

# ACME Digital

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## Values-Based Assessment

Customer Focus • Performance • Teamwork • Leadership and Innovation • Trust

*Profile for:*

**John Doe**

## The Feedback Report

This report contains information collected from the individuals you identified and asked to complete the Values-Based Assessment (VBA). As of this report, you had 1 Manager/Supervisor rating, 4 Peer ratings, 3 Direct Report ratings, and 3 Client ratings.

The report is organized into two sections. Section I consists of a summary of the average response of all respondents (excluding yourself) along each dimension. It also includes the average feedback received on each dimension by a comparison group of participants in this survey. Section II consists of your average responses from each rater category along with write-in comments.

The VBA dimensions are clustered into topic areas based on our research. The topic areas include Customer Focus and Performance (5 dimensions), Teamwork (4 dimensions), Leadership and Innovation (5 dimensions), and Trust (4 dimensions). The response scale ranged from a low of '1' – needs skill development, to '5' – highly skilled.

In section II, information is presented for each rater category. If only one person responded from either the Team Member or Peer categories, his/her response is removed to protect his/her anonymity.

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## Your Respondents

You requested feedback from the following individuals:

### Manager/Supervisor

Jones, Bob

### Peers

Doe, Jane

Johnson, Jim

Smith, Joan

Smith, Mike

### Direct Reports

Johnson, Larry

Jones, James

Public, Matt

### Clients

Doe, Susan

Jones, Mary

Smith, Ann

White, Luke

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Sample Report

## Section 1: Summary of Average Ratings

This section shows your average rating on each VBA dimension. The average ratings received by the other participants in the survey are shown for comparison.

<b>1. Customer Focus and Performance</b>	<b>Your Average</b>	<b>All Participants</b>
Achieves Impact	4.3	4.2
Develops Team Relationships	4.5	4.2
Fosters Information Sharing that Leads to Results	4.7	4.5
Develops Personal Relationships	4.0	4.1
Learns from Others	4.4	4.0

<b>2. Teamwork</b>	<b>Your Average</b>	<b>All Participants</b>
Understands Others	4.2	4.1
Can Take Others' Perspective	4.2	3.8
Puts Others at Ease	4.5	4.1
Respects Others	4.8	4.3

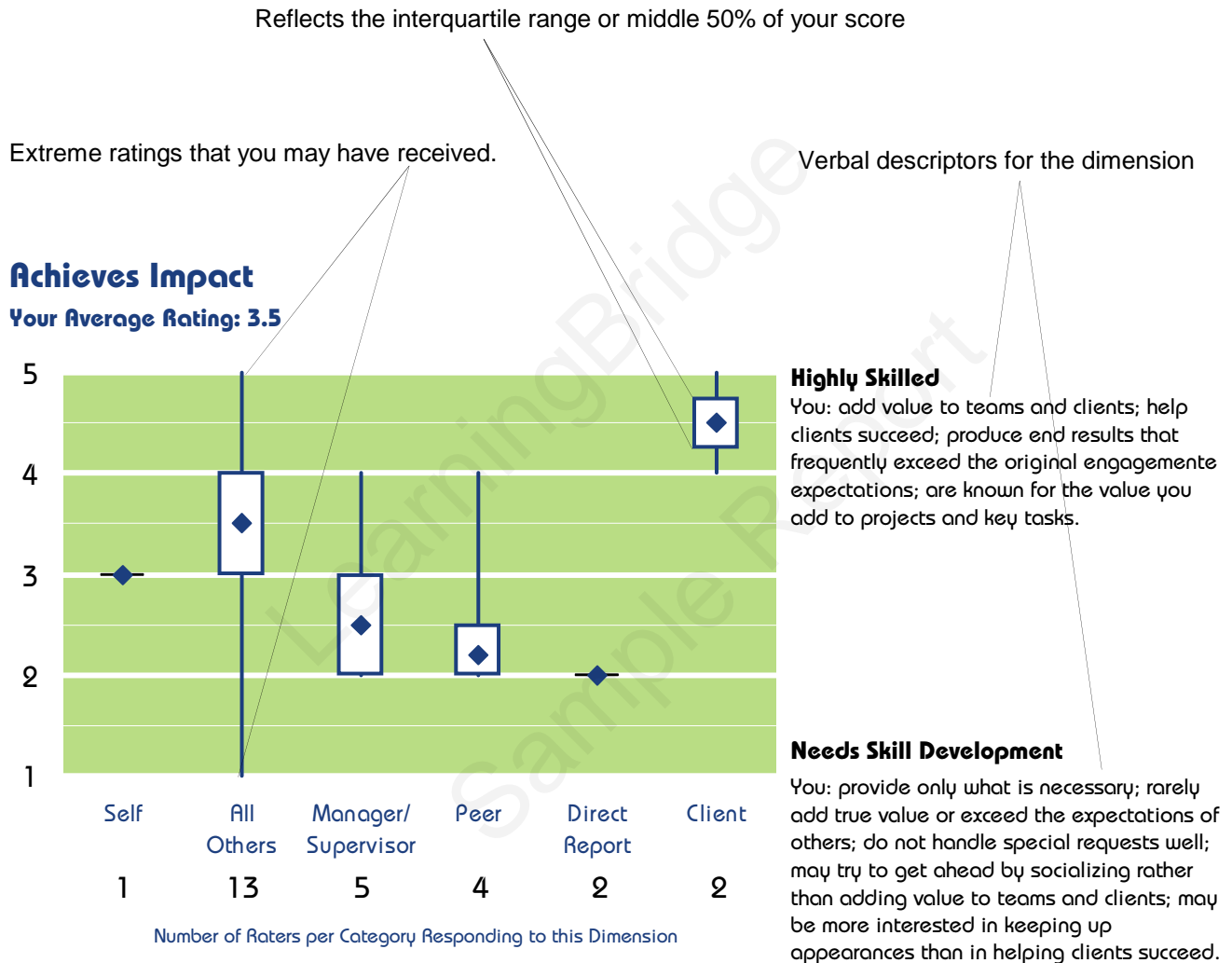
<b>3. Leadership and Innovation</b>	<b>Your Average</b>	<b>All Participants</b>
Challenges the Situation	4.0	3.8
Inspires a Shared Vision	4.0	3.9
Empowers Others	4.4	3.9
Models Effective Behavior	4.1	4.2
Celebrates Achievements	4.2	3.9

<b>4. Trust</b>	<b>Your Average</b>	<b>All Participants</b>
Generates Confidence	4.3	4.1
Engenders Mutual Trust	4.8	4.2
Is Dependable	4.6	4.4
Is Open To and With Others	4.3	4.1

## Section 2: Introduction

This section shows VBA dimensions by each rater category that is large enough to report (the "Peer", "Direct Report", and "Client" categories require at least two raters). The average ratings for each rater category are displayed visually on a graph along with verbal descriptors of the dimension. The graph contains point estimates of your average rating from each rater category as well as box-plots depicting the distribution of your ratings from each rater category.



### I like the way . . .

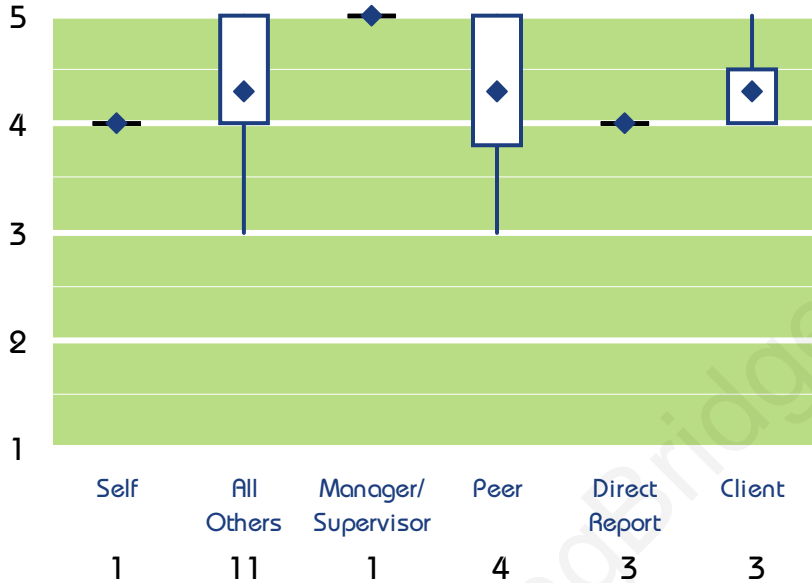
- ✓ I support specialized client requirements to keep my value with the client
- John leads by example...he understands his business and is always willing to help others

Indicates a self comment

## Section 2a: Customer Focus and Performance

### Achieves Impact

Your Average Rating: 4.3



#### Highly Skilled

You: add value to teams and others; help clients succeed; produce end results that frequently exceed the original expectations; are known for the value that you add to projects and key tasks.

#### Needs Skill Development

You: provide only what is necessary; rarely add true value or exceed the expectations of others.

Number of Raters per Category Responding to this Dimension

### I Like the Way . . .

- ✓ people know I don't need to be micro managed. If given a project I will complete it
- John takes the time to understand the task and shares his knowledge in a team setting
- John regularly offers assistance. John is always willing to help out and frequently exceeds the original expectations for the project.
- John drives to results. He has significantly contributed to numerous team projects.
- he gets you involved in projects.

### I Wish . . .

- ✓ that this role didn't encourage me to be task focused rather than encouraging the development long term solutions

### Section 3: Additional Comments

- John is great to work with. He's enthusiastic, energetic and smart.
- John is a well-rounded individual.
- very likable, enthusiastic and trustworthy and a great asset to any team.

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Sample Report