84 Colleague 2.34 Manager 2.13 Subordinate 1.71 | 2.7 3 2.8 2.3 2.8 |
| SALES | | |
| Jane Moon - jane.moon@example.com | Evaluation by others 2.36 Self-evaluation 1.86 Colleague 2.68 Manager 2 Subordinate 2.23 | 3.1 2.6 3.2 2.9 3.2 |
| John Doe - john.doe@example.com | Evaluation by others 2.34 Self-evaluation 2 Colleague 2.36 Manager 2.43 Subordinate 2.33 | 3.2 2.7 3 3.1 3.3 |
| Susan Black - susan.black@example.com | Evaluation by others 2.11 Self-evaluation 2 Colleague 2.06 Manager 3 Subordinate 1.93 | 3 2.5 3.1 2.6 2.9 |
| Mia Brown - mia.brown@example.com | Evaluation by others 2.1 Self-evaluation 2 Colleague 2.31 Manager 1.75 Subordinate 1.92 | 3.2 3.6 3.3 3.3 3.2 |
| Bill Smith - bill.smith@example.com | Evaluation by others 2.04 Self-evaluation 2.17 Colleague 2.08 Manager 1.67 Subordinate 2.29 | 3 2.2 3 3.2 3.1 |

EVALUATION BY COMPETENCES

Bellow you will find the evaluated persons ranked according to their results in the individual competences from the best evaluated to the worst evaluated persons.

PERSONAL ATTITUDE

| | | |
|---------------------------------------|--|---------------------------------|
| Bill Smith - bill.smith@example.com | Evaluation by others 2.49 Self-evaluation 2 Colleague 2.49 Manager 2.2 Subordinate 2.57 | 3.2 2.8 3.4 3 3.2 |
| Jane Moon - jane.moon@example.com | Evaluation by others 2.44 Self-evaluation 2.14 Colleague 2.5 Manager 2.8 Subordinate 2.45 | 3 3.4 2.7 3.4 3 |
| Susan Black - susan.black@example.com | Evaluation by others 2.28 Self-evaluation 2 Colleague 2.38 Manager 2.57 Subordinate 2.02 | 3.2 2.6 3.3 3.7 2.7 |
| John Doe - john.doe@example.com | Evaluation by others 2.07 Self-evaluation 3 Colleague 1.91 Manager 1.43 Subordinate 2.28 | 2.9 2.8 2.6 3 2.9 |
| Mia Brown - mia.brown@example.com | Evaluation by others 2.07 Self-evaluation 2.14 Colleague 2.09 Manager 2.2 Subordinate 2.02 | 3.3 2.6 3.3 3.6 3.2 |

WORK COMPETENCES

| | | |
|-------------------------------------|---|---------------------------------|
| Bill Smith - bill.smith@example.com | Evaluation by others 2.34 Self-evaluation 2.33 Colleague 2.72 Manager 1.89 Subordinate 2.29 | 2.7 2.8 2.5 3 2.8 |
| Jane Moon - jane.moon@example.com | Evaluation by others 2.33 Self-evaluation 2.33 Colleague 2.07 Manager 2.56 Subordinate 2.46 | 3.2 3.8 3.3 3.3 3.1 |
| Mia Brown - mia.brown@example.com | Evaluation by others 2.28 Self-evaluation 2.22 Colleague 2.03 Manager 2.43 Subordinate 2.39 | 2.9 3.6 3 3 2.7 |

| | | |
|---------------------------------------|--|--|
| Susan Black - susan.black@example.com | <p>Evaluation by others 2.26</p> <p>Self-evaluation 2.6</p> <p>Colleague 2.23</p> <p>Manager 2.33</p> <p>Subordinate 2.27</p> | <p>3</p> <p>2.8</p> <p>3.1</p> <p>3.2</p> <p>2.9</p> |
| John Doe - john.doe@example.com | <p>Evaluation by others 2.21</p> <p>Self-evaluation 1.83</p> <p>Colleague 2.63</p> <p>Manager 2.14</p> <p>Subordinate 1.85</p> | <p>3.1</p> <p>3.5</p> <p>3.2</p> <p>3.9</p> <p>2.9</p> |

INTERACTION WITH OTHERS

| | | |
|---------------------------------------|--|--|
| Jane Moon - jane.moon@example.com | <p>Evaluation by others 2.36</p> <p>Self-evaluation 2.33</p> <p>Colleague 2.57</p> <p>Manager 1.75</p> <p>Subordinate 2.25</p> | <p>3</p> <p>3.5</p> <p>2.9</p> <p>3.3</p> <p>3</p> |
| Susan Black - susan.black@example.com | <p>Evaluation by others 2.25</p> <p>Self-evaluation 3</p> <p>Colleague 2</p> <p>Manager 2.33</p> <p>Subordinate 2.23</p> | <p>3</p> <p>3.2</p> <p>3</p> <p>3.3</p> <p>3</p> |
| Mia Brown - mia.brown@example.com | <p>Evaluation by others 2.14</p> <p>Self-evaluation 3</p> <p>Colleague 1.86</p> <p>Manager 1</p> <p>Subordinate 2.34</p> | <p>2.7</p> <p>3.2</p> <p>2.5</p> <p>2</p> <p>2.7</p> |
| John Doe - john.doe@example.com | <p>Evaluation by others 2.04</p> <p>Self-evaluation 2</p> <p>Colleague 1.87</p> <p>Manager 1.6</p> <p>Subordinate 2.38</p> | <p>3.1</p> <p>3.8</p> <p>3.2</p> <p>2.8</p> <p>3.1</p> |
| Bill Smith - bill.smith@example.com | <p>Evaluation by others 2.01</p> <p>Self-evaluation 2.29</p> <p>Colleague 2.27</p> <p>Manager 2.5</p> <p>Subordinate 1.58</p> | <p>2.9</p> <p>2.7</p> <p>2.8</p> <p>3.3</p> <p>3.1</p> |

TEAM LEADERSHIP

| | | |
|-----------------------------------|--|--|
| Mia Brown - mia.brown@example.com | <p>Evaluation by others 2.62</p> <p>Self-evaluation 2.33</p> <p>Colleague 2.42</p> <p>Manager 2.71</p> <p>Subordinate 2.68</p> | <p>2.9</p> <p>3.2</p> <p>2.7</p> <p>3.1</p> <p>3</p> |
| Jane Moon - jane.moon@example.com | <p>Evaluation by others 2.43</p> <p>Self-evaluation 1.75</p> <p>Colleague 2.65</p> <p>Manager 1.67</p> <p>Subordinate 2.37</p> | <p>3.2</p> <p>3.3</p> <p>3.4</p> <p>2.7</p> <p>3.4</p> |

| | | |
|---------------------------------------|---|---------------------------------|
| Susan Black - susan.black@example.com | Evaluation by others 2.31 Self-evaluation 3 Colleague 2.34 Manager 2.2 Subordinate 2.27 | 3.2 3.6 3.2 2.6 3.3 |
| John Doe - john.doe@example.com | Evaluation by others 2.11 Self- evaluation 1 Colleague 2.4 Manager 1.75 Subordinate 1.72 | 2.6 4 2.5 2.5 2.8 |
| Bill Smith - bill.smith@example.com | Evaluation by others 2.04 Self-evaluation 2.5 Colleague 2.29 Manager 2.17 Subordinate 1.81 | 2.9 2.5 2.6 3.5 3 |
| STRATEGIC MANAGEMENT | | |
| Jane Moon - jane.moon@example.com | Evaluation by others 2.56 Self-evaluation 2.25 Colleague 2.54 Manager 1.75 Subordinate 2.81 | 3.1 2.3 3.2 4.3 3 |
| Bill Smith - bill.smith@example.com | Evaluation by others 2.52 Self-evaluation 2.25 Colleague 2.39 Manager 3 Subordinate 2.57 | 2.9 3 2.8 2.5 3 |
| Mia Brown - mia.brown@example.com | Evaluation by others 2.34 Self-evaluation 2 Colleague 2.29 Manager 2 Subordinate 2.34 | 2.6 2 2.4 3.3 2.6 |
| Susan Black - susan.black@example.com | Evaluation by others 2.3 Self-evaluation 2 Colleague 2.17 Manager 2.4 Subordinate 2.33 | 2.8 2.3 3.4 1.6 2.7 |
| John Doe - john.doe@example.com | Evaluation by others 1.98 Self-evaluation 2.67 Colleague 2.28 Manager 2.5 Subordinate 1.7 | 2.8 2 3.1 2 2.8 |

SALES/ EXTERNAL CLIENT

| | | |
|---------------------------------------|---|---------------------------------|
| Jane Moon - jane.moon@example.com | Evaluation by others 2.36 Self-evaluation 1.86 Colleague 2.68 Manager 2 Subordinate 2.23 | 3.1 2.6 3.2 2.9 3.2 |
| John Doe - john.doe@example.com | Evaluation by others 2.34 Self-evaluation 2 Colleague 2.36 Manager 2.43 Subordinate 2.33 | 3.2 2.7 3 3.1 3.3 |
| Susan Black - susan.black@example.com | Evaluation by others 2.11 Self-evaluation 2 Colleague 2.06 Manager 3 Subordinate 1.93 | 3 2.5 3.1 2.6 2.9 |
| Mia Brown - mia.brown@example.com | Evaluation by others 2.1 Self-evaluation 2 Colleague 2.31 Manager 1.75 Subordinate 1.92 | 3.2 3.6 3.3 3.3 3.2 |
| Bill Smith - bill.smith@example.com | Evaluation by others 2.04 Self-evaluation 2.17 Colleague 2.08 Manager 1.67 Subordinate 2.29 | 3 2.2 3 3.2 3.1 |

COMPARISON WITH OTHERS - HEATMAP BY COMPETENCES

| | Total rating | Personal attitude | Work competences | Interaction with others | Team leadership | Strategic management | Sales/ external client |
|---------------------------------------|--------------|-------------------|------------------|-------------------------|-----------------|----------------------|------------------------|
| Jane Moon - jane.moon@example.com | 2.41 | 2.44 | 2.33 | 2.36 | 2.43 | 2.56 | 2.36 |
| Mia Brown - mia.brown@example.com | 2.25 | 2.07 | 2.28 | 2.14 | 2.62 | 2.34 | 2.10 |
| Susan Black - susan.black@example.com | 2.23 | 2.28 | 2.26 | 2.25 | 2.31 | 2.30 | 2.11 |
| Bill Smith - bill.smith@example.com | 2.2 | 2.49 | 2.34 | 2.01 | 2.04 | 2.52 | 2.04 |
| John Doe - john.doe@example.com | 2.17 | 2.07 | 2.21 | 2.04 | 2.11 | 1.98 | 2.34 |

1 - Disagree



4 - Agree

COMPARISON WITH OTHERS - HEATMAP BY QUESTIONS

PERSONAL ATTITUDE

| | Total rating | Adheres to agreements and keeps their word. | Actively participates in fulfilling tasks even over and above their job description. | Is able to adapt to new situations and circumstances quickly and easily. | Comes up with new ideas and innovations. | Is interested in how other people perceive their work and strives for further development. | Calmly deals with even very difficult situations. | Seeks to solve problems even when stressed and under pressure. | Forms their own independent opinion on situations. |
|--|--------------|---|--|--|--|--|---|--|--|
| Bill Smith - bill.smith@example.com | 2.49 | 2.29 | 2.86 | 1.88 | 2.86 | 2.67 | 3.13 | 2.22 | 2.00 |
| Jane Moon - jane.moon@example.com | 2.44 | 2.00 | 3.00 | 2.60 | 2.00 | 2.71 | 2.22 | 2.60 | 2.38 |
| Susan Black - susan.black@example.com | 2.28 | 2.71 | 1.60 | 2.29 | 2.00 | 2.50 | 2.63 | 2.33 | 2.20 |
| John Doe - john.doe@example.com | 2.07 | 2.33 | 1.83 | 1.83 | 1.86 | 2.67 | 1.25 | 2.29 | 2.50 |
| Mia Brown - mia.brown@example.com | 2.07 | 1.86 | 2.56 | 2.29 | 2.86 | 1.86 | 1.43 | 2.13 | 1.60 |

1 - Disagree



4 - Agree

WORK COMPETENCES

| | Total rating | The evaluatee plans their actions and works systematically. | When coordinating work, they take the work of others into account. | Fulfills their tasks by given deadlines. | Acquires information from different sources in a focused manner. | Seeks solutions, not problems. | Takes full responsibility for the results of their work. | Recognizes and deals with risks. | Approaches situations conceptually and with perspective. | Finds practical and realistic solutions for their tasks. | The evaluatee is an expert in their field and can deal with any work tasks. |
|--|--------------|---|--|--|--|--------------------------------|--|----------------------------------|--|--|---|
| Bill Smith - bill.smith@example.com | 2.34 | 2.75 | 2.50 | 2.25 | 1.50 | 2.50 | 3.00 | 2.83 | 2.00 | 1.83 | 2.20 |
| Jane Moon - jane.moon@example.com | 2.33 | 2.67 | 2.13 | 2.00 | 2.00 | 2.57 | 2.50 | 2.17 | 1.88 | 2.83 | 2.57 |
| Mia Brown - mia.brown@example.com | 2.28 | 2.29 | 2.63 | 2.60 | 1.88 | 1.88 | 2.00 | 2.38 | 2.60 | 2.00 | 2.50 |
| Susan Black - susan.black@example.com | 2.26 | 2.00 | 2.13 | 2.00 | 2.22 | 2.75 | 2.25 | 1.50 | 2.71 | 2.78 | 2.25 |
| John Doe - john.doe@example.com | 2.21 | 2.00 | 2.29 | 2.57 | 2.13 | 1.63 | 2.29 | 2.43 | 2.67 | 2.00 | 2.13 |

1 - Disagree



4 - Agree

INTERACTION WITH OTHERS

| | Total rating | Actively and willingly shares information. | Manages to persuade others using convincing arguments. | When negotiating, the evaluate respects other people's opinions and strives to reach an agreement. | Takes interest in the needs of their clients (internal or external). | Offers their (internal or external) clients solutions to their utmost satisfaction. | Is willing to cooperate and involve others. | Contributes to working relationships and a positive atmosphere. |
|---------------------------------------|--------------|--|--|--|--|---|---|---|
| Jane Moon - jane.moon@example.com | 2.36 | 2.43 | 2.63 | 2.00 | 2.67 | 1.50 | 2.29 | 3.00 |
| Susan Black - susan.black@example.com | 2.25 | 2.50 | 2.14 | 2.33 | 2.00 | 2.00 | 2.50 | 2.29 |
| Mia Brown - mia.brown@example.com | 2.14 | 1.75 | 2.40 | 2.43 | 1.67 | 1.88 | 2.00 | 2.88 |
| John Doe - john.doe@example.com | 2.04 | 1.43 | 1.80 | 2.50 | 2.75 | 2.00 | 1.43 | 2.38 |
| Bill Smith - bill.smith@example.com | 2.01 | 1.75 | 2.00 | 2.00 | 1.56 | 3.00 | 2.14 | 1.60 |

1 - Disagree



4 - Agree

TEAM LEADERSHIP

| | Total rating | Is supportive of their subordinates and takes an interest in their needs. | Entrusts the members of their team with responsibility and gives them space to work independently. | Inspires enthusiasm in their team members and motivates them to perform at a high level. | When giving tasks to others, they are clear, unambiguous, and understandable. | Insists that the people in their team or department deliver their best performance. | Is constructive in pointing out things they find satisfactory or unsatisfactory. | Recognizes the strengths and weaknesses of their subordinates and supports them in their self-development. | As a manager, the evaluatee is an authority and their behavior sets an example to others. |
|---------------------------------------|--------------|---|--|--|---|---|--|--|---|
| Mia Brown - mia.brown@example.com | 2.62 | 3.25 | 3.00 | 2.43 | 2.43 | 2.33 | 2.50 | 2.17 | 2.88 |
| Jane Moon - jane.moon@example.com | 2.43 | 1.71 | 2.63 | 2.13 | 2.86 | 2.63 | 2.83 | 2.75 | 1.86 |
| Susan Black - susan.black@example.com | 2.31 | 2.80 | 1.67 | 2.14 | 2.50 | 2.33 | 2.40 | 2.29 | 2.33 |
| John Doe - john.doe@example.com | 2.11 | 1.75 | 1.50 | 2.63 | 2.50 | 2.43 | 1.44 | 2.38 | 2.25 |
| Bill Smith - bill.smith@example.com | 2.04 | 2.00 | 2.25 | 2.44 | 1.60 | 2.14 | 1.86 | 1.13 | 2.88 |

1 - Disagree



4 - Agree

STRATEGIC MANAGEMENT

| | Total rating | Has a clear idea of what they want to accomplish in their field and how to do it. | Makes decisions promptly and with perspective. | Anticipates and prevents the risks of their decisions. | Comprehensibly explains to their team members the general aims of the company and the specific steps taken to accomplish them. | Appreciates the financial impact of their actions and decisions. | Is supportive of changes leading to improvement in the long term. |
|--|--------------|---|--|--|--|--|---|
| Jane Moon - jane.moon@example.com | 2.56 | 2.38 | 2.83 | 2.71 | 2.25 | 2.71 | 2.50 |
| Bill Smith - bill.smith@example.com | 2.52 | 2.63 | 2.67 | 2.50 | 2.43 | 2.50 | 2.38 |
| Mia Brown - mia.brown@example.com | 2.34 | 2.71 | 2.29 | 1.88 | 2.70 | 2.30 | 2.17 |
| Susan Black - susan.black@example.com | 2.3 | 1.67 | 2.50 | 2.14 | 3.14 | 2.56 | 1.80 |
| John Doe - john.doe@example.com | 1.98 | 2.14 | 1.75 | 1.83 | 2.00 | 2.14 | 2.00 |

1 - Disagree



4 - Agree

SALES/ EXTERNAL CLIENT

| | Total rating | Establishes contact with new clients. | Appears convincing and trustworthy in front of the client. | Knows how to use the client's objections in order to persuade them. | Develops client relationships. | Carefully notices what the client likes and adapts the business dialogue accordingly. | Investigates the client's needs. | Offers solutions which accommodate the needs of the client. | Emphasizes the benefits the client can derive from mutual cooperation or business. | When signaled by the client, they move from a general offer to discussing a specific solution. | Finishes their client meetings by agreeing on specific and clear steps. |
|--|--------------|---------------------------------------|--|---|--------------------------------|---|----------------------------------|---|--|--|---|
| Jane Moon - jane.moon@example.com | 2.36 | 2.29 | 2.40 | 3.17 | 2.43 | 3.14 | 1.43 | 1.75 | 2.22 | 2.80 | 2.00 |
| John Doe - john.doe@example.com | 2.34 | 3.00 | 2.43 | 2.11 | 2.83 | 2.50 | 2.38 | 2.33 | 1.67 | 2.00 | 2.17 |
| Susan Black - susan.black@example.com | 2.11 | 2.00 | 2.38 | 2.00 | 1.75 | 2.50 | 2.00 | 2.38 | 1.75 | 1.86 | 2.43 |
| Mia Brown - mia.brown@example.com | 2.1 | 2.25 | 2.50 | 2.40 | 2.38 | 1.50 | 3.13 | 1.25 | 1.88 | 1.50 | 2.22 |
| Bill Smith - bill.smith@example.com | 2.04 | 2.00 | 2.25 | 2.29 | 2.00 | 2.00 | 1.40 | 2.22 | 2.00 | 2.43 | 1.80 |

1 - Disagree



4 - Agree

SUMMARY FOR INDIVIDUAL QUESTIONS BY EVALUATION

ADHERES TO AGREEMENTS AND KEEPS THEIR WORD.

| | | |
|---------------------------------------|------|-----|
| Susan Black - susan.black@example.com | 2.71 | 2.9 |
| John Doe - john.doe@example.com | 2.33 | 2.4 |
| Bill Smith - bill.smith@example.com | 2.29 | 3.1 |
| Jane Moon - jane.moon@example.com | 2 | 2.4 |
| Mia Brown - mia.brown@example.com | 1.86 | 3.3 |

ACTIVELY PARTICIPATES IN FULFILLING TASKS EVEN OVER AND ABOVE THEIR JOB DESCRIPTION.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 3 | 2 |
| Bill Smith - bill.smith@example.com | 2.86 | 3.1 |
| Mia Brown - mia.brown@example.com | 2.56 | 2.9 |
| John Doe - john.doe@example.com | 1.83 | 3.7 |
| Susan Black - susan.black@example.com | 1.6 | 3.2 |

IS ABLE TO ADAPT TO NEW SITUATIONS AND CIRCUMSTANCES QUICKLY AND EASILY.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.6 | 3.4 |
| Mia Brown - mia.brown@example.com | 2.29 | 3 |
| Susan Black - susan.black@example.com | 2.29 | 2.6 |
| Bill Smith - bill.smith@example.com | 1.88 | 2.6 |
| John Doe - john.doe@example.com | 1.83 | 2.8 |

COMES UP WITH NEW IDEAS AND INNOVATIONS.

| | | |
|---------------------------------------|------|-----|
| Bill Smith - bill.smith@example.com | 2.86 | 4.3 |
| Mia Brown - mia.brown@example.com | 2.86 | 3.6 |
| Jane Moon - jane.moon@example.com | 2 | 3.7 |
| Susan Black - susan.black@example.com | 2 | 3.2 |
| John Doe - john.doe@example.com | 1.86 | 2.4 |

IS INTERESTED IN HOW OTHER PEOPLE PERCEIVE THEIR WORK AND STRIVES FOR FURTHER DEVELOPMENT.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.71 | 3.6 |
| Bill Smith - bill.smith@example.com | 2.67 | 3.5 |
| John Doe - john.doe@example.com | 2.67 | 2.5 |
| Susan Black - susan.black@example.com | 2.5 | 3.5 |
| Mia Brown - mia.brown@example.com | 1.86 | 3.6 |

CALMLY DEALS WITH EVEN VERY DIFFICULT SITUATIONS.

| | | |
|---------------------------------------|------|-----|
| Bill Smith - bill.smith@example.com | 3.13 | 3.1 |
| Susan Black - susan.black@example.com | 2.63 | 3.4 |
| Jane Moon - jane.moon@example.com | 2.22 | 2.7 |
| Mia Brown - mia.brown@example.com | 1.43 | 3.4 |
| John Doe - john.doe@example.com | 1.25 | 3 |

SEEKS TO SOLVE PROBLEMS EVEN WHEN STRESSED AND UNDER PRESSURE.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.6 | 3 |
| Susan Black - susan.black@example.com | 2.33 | 3.7 |
| John Doe - john.doe@example.com | 2.29 | 3.3 |
| Bill Smith - bill.smith@example.com | 2.22 | 2.1 |
| Mia Brown - mia.brown@example.com | 2.13 | 2.1 |

FORMS THEIR OWN INDEPENDENT OPINION ON SITUATIONS.

| | | |
|---------------------------------------|------|-----|
| John Doe - john.doe@example.com | 2.5 | 3 |
| Jane Moon - jane.moon@example.com | 2.38 | 3.1 |
| Susan Black - susan.black@example.com | 2.2 | 2.8 |
| Bill Smith - bill.smith@example.com | 2 | 3.7 |
| Mia Brown - mia.brown@example.com | 1.6 | 4.2 |

THE EVALUEE PLANS THEIR ACTIONS AND WORKS SYSTEMATICALLY.

| | | |
|---------------------------------------|------|-----|
| Bill Smith - bill.smith@example.com | 2.75 | 3.1 |
| Jane Moon - jane.moon@example.com | 2.67 | 2.8 |
| Mia Brown - mia.brown@example.com | 2.29 | 3.1 |
| John Doe - john.doe@example.com | 2 | 2.2 |
| Susan Black - susan.black@example.com | 2 | 2.9 |

WHEN COORDINATING WORK, THEY TAKE THE WORK OF OTHERS INTO ACCOUNT.

| | | |
|---------------------------------------|------|-----|
| Mia Brown - mia.brown@example.com | 2.63 | 2.6 |
| Bill Smith - bill.smith@example.com | 2.5 | 3.4 |
| John Doe - john.doe@example.com | 2.29 | 2.6 |
| Jane Moon - jane.moon@example.com | 2.13 | 3.2 |
| Susan Black - susan.black@example.com | 2.13 | 3.1 |

FULFILLS THEIR TASKS BY GIVEN DEADLINES.

| | | |
|---------------------------------------|------|-----|
| Mia Brown - mia.brown@example.com | 2.6 | 3.4 |
| John Doe - john.doe@example.com | 2.57 | 4.1 |
| Bill Smith - bill.smith@example.com | 2.25 | 2.5 |
| Jane Moon - jane.moon@example.com | 2 | 2.7 |
| Susan Black - susan.black@example.com | 2 | 3 |

ACQUIRES INFORMATION FROM DIFFERENT SOURCES IN A FOCUSED MANNER.

| | | |
|---------------------------------------|------|-----|
| Susan Black - susan.black@example.com | 2.22 | 2.7 |
| John Doe - john.doe@example.com | 2.13 | 3.2 |
| Jane Moon - jane.moon@example.com | 2 | 3.4 |
| Mia Brown - mia.brown@example.com | 1.88 | 2.7 |
| Bill Smith - bill.smith@example.com | 1.5 | 2.7 |

SEEKS SOLUTIONS, NOT PROBLEMS.

| | | |
|---------------------------------------|------|-----|
| Susan Black - susan.black@example.com | 2.75 | 3.1 |
| Jane Moon - jane.moon@example.com | 2.57 | 2.6 |
| Bill Smith - bill.smith@example.com | 2.5 | 2 |
| Mia Brown - mia.brown@example.com | 1.88 | 2.9 |
| John Doe - john.doe@example.com | 1.63 | 3.6 |

TAKES FULL RESPONSIBILITY FOR THE RESULTS OF THEIR WORK.

| | | |
|---------------------------------------|------|-----|
| Bill Smith - bill.smith@example.com | 3 | 2 |
| Jane Moon - jane.moon@example.com | 2.5 | 2.6 |
| John Doe - john.doe@example.com | 2.29 | 3.3 |
| Susan Black - susan.black@example.com | 2.25 | 3.2 |
| Mia Brown - mia.brown@example.com | 2 | 1.8 |

RECOGNIZES AND DEALS WITH RISKS.

| | | |
|---------------------------------------|------|-----|
| Bill Smith - bill.smith@example.com | 2.83 | 3.2 |
| John Doe - john.doe@example.com | 2.43 | 2.7 |
| Mia Brown - mia.brown@example.com | 2.38 | 3.5 |
| Jane Moon - jane.moon@example.com | 2.17 | 4.3 |
| Susan Black - susan.black@example.com | 1.5 | 2.8 |

APPROACHES SITUATIONS CONCEPTUALLY AND WITH PERSPECTIVE.

| | | |
|---------------------------------------|------|-----|
| Susan Black - susan.black@example.com | 2.71 | 3.7 |
| John Doe - john.doe@example.com | 2.67 | 2.8 |
| Mia Brown - mia.brown@example.com | 2.6 | 3 |
| Bill Smith - bill.smith@example.com | 2 | 2.2 |
| Jane Moon - jane.moon@example.com | 1.88 | 4 |

FINDS PRACTICAL AND REALISTIC SOLUTIONS FOR THEIR TASKS.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.83 | 3.2 |
| Susan Black - susan.black@example.com | 2.78 | 2.7 |
| John Doe - john.doe@example.com | 2 | 3.1 |
| Mia Brown - mia.brown@example.com | 2 | 3.6 |
| Bill Smith - bill.smith@example.com | 1.83 | 3.7 |

THE EVALUEE IS AN EXPERT IN THEIR FIELD AND CAN DEAL WITH ANY WORK TASKS.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.57 | 3.1 |
| Mia Brown - mia.brown@example.com | 2.5 | 2.5 |
| Susan Black - susan.black@example.com | 2.25 | 2.7 |
| Bill Smith - bill.smith@example.com | 2.2 | 2 |
| John Doe - john.doe@example.com | 2.13 | 3.4 |

ACTIVELY AND WILLINGLY SHARES INFORMATION.

| | | |
|---------------------------------------|------|-----|
| Susan Black - susan.black@example.com | 2.5 | 3.2 |
| Jane Moon - jane.moon@example.com | 2.43 | 2 |
| Bill Smith - bill.smith@example.com | 1.75 | 3 |
| Mia Brown - mia.brown@example.com | 1.75 | 3 |
| John Doe - john.doe@example.com | 1.43 | 3.1 |

MANAGES TO PERSUADE OTHERS USING CONVINCING ARGUMENTS.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.63 | 3.4 |
| Mia Brown - mia.brown@example.com | 2.4 | 1.6 |
| Susan Black - susan.black@example.com | 2.14 | 2.4 |
| Bill Smith - bill.smith@example.com | 2 | 2 |
| John Doe - john.doe@example.com | 1.8 | 3 |

WHEN NEGOTIATING, THE EVALUEE RESPECTS OTHER PEOPLE'S OPINIONS AND STRIVES TO REACH AN AGREEMENT.

| | | |
|---------------------------------------|------|-----|
| John Doe - john.doe@example.com | 2.5 | 3 |
| Mia Brown - mia.brown@example.com | 2.43 | 3 |
| Susan Black - susan.black@example.com | 2.33 | 3.2 |
| Bill Smith - bill.smith@example.com | 2 | 3.4 |
| Jane Moon - jane.moon@example.com | 2 | 3.1 |

TAKES INTEREST IN THE NEEDS OF THEIR CLIENTS (INTERNAL OR EXTERNAL).

| | | |
|---------------------------------------|------|-----|
| John Doe - john.doe@example.com | 2.75 | 3.5 |
| Jane Moon - jane.moon@example.com | 2.67 | 3.2 |
| Susan Black - susan.black@example.com | 2 | 2.5 |
| Mia Brown - mia.brown@example.com | 1.67 | 3.1 |
| Bill Smith - bill.smith@example.com | 1.56 | 2.7 |

OFFERS THEIR (INTERNAL OR EXTERNAL) CLIENTS SOLUTIONS TO THEIR UTMOST SATISFACTION.

| | | |
|---------------------------------------|------|-----|
| Bill Smith - bill.smith@example.com | 3 | 3.4 |
| John Doe - john.doe@example.com | 2 | 3.1 |
| Susan Black - susan.black@example.com | 2 | 2.9 |
| Mia Brown - mia.brown@example.com | 1.88 | 3 |
| Jane Moon - jane.moon@example.com | 1.5 | 2.9 |

IS WILLING TO COOPERATE AND INVOLVE OTHERS.

| | | |
|---------------------------------------|------|-----|
| Susan Black - susan.black@example.com | 2.5 | 3.5 |
| Jane Moon - jane.moon@example.com | 2.29 | 3.7 |
| Bill Smith - bill.smith@example.com | 2.14 | 3 |
| Mia Brown - mia.brown@example.com | 2 | 2.4 |
| John Doe - john.doe@example.com | 1.43 | 3 |

CONTRIBUTES TO WORKING RELATIONSHIPS AND A POSITIVE ATMOSPHERE.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 3 | 3 |
| Mia Brown - mia.brown@example.com | 2.88 | 2.6 |
| John Doe - john.doe@example.com | 2.38 | 2.7 |
| Susan Black - susan.black@example.com | 2.29 | 3.6 |
| Bill Smith - bill.smith@example.com | 1.6 | 2.8 |

IS SUPPORTIVE OF THEIR SUBORDINATES AND TAKES AN INTEREST IN THEIR NEEDS.

| | | |
|---------------------------------------|------|-----|
| Mia Brown - mia.brown@example.com | 3.25 | 3 |
| Susan Black - susan.black@example.com | 2.8 | 2.8 |
| Bill Smith - bill.smith@example.com | 2 | 2.5 |
| John Doe - john.doe@example.com | 1.75 | 1.7 |
| Jane Moon - jane.moon@example.com | 1.71 | 3.6 |

ENTRUSTS THE MEMBERS OF THEIR TEAM WITH RESPONSIBILITY AND GIVES THEM SPACE TO WORK INDEPENDENTLY.

| | | |
|---------------------------------------|------|-----|
| Mia Brown - mia.brown@example.com | 3 | 2.5 |
| Jane Moon - jane.moon@example.com | 2.63 | 3.4 |
| Bill Smith - bill.smith@example.com | 2.25 | 3.5 |
| Susan Black - susan.black@example.com | 1.67 | 3.2 |
| John Doe - john.doe@example.com | 1.5 | 2.4 |

INSPIRES ENTHUSIASM IN THEIR TEAM MEMBERS AND MOTIVATES THEM TO PERFORM AT A HIGH LEVEL.

| | | |
|---------------------------------------|------|-----|
| John Doe - john.doe@example.com | 2.63 | 2.9 |
| Bill Smith - bill.smith@example.com | 2.44 | 2.4 |
| Mia Brown - mia.brown@example.com | 2.43 | 3.3 |
| Susan Black - susan.black@example.com | 2.14 | 3.4 |
| Jane Moon - jane.moon@example.com | 2.13 | 3.7 |

WHEN GIVING TASKS TO OTHERS, THEY ARE CLEAR, UNAMBIGUOUS, AND UNDERSTANDABLE.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.86 | 2.7 |
| John Doe - john.doe@example.com | 2.5 | 2.2 |
| Susan Black - susan.black@example.com | 2.5 | 3.5 |
| Mia Brown - mia.brown@example.com | 2.43 | 2.7 |
| Bill Smith - bill.smith@example.com | 1.6 | 2.8 |

INSISTS THAT THE PEOPLE IN THEIR TEAM OR DEPARTMENT DELIVER THEIR BEST PERFORMANCE.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.63 | 2.5 |
| John Doe - john.doe@example.com | 2.43 | 2.4 |
| Mia Brown - mia.brown@example.com | 2.33 | 3 |
| Susan Black - susan.black@example.com | 2.33 | 3.3 |
| Bill Smith - bill.smith@example.com | 2.14 | 2.9 |

IS CONSTRUCTIVE IN POINTING OUT THINGS THEY FIND SATISFACTORY OR UNSATISFACTORY.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.83 | 3.7 |
| Mia Brown - mia.brown@example.com | 2.5 | 2.6 |
| Susan Black - susan.black@example.com | 2.4 | 3 |
| Bill Smith - bill.smith@example.com | 1.86 | 3.7 |
| John Doe - john.doe@example.com | 1.44 | 3.3 |

RECOGNIZES THE STRENGTHS AND WEAKNESSES OF THEIR SUBORDINATES AND SUPPORTS THEM IN THEIR SELF-DEVELOPMENT.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.75 | 2.7 |
| John Doe - john.doe@example.com | 2.38 | 3.7 |
| Susan Black - susan.black@example.com | 2.29 | 3 |
| Mia Brown - mia.brown@example.com | 2.17 | 2 |
| Bill Smith - bill.smith@example.com | 1.13 | 3.1 |

AS A MANAGER, THE EVALUEE IS AN AUTHORITY AND THEIR BEHAVIOR SETS AN EXAMPLE TO OTHERS.

| | | |
|---------------------------------------|------|-----|
| Bill Smith - bill.smith@example.com | 2.88 | 2 |
| Mia Brown - mia.brown@example.com | 2.88 | 4 |
| Susan Black - susan.black@example.com | 2.33 | 3.2 |
| John Doe - john.doe@example.com | 2.25 | 2 |
| Jane Moon - jane.moon@example.com | 1.86 | 3.4 |

HAS A CLEAR IDEA OF WHAT THEY WANT TO ACCOMPLISH IN THEIR FIELD AND HOW TO DO IT.

| | | |
|---------------------------------------|------|-----|
| Mia Brown - mia.brown@example.com | 2.71 | 2.7 |
| Bill Smith - bill.smith@example.com | 2.63 | 2.5 |
| Jane Moon - jane.moon@example.com | 2.38 | 2.9 |
| John Doe - john.doe@example.com | 2.14 | 2.9 |
| Susan Black - susan.black@example.com | 1.67 | 2.8 |

MAKES DECISIONS PROMPTLY AND WITH PERSPECTIVE.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.83 | 3.7 |
| Bill Smith - bill.smith@example.com | 2.67 | 2.8 |
| Susan Black - susan.black@example.com | 2.5 | 2.5 |
| Mia Brown - mia.brown@example.com | 2.29 | 1.7 |
| John Doe - john.doe@example.com | 1.75 | 3.5 |

ANTICIPATES AND PREVENTS THE RISKS OF THEIR DECISIONS.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.71 | 2.7 |
| Bill Smith - bill.smith@example.com | 2.5 | 2.8 |
| Susan Black - susan.black@example.com | 2.14 | 3 |
| Mia Brown - mia.brown@example.com | 1.88 | 2 |
| John Doe - john.doe@example.com | 1.83 | 3.3 |

COMPREHENSIBLY EXPLAINS TO THEIR TEAM MEMBERS THE GENERAL AIMS OF THE COMPANY AND THE SPECIFIC STEPS TAKEN TO ACCOMPLISH THEM.

| | | |
|---------------------------------------|------|-----|
| Susan Black - susan.black@example.com | 3.14 | 3.3 |
| Mia Brown - mia.brown@example.com | 2.7 | 2.1 |
| Bill Smith - bill.smith@example.com | 2.43 | 2.4 |
| Jane Moon - jane.moon@example.com | 2.25 | 2.9 |
| John Doe - john.doe@example.com | 2 | 2.1 |

APPRECIATES THE FINANCIAL IMPACT OF THEIR ACTIONS AND DECISIONS.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.71 | 3.1 |
| Susan Black - susan.black@example.com | 2.56 | 3.1 |
| Bill Smith - bill.smith@example.com | 2.5 | 3.8 |
| Mia Brown - mia.brown@example.com | 2.3 | 3 |
| John Doe - john.doe@example.com | 2.14 | 2.3 |

IS SUPPORTIVE OF CHANGES LEADING TO IMPROVEMENT IN THE LONG TERM.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.5 | 3.4 |
| Bill Smith - bill.smith@example.com | 2.38 | 2.9 |
| Mia Brown - mia.brown@example.com | 2.17 | 4 |
| John Doe - john.doe@example.com | 2 | 2.9 |
| Susan Black - susan.black@example.com | 1.8 | 2.2 |

ESTABLISHES CONTACT WITH NEW CLIENTS.

| | | |
|---------------------------------------|------|-----|
| John Doe - john.doe@example.com | 3 | 3.5 |
| Jane Moon - jane.moon@example.com | 2.29 | 2.6 |
| Mia Brown - mia.brown@example.com | 2.25 | 3.1 |
| Bill Smith - bill.smith@example.com | 2 | 2.6 |
| Susan Black - susan.black@example.com | 2 | 3.2 |

APPEARS CONVINCING AND TRUSTWORTHY IN FRONT OF THE CLIENT.

| | | |
|---------------------------------------|------|-----|
| Mia Brown - mia.brown@example.com | 2.5 | 3.4 |
| John Doe - john.doe@example.com | 2.43 | 3.6 |
| Jane Moon - jane.moon@example.com | 2.4 | 2.8 |
| Susan Black - susan.black@example.com | 2.38 | 3.4 |
| Bill Smith - bill.smith@example.com | 2.25 | 3.7 |

KNOWS HOW TO USE THE CLIENT'S OBJECTIONS IN ORDER TO PERSUADE THEM.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 3.17 | 3.3 |
| Mia Brown - mia.brown@example.com | 2.4 | 3 |
| Bill Smith - bill.smith@example.com | 2.29 | 3.6 |
| John Doe - john.doe@example.com | 2.11 | 2.4 |
| Susan Black - susan.black@example.com | 2 | 2.8 |

DEVELOPS CLIENT RELATIONSHIPS.

| | | |
|---------------------------------------|------|-----|
| John Doe - john.doe@example.com | 2.83 | 3.7 |
| Jane Moon - jane.moon@example.com | 2.43 | 2.4 |
| Mia Brown - mia.brown@example.com | 2.38 | 3.2 |
| Bill Smith - bill.smith@example.com | 2 | 2.6 |
| Susan Black - susan.black@example.com | 1.75 | 3.2 |

CAREFULLY NOTICES WHAT THE CLIENT LIKES AND ADAPTS THE BUSINESS DIALOGUE ACCORDINGLY.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 3.14 | 3.6 |
| John Doe - john.doe@example.com | 2.5 | 3.5 |
| Susan Black - susan.black@example.com | 2.5 | 3.2 |
| Bill Smith - bill.smith@example.com | 2 | 3.7 |
| Mia Brown - mia.brown@example.com | 1.5 | 2.3 |

INVESTIGATES THE CLIENT'S NEEDS.

| | | |
|---------------------------------------|------|-----|
| Mia Brown - mia.brown@example.com | 3.13 | 3.6 |
| John Doe - john.doe@example.com | 2.38 | 3.4 |
| Susan Black - susan.black@example.com | 2 | 2.9 |
| Jane Moon - jane.moon@example.com | 1.43 | 3.1 |
| Bill Smith - bill.smith@example.com | 1.4 | 2.2 |

OFFERS SOLUTIONS WHICH ACCOMMODATE THE NEEDS OF THE CLIENT.

| | | |
|---------------------------------------|------|-----|
| Susan Black - susan.black@example.com | 2.38 | 2.4 |
| John Doe - john.doe@example.com | 2.33 | 3.6 |
| Bill Smith - bill.smith@example.com | 2.22 | 3.1 |
| Jane Moon - jane.moon@example.com | 1.75 | 3.1 |
| Mia Brown - mia.brown@example.com | 1.25 | 4 |

EMPHASIZES THE BENEFITS THE CLIENT CAN DERIVE FROM MUTUAL COOPERATION OR BUSINESS.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.22 | 3.1 |
| Bill Smith - bill.smith@example.com | 2 | 3.2 |
| Mia Brown - mia.brown@example.com | 1.88 | 3.4 |
| Susan Black - susan.black@example.com | 1.75 | 2.4 |
| John Doe - john.doe@example.com | 1.67 | 2.8 |

WHEN SIGNALLED BY THE CLIENT, THEY MOVE FROM A GENERAL OFFER TO DISCUSSING A SPECIFIC SOLUTION.

| | | |
|---------------------------------------|------|-----|
| Jane Moon - jane.moon@example.com | 2.8 | 3.4 |
| Bill Smith - bill.smith@example.com | 2.43 | 2.9 |
| John Doe - john.doe@example.com | 2 | 3 |
| Susan Black - susan.black@example.com | 1.86 | 3.4 |
| Mia Brown - mia.brown@example.com | 1.5 | 3.2 |

FINISHES THEIR CLIENT MEETINGS BY AGREEING ON SPECIFIC AND CLEAR STEPS.

| | | |
|---------------------------------------|------|-----|
| Susan Black - susan.black@example.com | 2.43 | 2.7 |
| Mia Brown - mia.brown@example.com | 2.22 | 2.6 |
| John Doe - john.doe@example.com | 2.17 | 2.5 |
| Jane Moon - jane.moon@example.com | 2 | 3.8 |
| Bill Smith - bill.smith@example.com | 1.8 | 2.6 |