



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

- Assertiveness
- Stress management
- Recognition of emotions in others
- Relationship building

EVALUATION SCALE

The following scale was used in the feedback:

Cannot evaluate	0
Disagree	1
Rather disagree	2
Rather 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

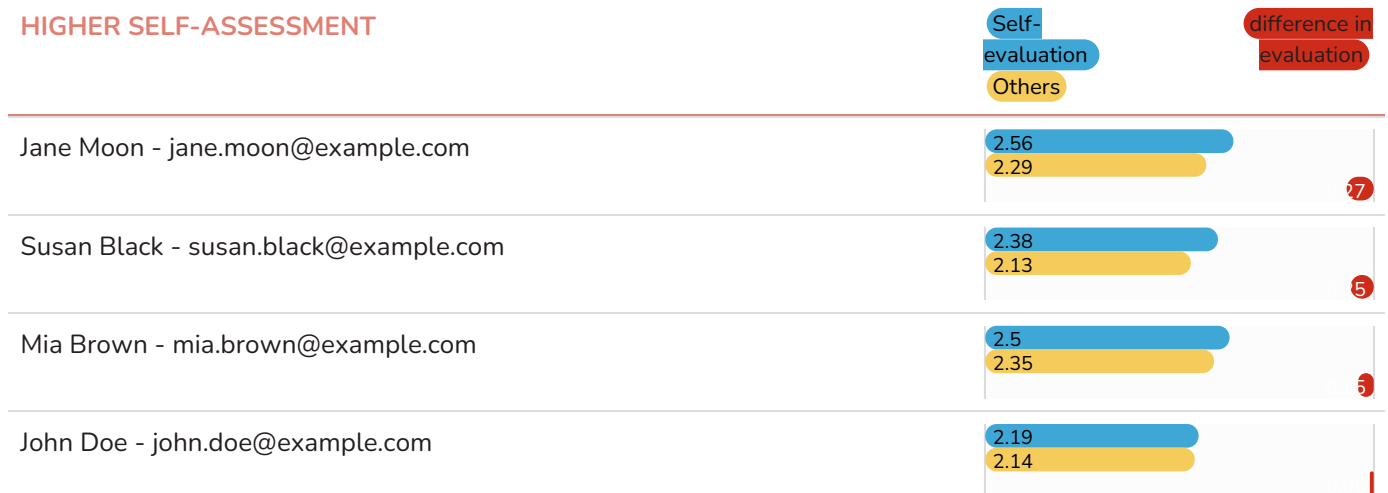
Bellow you will find the evaluated persons ranked according to their overall result concerning evaluation by the others from the best evaluated to the worst evaluated persons.

Mia Brown - mia.brown@example.com	<table><tbody><tr><td>Evaluation by others</td><td>2.35</td></tr><tr><td>Self-evaluation</td><td>2.5</td></tr><tr><td>Colleague</td><td>2.29</td></tr><tr><td>Manager</td><td>2.23</td></tr><tr><td>Subordinate</td><td>2.41</td></tr></tbody></table>	Evaluation by others	2.35	Self-evaluation	2.5	Colleague	2.29	Manager	2.23	Subordinate	2.41
Evaluation by others	2.35										
Self-evaluation	2.5										
Colleague	2.29										
Manager	2.23										
Subordinate	2.41										
Jane Moon - jane.moon@example.com	<table><tbody><tr><td>Evaluation by others</td><td>2.29</td></tr><tr><td>Self-evaluation</td><td>2.56</td></tr><tr><td>Colleague</td><td>2.16</td></tr><tr><td>Manager</td><td>2.09</td></tr><tr><td>Subordinate</td><td>2.5</td></tr></tbody></table>	Evaluation by others	2.29	Self-evaluation	2.56	Colleague	2.16	Manager	2.09	Subordinate	2.5
Evaluation by others	2.29										
Self-evaluation	2.56										
Colleague	2.16										
Manager	2.09										
Subordinate	2.5										
Bill Smith - bill.smith@example.com	<table><tbody><tr><td>Evaluation by others</td><td>2.28</td></tr><tr><td>Self-evaluation</td><td>2.14</td></tr><tr><td>Colleague</td><td>2.17</td></tr><tr><td>Manager</td><td>2.4</td></tr><tr><td>Subordinate</td><td>2.39</td></tr></tbody></table>	Evaluation by others	2.28	Self-evaluation	2.14	Colleague	2.17	Manager	2.4	Subordinate	2.39
Evaluation by others	2.28										
Self-evaluation	2.14										
Colleague	2.17										
Manager	2.4										
Subordinate	2.39										
John Doe - john.doe@example.com	<table><tbody><tr><td>Evaluation by others</td><td>2.14</td></tr><tr><td>Self-evaluation</td><td>2.19</td></tr><tr><td>Colleague</td><td>2.12</td></tr><tr><td>Manager</td><td>1.9</td></tr><tr><td>Subordinate</td><td>2.18</td></tr></tbody></table>	Evaluation by others	2.14	Self-evaluation	2.19	Colleague	2.12	Manager	1.9	Subordinate	2.18
Evaluation by others	2.14										
Self-evaluation	2.19										
Colleague	2.12										
Manager	1.9										
Subordinate	2.18										
Susan Black - susan.black@example.com	<table><tbody><tr><td>Evaluation by others</td><td>2.13</td></tr><tr><td>Self-evaluation</td><td>2.38</td></tr><tr><td>Colleague</td><td>2.19</td></tr><tr><td>Manager</td><td>2.44</td></tr><tr><td>Subordinate</td><td>2.04</td></tr></tbody></table>	Evaluation by others	2.13	Self-evaluation	2.38	Colleague	2.19	Manager	2.44	Subordinate	2.04
Evaluation by others	2.13										
Self-evaluation	2.38										
Colleague	2.19										
Manager	2.44										
Subordinate	2.04										

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.



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.



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.

ASSERTIVENESS

Jane Moon - jane.moon@example.com	Evaluation by others 2.46 Self-evaluation 2 Colleague 2.2 Manager 2.67 Subordinate 2.77	2.9 4 3.5 1.3 2.7
Bill Smith - bill.smith@example.com	Evaluation by others 2.34 Self-evaluation 2.4 Colleague 2.46 Manager 2 Subordinate 2.31	2.9 3.4 2.6 3.3 3.1
Mia Brown - mia.brown@example.com	Evaluation by others 2.28 Self-evaluation 2.33 Colleague 2.61 Manager 2.25 Subordinate 2.1	2.9 3 2.9 3.5 2.9
Susan Black - susan.black@example.com	Evaluation by others 2.17 Self-evaluation 2.4 Colleague 2.46 Manager 1.75 Subordinate 1.98	3.1 3.6 2.9 4 3.3
John Doe - john.doe@example.com	Evaluation by others 2.07 Self-evaluation 2.25 Colleague 2.1 Manager 2 Subordinate 2.13	2.9 2.3 3 3.6 2.6

STRESS MANAGEMENT

Bill Smith - bill.smith@example.com	Evaluation by others 2.27 Self-evaluation 1.67 Colleague 2.1 Manager 2.6 Subordinate 2.22	3 3 3 3.4 3
John Doe - john.doe@example.com	Evaluation by others 2.25 Self-evaluation 2.5 Colleague 2.17 Manager 1.2 Subordinate 2.42	3 2 2.9 2.2 3.2
Mia Brown - mia.brown@example.com	Evaluation by others 2.18 Self-evaluation 2.33 Colleague 1.72 Manager 2.17 Subordinate 2.56	2.4 3 2.4 2.7 2.4

Jane Moon - jane.moon@example.com	Evaluation by others 2.11 Self-evaluation 2.8 Colleague 2.31 Manager 1.75 Subordinate 2.07	3.3 3 3 3.5 3.4
Susan Black - susan.black@example.com	Evaluation by others 2.04 Self-evaluation 2.5 Colleague 1.85 Manager 2.5 Subordinate 2.14	2.9 3.3 3.1 3 2.6
RECOGNITION OF EMOTIONS IN OTHERS		
Mia Brown - mia.brown@example.com	Evaluation by others 2.41 Self-evaluation 2 Colleague 2.51 Manager 2 Subordinate 2.25	3.1 3.6 2.9 3.8 3.2
Jane Moon - jane.moon@example.com	Evaluation by others 2.36 Self-evaluation 3.2 Colleague 2.04 Manager 1.25 Subordinate 3.01	2.7 3.4 2.9 2.3 2.7
Bill Smith - bill.smith@example.com	Evaluation by others 2.34 Self-evaluation 2.5 Colleague 2 Manager 3.6 Subordinate 2.55	2.9 2.5 3 2.4 3.3
Susan Black - susan.black@example.com	Evaluation by others 2.15 Self-evaluation 2.6 Colleague 2.01 Manager 2.5 Subordinate 2.19	3 3 2.8 3.5 3.1
John Doe - john.doe@example.com	Evaluation by others 2.06 Self-evaluation 2 Colleague 2.06 Manager 1.8 Subordinate 2.21	3.1 2.5 2.9 1.8 3.4

RELATIONSHIP BUILDING

Mia Brown - mia.brown@example.com	<p>Evaluation by others 2.53</p> <p>Self-evaluation 3.33</p> <p>Colleague 2.31</p> <p>Manager 2.5</p> <p>Subordinate 2.73</p>	<p>3.2</p> <p>3.3</p> <p>3.3</p> <p>3.2</p> <p>3.3</p>
Jane Moon - jane.moon@example.com	<p>Evaluation by others 2.24</p> <p>Self-evaluation 2.25</p> <p>Colleague 2.08</p> <p>Manager 2.67</p> <p>Subordinate 2.15</p>	<p>2.9</p> <p>3.3</p> <p>2.9</p> <p>2.3</p> <p>3.3</p>
Bill Smith - bill.smith@example.com	<p>Evaluation by others 2.17</p> <p>Self-evaluation 2</p> <p>Colleague 2.13</p> <p>Manager 1.4</p> <p>Subordinate 2.47</p>	<p>3.3</p> <p>3.8</p> <p>3.3</p> <p>2.8</p> <p>3.6</p>
John Doe - john.doe@example.com	<p>Evaluation by others 2.16</p> <p>Self-evaluation 2</p> <p>Colleague 2.14</p> <p>Manager 2.6</p> <p>Subordinate 1.94</p>	<p>3</p> <p>3.3</p> <p>2.9</p> <p>3</p> <p>2.9</p>
Susan Black - susan.black@example.com	<p>Evaluation by others 2.14</p> <p>Self-evaluation 2</p> <p>Colleague 2.42</p> <p>Manager 3</p> <p>Subordinate 1.84</p>	<p>3</p> <p>2.5</p> <p>2.9</p> <p>3</p> <p>3</p>

COMPARISON WITH OTHERS - HEATMAP BY COMPETENCES

	Total rating	Assertiveness	Stress management	Recognition of emotions in others	Relationship building
Mia Brown - mia.brown@example.com	2.35	2.28	2.18	2.41	2.53
Jane Moon - jane.moon@example.com	2.29	2.46	2.11	2.36	2.24
Bill Smith - bill.smith@example.com	2.28	2.34	2.27	2.34	2.17
John Doe - john.doe@example.com	2.14	2.07	2.25	2.06	2.16
Susan Black - susan.black@example.com	2.13	2.17	2.04	2.15	2.14

1 - Disagree



4 - Agree

COMPARISON WITH OTHERS - HEATMAP BY QUESTIONS

ASSERTIVENESS

	Total rating	Reasonably asserts their thoughts, ideas, and needs, but not at the expense of others.	Can say "no."	Reacts appropriately to aggression or attack.	Openly communicates what they like and dislike.	Accepts criticism and responds constructively.	Can ask others for help or favors.
Jane Moon - jane.moon@example.com	2.46	2.33	2.50	2.29	2.67	2.13	2.86
Bill Smith - bill.smith@example.com	2.34	2.33	1.83	2.25	3.00	2.44	2.17
Mia Brown - mia.brown@example.com	2.28	2.50	2.13	2.67	2.00	2.50	1.86
Susan Black - susan.black@example.com	2.17	2.38	1.78	2.13	2.20	2.67	1.83
John Doe - john.doe@example.com	2.07	2.14	2.38	2.20	2.00	1.83	1.86

1 - Disagree



4 - Agree

STRESS MANAGEMENT

	Total rating	Even in challenging situations, has a positive and optimistic attitude.	Remains calm under pressure and controls their emotions.	Expresses emotions constructively and in a way that is understandable to partners.	Names and acts on priorities.	In challenging situations, focuses on the task at hand and is not distracted.	Approaches problems proactively, and seeks and proposes solutions.
Bill Smith - bill.smith@example.com	2.27	2.50	2.22	2.67	2.56	1.86	1.83
John Doe - john.doe@example.com	2.25	2.86	2.56	1.67	2.40	1.86	2.17
Mia Brown - mia.brown@example.com	2.18	2.29	2.00	1.88	1.67	3.00	2.25
Jane Moon - jane.moon@example.com	2.11	2.57	1.33	2.14	2.25	2.25	2.14
Susan Black - susan.black@example.com	2.04	2.71	2.00	2.00	1.88	2.00	1.67

1 - Disagree



4 - Agree

RECOGNITION OF EMOTIONS IN OTHERS

	Total rating	Is sensitive to the emotions of others and the atmosphere in the team.	Anticipates other people's reactions and acts accordingly.	Responds appropriately to other people's expressions of emotion.	Actively listens and asks questions.	Is an attentive and focused listener.	Is empathetic and able to see things through the eyes of others.
Mia Brown - mia.brown@example.com	2.41	2.67	2.33	2.14	2.60	2.71	2.00
Jane Moon - jane.moon@example.com	2.36	2.40	2.38	2.17	2.25	2.67	2.29
Bill Smith - bill.smith@example.com	2.34	2.43	2.40	2.29	2.50	2.17	2.22
Susan Black - susan.black@example.com	2.15	2.67	2.40	1.33	2.22	2.14	2.11
John Doe - john.doe@example.com	2.06	2.25	1.88	2.50	2.25	1.50	2.00

1 - Disagree



4 - Agree

RELATIONSHIP BUILDING

	Total rating	Contributes to good relationships and a positive atmosphere.	Is helpful and willing to give selfless advice.	Actively participates in the team.	Is interested in others, their opinions, and attitudes.	Respects the views of others and works with them.	Actively involves others in cooperation.
Mia Brown - mia.brown@example.com	2.53	2.88	2.63	2.70	2.86	2.33	1.75
Jane Moon - jane.moon@example.com	2.24	1.80	2.50	1.75	1.86	2.67	2.83
Bill Smith - bill.smith@example.com	2.17	2.00	2.29	2.43	1.88	2.11	2.29
John Doe - john.doe@example.com	2.16	2.67	2.29	1.88	2.11	2.00	2.00
Susan Black - susan.black@example.com	2.14	2.20	1.78	2.67	2.13	1.50	2.57

1 - Disagree



4 - Agree

SUMMARY FOR INDIVIDUAL QUESTIONS BY EVALUATION

REASONABLY ASSERTS THEIR THOUGHTS, IDEAS, AND NEEDS, BUT NOT AT THE EXPENSE OF OTHERS.

Mia Brown - mia.brown@example.com	2.5	3.4
Susan Black - susan.black@example.com	2.38	3.1
Bill Smith - bill.smith@example.com	2.33	2.8
Jane Moon - jane.moon@example.com	2.33	2.8
John Doe - john.doe@example.com	2.14	3.1

CAN SAY "NO."

Jane Moon - jane.moon@example.com	2.5	3.7
John Doe - john.doe@example.com	2.38	2.9
Mia Brown - mia.brown@example.com	2.13	2.9
Bill Smith - bill.smith@example.com	1.83	3
Susan Black - susan.black@example.com	1.78	3.2

REACTS APPROPRIATELY TO AGGRESSION OR ATTACK.

Mia Brown - mia.brown@example.com	2.67	2
Jane Moon - jane.moon@example.com	2.29	2.9
Bill Smith - bill.smith@example.com	2.25	2.9
John Doe - john.doe@example.com	2.2	2.2
Susan Black - susan.black@example.com	2.13	2.5

OPENLY COMMUNICATES WHAT THEY LIKE AND DISLIKE.

Bill Smith - bill.smith@example.com	3	3.2
Jane Moon - jane.moon@example.com	2.67	2
Susan Black - susan.black@example.com	2.2	2.6
John Doe - john.doe@example.com	2	3.3
Mia Brown - mia.brown@example.com	2	2.7

ACCEPTS CRITICISM AND RESPONDS CONSTRUCTIVELY.

Susan Black - susan.black@example.com	2.67	4.5
Mia Brown - mia.brown@example.com	2.5	3.2
Bill Smith - bill.smith@example.com	2.44	2.7
Jane Moon - jane.moon@example.com	2.13	2.5
John Doe - john.doe@example.com	1.83	3.2

CAN ASK OTHERS FOR HELP OR FAVORS.

Jane Moon - jane.moon@example.com	2.86	3.3
Bill Smith - bill.smith@example.com	2.17	2.7
John Doe - john.doe@example.com	1.86	2.4
Mia Brown - mia.brown@example.com	1.86	3.1
Susan Black - susan.black@example.com	1.83	2.8

EVEN IN CHALLENGING SITUATIONS, HAS A POSITIVE AND OPTIMISTIC ATTITUDE.

John Doe - john.doe@example.com	2.86	2.7
Susan Black - susan.black@example.com	2.71	3.3
Jane Moon - jane.moon@example.com	2.57	3.3
Bill Smith - bill.smith@example.com	2.5	2.7
Mia Brown - mia.brown@example.com	2.29	2.1

REMAINS CALM UNDER PRESSURE AND CONTROLS THEIR EMOTIONS.

John Doe - john.doe@example.com	2.56	2.8
Bill Smith - bill.smith@example.com	2.22	2.6
Mia Brown - mia.brown@example.com	2	3
Susan Black - susan.black@example.com	2	2.8
Jane Moon - jane.moon@example.com	1.33	3.2

EXPRESSES EMOTIONS CONSTRUCTIVELY AND IN A WAY THAT IS UNDERSTANDABLE TO PARTNERS.

Bill Smith - bill.smith@example.com	2.67	2.5
Jane Moon - jane.moon@example.com	2.14	3.9
Susan Black - susan.black@example.com	2	2.6
Mia Brown - mia.brown@example.com	1.88	2.4
John Doe - john.doe@example.com	1.67	2.8

NAMES AND ACTS ON PRIORITIES.

Bill Smith - bill.smith@example.com	2.56	3.2
John Doe - john.doe@example.com	2.4	3
Jane Moon - jane.moon@example.com	2.25	3
Susan Black - susan.black@example.com	1.88	2.6
Mia Brown - mia.brown@example.com	1.67	2.5

IN CHALLENGING SITUATIONS, FOCUSES ON THE TASK AT HAND AND IS NOT DISTRACTED.

Mia Brown - mia.brown@example.com	3	2
Jane Moon - jane.moon@example.com	2.25	3.5
Susan Black - susan.black@example.com	2	3
Bill Smith - bill.smith@example.com	1.86	3.4
John Doe - john.doe@example.com	1.86	3.7

APPROACHES PROBLEMS PROACTIVELY, AND SEEKS AND PROPOSES SOLUTIONS.

Mia Brown - mia.brown@example.com	2.25	2.5
John Doe - john.doe@example.com	2.17	2.7
Jane Moon - jane.moon@example.com	2.14	2.9
Bill Smith - bill.smith@example.com	1.83	3.8
Susan Black - susan.black@example.com	1.67	3

IS SENSITIVE TO THE EMOTIONS OF OTHERS AND THE ATMOSPHERE IN THE TEAM.

Mia Brown - mia.brown@example.com	2.67	2.8
Susan Black - susan.black@example.com	2.67	3.2
Bill Smith - bill.smith@example.com	2.43	2.6
Jane Moon - jane.moon@example.com	2.4	3.4
John Doe - john.doe@example.com	2.25	2.7

ANTICIPATES OTHER PEOPLE'S REACTIONS AND ACTS ACCORDINGLY.

Bill Smith - bill.smith@example.com	2.4	2.8
Susan Black - susan.black@example.com	2.4	2.8
Jane Moon - jane.moon@example.com	2.38	2.4
Mia Brown - mia.brown@example.com	2.33	4
John Doe - john.doe@example.com	1.88	2.6

RESPONDS APPROPRIATELY TO OTHER PEOPLE'S EXPRESSIONS OF EMOTION.

John Doe - john.doe@example.com	2.5	2.7
Bill Smith - bill.smith@example.com	2.29	3.1
Jane Moon - jane.moon@example.com	2.17	3
Mia Brown - mia.brown@example.com	2.14	2.6
Susan Black - susan.black@example.com	1.33	3.7

ACTIVELY LISTENS AND ASKS QUESTIONS.

Mia Brown - mia.brown@example.com	2.6	2.6
Bill Smith - bill.smith@example.com	2.5	2.9
Jane Moon - jane.moon@example.com	2.25	2.2
John Doe - john.doe@example.com	2.25	3.4
Susan Black - susan.black@example.com	2.22	2.8

IS AN ATTENTIVE AND FOCUSED LISTENER.

Mia Brown - mia.brown@example.com	2.71	2.6
Jane Moon - jane.moon@example.com	2.67	2.3
Bill Smith - bill.smith@example.com	2.17	3.2
Susan Black - susan.black@example.com	2.14	2.3
John Doe - john.doe@example.com	1.5	3.7

IS EMPATHETIC AND ABLE TO SEE THINGS THROUGH THE EYES OF OTHERS.

Jane Moon - jane.moon@example.com	2.29	2.9
Bill Smith - bill.smith@example.com	2.22	3
Susan Black - susan.black@example.com	2.11	3.4
John Doe - john.doe@example.com	2	3.5
Mia Brown - mia.brown@example.com	2	3.8

CONTRIBUTES TO GOOD RELATIONSHIPS AND A POSITIVE ATMOSPHERE.

Mia Brown - mia.brown@example.com	2.88	3.2
John Doe - john.doe@example.com	2.67	3.7
Susan Black - susan.black@example.com	2.2	2.6
Bill Smith - bill.smith@example.com	2	3.7
Jane Moon - jane.moon@example.com	1.8	3

IS HELPFUL AND WILLING TO GIVE SELFLESS ADVICE.

Mia Brown - mia.brown@example.com	2.63	3.6
Jane Moon - jane.moon@example.com	2.5	2.7
Bill Smith - bill.smith@example.com	2.29	3.1
John Doe - john.doe@example.com	2.29	3.1
Susan Black - susan.black@example.com	1.78	2.8

ACTIVELY PARTICIPATES IN THE TEAM.

Mia Brown - mia.brown@example.com	2.7	3.1
Susan Black - susan.black@example.com	2.67	3.2
Bill Smith - bill.smith@example.com	2.43	2.9
John Doe - john.doe@example.com	1.88	2.7
Jane Moon - jane.moon@example.com	1.75	3

IS INTERESTED IN OTHERS, THEIR OPINIONS, AND ATTITUDES.

Mia Brown - mia.brown@example.com	2.86	3.3
Susan Black - susan.black@example.com	2.13	3.2
John Doe - john.doe@example.com	2.11	3.4
Bill Smith - bill.smith@example.com	1.88	2.9
Jane Moon - jane.moon@example.com	1.86	2.3

RESPECTS THE VIEWS OF OTHERS AND WORKS WITH THEM.

Jane Moon - jane.moon@example.com	2.67	2.3
Mia Brown - mia.brown@example.com	2.33	3.3
Bill Smith - bill.smith@example.com	2.11	3.4
John Doe - john.doe@example.com	2	2.2
Susan Black - susan.black@example.com	1.5	2.7

ACTIVELY INVOLVES OTHERS IN COOPERATION.

Jane Moon - jane.moon@example.com	2.83	3.8
Susan Black - susan.black@example.com	2.57	3.3
Bill Smith - bill.smith@example.com	2.29	3.9
John Doe - john.doe@example.com	2	2.6
Mia Brown - mia.brown@example.com	1.75	2.7