

TriMetrix 360

Tim Jones

Date: 5/22/2007

Accountability for Others

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	20	20	60	0
Supervisor: 1	0	0	40	40	20	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	30	20	20	30	0
Peer: 1	0	20	20	20	20	20
Customer: 1	0	0	20	20	60	0
Other: 1	0	0	0	40	60	0
Total: 9	0	8.89	15.56	31.11	42.22	2.22

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Tim Jones

Date: 5/22/2007

1. Takes responsibility for others' actions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	100	0	0	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	22.22	22.22	33.33	22.22	0

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Tim Jones

Date: 5/22/2007

2. Establishes appropriate performance standards for others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	100	0	0
Direct Report: 2	0	50	50	0	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	11.11	55.56	22.22	0

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Tim Jones

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3. Assumes personal accountability for others' performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	0	0	0	100
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	22.22	22.22	44.44	11.11

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4. Effectively confronts performance issues promptly.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	11.11	11.11	77.78	0

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Tim Jones

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5. Monitors performance, tracks results and measures achievement of key accountabilities.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	100	0	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	11.11	33.33	44.44	0

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Tim Jones

Date: 5/22/2007

Self Management

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	20	20	60	0
Supervisor: 1	0	0	0	60	40	0
Boss: 2	0	10	40	30	20	0
Direct Report: 2	0	0	20	10	70	0
Peer: 1	20	20	60	0	0	0
Customer: 1	0	0	0	60	40	0
Other: 1	0	0	20	20	60	0
Total: 9	2.22	4.44	24.44	26.67	42.22	0

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Tim Jones

Date: 5/22/2007

6. Prioritizes and completes tasks in order to deliver desired outcomes within allotted time frames.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	100	0	0	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	0	22.22	0	66.67	0

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Tim Jones

Date: 5/22/2007

7. Independently pursues business objectives in an organized and efficient manner.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	50	0	50	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	100	0	0	0
Total: 9	0	11.11	22.22	44.44	22.22	0

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Date: 5/22/2007

8. Prioritizes activities as necessary to meet job responsibilities.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	22.22	44.44	33.33	0

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Tim Jones

Date: 5/22/2007

9. Maintains required level of activity toward achieving goals without direct supervision.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	22.22	44.44	33.33	0

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Tim Jones

Date: 5/22/2007

10. Minimizes workflow disruptions and time wasters to complete high quality work within specified time frame.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	100	0	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	33.33	0	55.56	0

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Tim Jones

Date: 5/22/2007

Goal Achievement

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	40	20	0	40	0
Supervisor: 1	0	0	20	20	60	0
Boss: 2	0	0	50	30	20	0
Direct Report: 2	0	0	0	30	60	10
Peer: 1	0	40	60	0	0	0
Customer: 1	0	0	20	40	40	0
Other: 1	0	0	0	20	80	0
Total: 9	0	8.89	24.44	22.22	42.22	2.22

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Tim Jones

Date: 5/22/2007

11. Identifies and prioritizes activities that lead to a goal.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	100	0	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	100	0	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	0	55.56	33.33	0

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Tim Jones

Date: 5/22/2007

12. Establishes goals that are relevant, realistic and attainable.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	100	0	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	22.22	11.11	11.11	55.56	0

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Tim Jones

Date: 5/22/2007

13. Identifies and implements required plans and milestones to achieve specific business goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	0	0	0	0	50	50
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	33.33	11.11	44.44	11.11

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Tim Jones

Date: 5/22/2007

14. Initiates activity toward goals without unnecessary delay.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	44.44	22.22	33.33	0

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Tim Jones

Date: 5/22/2007

15. Stays on target to complete goals regardless of obstacles or adverse circumstances.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	100	0	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	33.33	11.11	44.44	0

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Tim Jones

Date: 5/22/2007

Results Orientation

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	16.67	50	33.33	0
Supervisor: 1	0	0	33.33	33.33	33.33	0
Boss: 2	8.33	16.67	16.67	16.67	25	16.67
Direct Report: 2	0	8.33	33.33	33.33	25	0
Peer: 1	0	0	0	50	50	0
Customer: 1	0	0	0	16.67	66.67	16.67
Other: 1	0	0	33.33	50	16.67	0
Total: 9	1.85	5.56	20.37	33.33	33.33	5.56

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Tim Jones

Date: 5/22/2007

16. Identifies the actions necessary to complete tasks and obtain results.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	50	0	0	0	0	50
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	0	100
Other: 1	0	0	100	0	0	0
Total: 9	11.11	0	11.11	33.33	22.22	22.22

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Tim Jones

Date: 5/22/2007

17. Maintains focus on goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	50	0	0	50	0
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	100	0	0	0
Total: 9	0	11.11	22.22	33.33	33.33	0

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Tim Jones

Date: 5/22/2007

18. Identifies and acts on removing potential obstacles to successful goal attainment.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	0	0	50
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	0	33.33	44.44	11.11

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Tim Jones

Date: 5/22/2007

19. Implements thorough and effective plans.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	50	50	0	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	33.33	33.33	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

20. Applies appropriate resources to produce desired results.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	33.33	44.44	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

21. Follows through on all commitments to achieve results.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	22.22	22.22	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Problem Solving

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	40	40	20	0
Supervisor: 1	0	0	20	40	40	0
Boss: 2	10	20	20	30	20	0
Direct Report: 2	0	20	10	30	30	10
Peer: 1	0	40	0	0	0	60
Customer: 1	0	0	0	80	20	0
Other: 1	40	0	0	0	40	20
Total: 9	6.67	13.33	13.33	31.11	24.44	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

22. Identifies key components of a problem to formulate a solution or solutions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	50	0	0	50	0	0
Direct Report: 2	0	50	0	0	0	50
Peer: 1	0	0	0	0	0	100
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	11.11	0	22.22	33.33	22.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

23. Analyzes all data relative to a problem.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	50	0	50	0	0
Direct Report: 2	0	50	0	0	50	0
Peer: 1	0	0	0	0	0	100
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	0	100
Total: 9	0	22.22	0	44.44	11.11	22.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

24. Divides complex issues into simpler components in order to achieve clarity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	50	0	50	0	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	0	0	0	100
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	33.33	22.22	22.22	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

25. Selects the best options available to solve specific problems.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	100	0	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	100	0	0	0	0	0
Total: 9	11.11	11.11	11.11	33.33	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

26. Applies all relevant resources to implement suitable solutions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	100	0	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	100	0	0	0	0	0
Total: 9	11.11	11.11	22.22	33.33	22.22	0

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Tim Jones

Date: 5/22/2007

Customer Focus

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	20	60	20	0
Supervisor: 1	0	0	20	20	60	0
Boss: 2	0	0	0	40	50	10
Direct Report: 2	30	0	0	30	40	0
Peer: 1	0	20	20	40	20	0
Customer: 1	0	0	20	60	20	0
Other: 1	0	60	20	20	0	0
Total: 9	6.67	8.89	11.11	37.78	33.33	2.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

27. Demonstrates commitment to customer satisfaction.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	100	0	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	100	0	0	0	0
Total: 9	0	22.22	0	33.33	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

28. Consistently places a high value on customers and all issues related to customers.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	0	50	50
Direct Report: 2	50	0	0	0	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	100	0	0	0	0
Total: 9	11.11	11.11	22.22	22.22	22.22	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

29. Objectively listens to, understands and represents customer feedback.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	50	0	0	0	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	100	0	0	0	0
Total: 9	11.11	11.11	0	22.22	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

30. Anticipates customer needs and develops appropriate solutions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	50	0	0	0	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	100	0	0	0
Total: 9	11.11	0	11.11	44.44	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

31. Meets all promises and commitments made to customers.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	100	0	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	22.22	66.67	11.11	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Planning and Organization

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	20	20	40	20	0
Supervisor: 1	0	0	0	40	60	0
Boss: 2	10	30	10	20	30	0
Direct Report: 2	0	0	0	30	70	0
Peer: 1	0	20	20	0	40	20
Customer: 1	0	0	40	20	40	0
Other: 1	0	0	40	20	40	0
Total: 9	2.22	11.11	15.56	24.44	44.44	2.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

32. Establishes a process for activities that lead to the implementation of systems, procedures or outcomes.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	100	0	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	22.22	55.56	11.11	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

33. Defines plans and organizes activities necessary to reach targeted goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	22.22	11.11	66.67	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

34. Organizes and utilizes resources in ways that maximize their effectiveness.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	50	50	0	0	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	100	0	0	0
Total: 9	11.11	22.22	11.11	0	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

35. Implements appropriate plans and adjusts them as necessary.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	50	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	0	0	100
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	100	0	0	0
Total: 9	0	11.11	22.22	22.22	33.33	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

36. Consistently demonstrates organization and detail orientation.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	0	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	0	33.33	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Interpersonal Skills

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	20	20	20	40	0
Supervisor: 1	0	0	40	60	0	0
Boss: 2	30	10	30	20	0	10
Direct Report: 2	0	0	10	30	60	0
Peer: 1	0	0	0	60	40	0
Customer: 1	0	0	0	40	60	0
Other: 1	0	0	0	60	40	0
Total: 9	6.67	4.44	15.56	37.78	33.33	2.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

37. Interacts with others in a positive manner.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	50	50	0	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	11.11	55.56	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

38. Initiates and develops business relationships in positive ways.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	50	0	0	50	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	11.11	44.44	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

39. Successfully works with a wide range of people at varying levels of organizations.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	100	0	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	22.22	33.33	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

40. Communicates with others in ways that are clear, considerate and understandable.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	50	0	0	0	0	50
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	22.22	11.11	44.44	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

41. Demonstrates ease in relating with a diverse range of people of varying backgrounds, ages, experience and education levels.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	50	0	0	50	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	11.11	44.44	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Diplomacy and Tact

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	20	0	60	20	0
Supervisor: 1	0	0	20	20	40	20
Boss: 2	0	30	0	30	30	10
Direct Report: 2	0	0	30	40	30	0
Peer: 1	0	0	20	60	20	0
Customer: 1	0	20	40	20	20	0
Other: 1	0	20	0	20	60	0
Total: 9	0	13.33	15.56	35.56	31.11	4.44

TriMetrix 360

Tim Jones

Date: 5/22/2007

42. Treat others fair, regardless of personal biases or beliefs.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	100	0	0	0	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	22.22	22.22	0	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

43. Maintains positive relationships with others through treating them fairly.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	0	50	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	0	55.56	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

44. Demonstrates respect for others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	0	100
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	100	0	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	0	55.56	22.22	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

45. Demonstrates an understanding and value of differences between people.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	50	0	50
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	22.22	44.44	22.22	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

46. Respects diversity in race, national origin, religion, gender, age and disability.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	100	0	0	0	0
Total: 9	0	22.22	33.33	22.22	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Conceptual Thinking

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	20	40	0	20	20
Supervisor: 1	0	0	20	80	0	0
Boss: 2	0	0	0	30	60	10
Direct Report: 2	0	0	20	40	40	0
Peer: 1	0	0	40	40	20	0
Customer: 1	0	20	40	20	20	0
Other: 1	0	40	60	0	0	0
Total: 9	0	8.89	26.67	31.11	28.89	4.44

TriMetrix 360

Tim Jones

Date: 5/22/2007

47. Analyzes hypothetical situations or abstract concepts to compile insight.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	100	0	0	0	0
Total: 9	0	11.11	55.56	11.11	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

48. Demonstrates ability to forecast long-range outcomes and develop suitable business strategies.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	50	0	50
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	100	0	0	0	0
Other: 1	0	100	0	0	0	0
Total: 9	0	33.33	22.22	33.33	0	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

49. Identifies, evaluates and communicates potential impacts of hypothetical situations.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	100	0	0	0
Total: 9	0	0	22.22	44.44	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

50. Defines options to leverage opportunities in achieving business goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	100	0	0	0
Total: 9	0	0	22.22	44.44	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

51. Develops plans and strategies that lead to desired strategic outcomes.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	0	100
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	100	0	0	0
Total: 9	0	0	11.11	22.22	55.56	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

Decision-making

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	60	40	0
Supervisor: 1	0	0	40	0	60	0
Boss: 2	10	30	10	30	0	20
Direct Report: 2	0	0	10	40	50	0
Peer: 1	0	0	60	0	40	0
Customer: 1	0	40	20	40	0	0
Other: 1	40	20	0	0	40	0
Total: 9	6.67	13.33	17.78	26.67	31.11	4.44

TriMetrix 360

Tim Jones

Date: 5/22/2007

52. Analyzes all aspects of a situation to gain thorough insight to make decisions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	50	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	100	0	0	0	0	0
Total: 9	11.11	11.11	22.22	22.22	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

53. Analyzes data necessary for decision-making.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	50	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	100	0	0	0	0	0
Total: 9	11.11	11.11	11.11	33.33	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

54. Makes major decisions impacting strategic outcomes appropriately and effectively.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	50	0	0	50	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	100	0	0	0	0
Total: 9	11.11	11.11	11.11	44.44	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

55. Makes decisions in a timely manner.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	50	0	0	0	50
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	100	0	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	22.22	22.22	0	44.44	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

56. Demonstrates ability to make unpopular and difficult decisions when necessary.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	50	0	0	50
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	100	0	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	22.22	33.33	22.22	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

Empathetic Outlook

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	20	80	0
Supervisor: 1	0	40	40	0	20	0
Boss: 2	10	40	40	0	0	10
Direct Report: 2	0	10	10	30	50	0
Peer: 1	0	0	20	60	20	0
Customer: 1	0	20	20	40	20	0
Other: 1	0	0	20	60	20	0
Total: 9	2.22	17.78	22.22	26.67	28.89	2.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

57. Demonstrates the capacity to perceive and understand the feelings and attitudes of others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	50	0	0	50
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	100	0	0	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	22.22	22.22	33.33	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

58. Demonstrates awareness of how actions will directly and indirectly impact others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	100	0	0	0	0
Boss: 2	0	50	50	0	0	0
Direct Report: 2	0	50	0	0	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	33.33	11.11	33.33	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

59. Listens to others attentively.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	100	0	0	0	0
Boss: 2	0	50	50	0	0	0
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	22.22	33.33	33.33	11.11	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

60. Demonstrates regard for and sensitivity to the feelings of others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	50	0	50	0	0	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	0	22.22	44.44	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

61. Values and respects the diversity of others and their beliefs.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	100	0	0	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	100	0	0	0
Total: 9	0	22.22	22.22	0	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Personal Accountability

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	60	40	0
Supervisor: 1	0	20	0	20	40	20
Boss: 2	40	30	0	0	20	10
Direct Report: 2	0	0	20	40	40	0
Peer: 1	0	0	20	40	40	0
Customer: 1	0	0	40	40	20	0
Other: 1	0	0	0	40	60	0
Total: 9	8.89	8.89	11.11	31.11	35.56	4.44

TriMetrix 360

Tim Jones

Date: 5/22/2007

62. Takes responsibility and is answerable for personal actions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	100	0	0	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	22.22	0	55.56	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

63. Accepts personal responsibility for the consequences of personal actions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	100	0	0	0	0
Boss: 2	50	50	0	0	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	22.22	11.11	22.22	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

64. Avoids placing unnecessary blame on others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	50	0	0	0	50	0
Direct Report: 2	0	0	100	0	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	33.33	33.33	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

65. Maintains personal commitment to objectives regardless of the success or failure of personal decisions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	0	100
Boss: 2	50	0	0	0	0	50
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	0	11.11	33.33	22.22	22.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

66. Applies personal lessons learned from past failures to moving forward in achieving future successes.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	50	0	0	0	50	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	0	0	11.11	77.78	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Developing Others

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	40	60	0	0
Supervisor: 1	0	20	40	20	20	0
Boss: 2	0	0	0	10	50	40
Direct Report: 2	0	0	20	30	40	10
Peer: 1	0	0	20	40	40	0
Customer: 1	0	0	0	80	20	0
Other: 1	0	0	0	60	40	0
Total: 9	0	2.22	15.56	37.78	33.33	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

67. Contributes to the growth and development of others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	0	50	50
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	11.11	33.33	44.44	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

68. Strongly advocates for the growth and development of others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	100	0	0	0	0
Boss: 2	0	0	0	50	0	50
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	0	55.56	22.22	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

69. Devotes appropriate time to training, coaching and developing others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	0	50	50
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	22.22	33.33	33.33	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

70. Understands the implications of varied learning styles and their importance to individual development.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	0	50	50
Direct Report: 2	0	0	50	0	0	50
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	33.33	11.11	33.33	22.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

71. Regularly follows up and holds others accountable for their performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	11.11	55.56	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Objective Listening

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	20	20	0	60	0
Supervisor: 1	0	0	20	0	80	0
Boss: 2	20	10	0	30	20	20
Direct Report: 2	0	0	20	10	70	0
Peer: 1	0	0	20	20	60	0
Customer: 1	0	0	20	0	80	0
Other: 1	0	0	0	60	40	0
Total: 9	4.44	4.44	13.33	17.78	55.56	4.44

TriMetrix 360

Tim Jones

Date: 5/22/2007

72. Listens to many points of view without bias.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	100	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	50	0	50
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	11.11	11.11	66.67	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

73. Values others' points of view.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	50	0	0	50	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	0	22.22	66.67	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

74. Regularly solicits input from others and listens to them without interrupting.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	50	0	0	0	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	0	33.33	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

75. Represents others' points of view impartially.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	0	0	50
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	22.22	11.11	44.44	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

76. Verifies understanding of others' feedback.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	33.33	11.11	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Influencing Others

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	60	40	0	0	0	0
Supervisor: 1	0	0	20	40	40	0
Boss: 2	0	0	20	30	50	0
Direct Report: 2	0	0	0	40	60	0
Peer: 1	0	0	0	20	80	0
Customer: 1	0	0	0	40	60	0
Other: 1	0	0	40	40	20	0
Total: 9	6.67	4.44	11.11	31.11	46.67	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

77. Personally affects others' actions, decisions, opinions or thinking.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	11.11	55.56	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

78. Effectively impacts others' actions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	100	0	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	100	0	0	0
Total: 9	0	11.11	22.22	11.11	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

79. Gains commitment from others to achieve desired results.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	100	0	0	0	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	100	0	0	0
Total: 9	11.11	0	11.11	33.33	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

80. Analyzes others' opinions and leads them to understand and willingly accept desired alternatives.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	100	0	0	0	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	0	44.44	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

81. Persuades others in a positive manner.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	100	0	0	0	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	0	11.11	11.11	66.67	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Leading Others

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	40	0	60
Supervisor: 1	0	0	0	60	40	0
Boss: 2	10	10	40	10	20	10
Direct Report: 2	10	20	20	10	40	0
Peer: 1	0	0	0	60	40	0
Customer: 1	0	0	20	80	0	0
Other: 1	0	0	0	80	20	0
Total: 9	4.44	6.67	15.56	40	24.44	8.89

TriMetrix 360

Tim Jones

Date: 5/22/2007

82. Organizes and motivates people to accomplish goals while creating a sense of order and direction.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	0	100
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	0	0	50
Direct Report: 2	0	50	50	0	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	22.22	33.33	11.11	22.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

83. Inspires others with a compelling vision.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	0	100
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	50	0	50	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	0	66.67	11.11	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

84. Empowers others to accomplish common goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	0	100
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	50	0	50	0	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	22.22	44.44	11.11	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

85. Represents a positive, motivational example for others to emulate in becoming leaders.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	50	0	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	22.22	22.22	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

86. Supports others through providing clarity, direction, organization and purpose.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	50	0	50	0	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	11.11	33.33	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Resiliency

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	20	80	0
Supervisor: 1	0	0	60	0	40	0
Boss: 2	20	30	10	10	30	0
Direct Report: 2	0	0	10	50	40	0
Peer: 1	0	0	20	20	60	0
Customer: 1	0	0	0	40	60	0
Other: 1	0	0	0	40	60	0
Total: 9	4.44	6.67	13.33	26.67	48.89	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

87. Quick recovery from adversity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	0	50	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	0	33.33	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

88. Continues toward goals in the face of difficulty and adversity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	50	0	0	50	0
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	33.33	22.22	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

89. Handles criticism and rejection from others with objectivity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	50	0	50	0	0
Direct Report: 2	0	0	0	100	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	11.11	55.56	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

90. Recovers quickly from personal setbacks.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	50	0	0	0	50	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	11.11	11.11	66.67	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

91. Moves past unforeseen obstacles without unnecessary delay.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	50	0	50	0	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	0	11.11	11.11	66.67	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Teamwork

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	60	20	20
Supervisor: 1	0	20	20	20	40	0
Boss: 2	0	20	10	20	50	0
Direct Report: 2	0	0	20	30	50	0
Peer: 1	0	0	60	40	0	0
Customer: 1	0	0	40	40	20	0
Other: 1	0	0	0	20	80	0
Total: 9	0	6.67	20	31.11	40	2.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

92. Cooperates with others to meet objectives.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	50	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	0	66.67	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

93. Discards personal agenda to cooperate with other team members in meeting objectives.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	50	0	0	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	22.22	22.22	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

94. Contributes positively and productively to team projects.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	0	100
Supervisor: 1	0	100	0	0	0	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	33.33	0	44.44	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

95. Builds and sustains a trust relationship with each member of the team.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	11.11	44.44	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

96. Supports other team members and team decisions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	0	50	0
Direct Report: 2	0	0	50	0	50	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	33.33	22.22	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Continuous Learning

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	40	40	20
Boss: 2	0	0	10	40	40	10
Direct Report: 2	0	20	20	30	30	0
Peer: 1	0	0	20	40	20	20
Customer: 1	0	0	0	60	40	0
Other: 1	0	0	0	60	40	0
Total: 9	0	4.44	8.89	48.89	31.11	6.67

TriMetrix 360

Tim Jones

Date: 5/22/2007

97. Takes personal responsibility and action toward learning and implementing new ideas, methods and technologies.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	50	50	0	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	11.11	44.44	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

98. Researches job related topics to improve understanding, expertise and personal performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	0	100
Boss: 2	0	0	0	50	0	50
Direct Report: 2	0	50	0	50	0	0
Peer: 1	0	0	0	0	0	100
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	0	55.56	0	33.33

TriMetrix 360

Tim Jones

Date: 5/22/2007

99. Continually updates business skills.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	22.22	33.33	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

100. Activity seeks suitable opportunities to implement newly acquired skills and knowledge.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	0	0	0	100	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	11.11	44.44	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

101. Provides expertise, knowledge and information to others as required.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	0	66.67	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

Self-Starting Ability

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	20	80	0
Supervisor: 1	0	0	20	20	60	0
Boss: 2	0	0	30	50	20	0
Direct Report: 2	0	30	20	20	20	10
Peer: 1	0	0	0	20	80	0
Customer: 1	60	20	0	0	20	0
Other: 1	0	20	20	20	40	0
Total: 9	6.67	11.11	15.56	24.44	40	2.22

TriMetrix 360

Tim Jones

Date: 5/22/2007

102. Initiates and sustains momentum without external stimulation.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	100	0	0	0
Total: 9	0	0	22.22	44.44	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

103. Initiates relevant activities toward achieving business goals.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	50	50	0	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	100	0	0	0	0	0
Other: 1	0	0	0	100	0	0
Total: 9	11.11	11.11	11.11	22.22	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

104. Independently completes projects and produces desired results.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	100	0	0
Direct Report: 2	0	50	0	50	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	100	0	0	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	11.11	0	33.33	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

105. Requires little or no supervision to stay focused on necessary activities.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	50	0	0	50	0
Peer: 1	0	0	0	0	100	0
Customer: 1	100	0	0	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	11.11	11.11	11.11	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

106. Readily identifies and pursues business opportunities without outside direction.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	100	0	0	0
Direct Report: 2	0	0	0	0	50	50
Peer: 1	0	0	0	100	0	0
Customer: 1	0	100	0	0	0	0
Other: 1	0	100	0	0	0	0
Total: 9	0	22.22	33.33	11.11	22.22	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

Conflict Management

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	40	60	0
Supervisor: 1	0	0	20	40	40	0
Boss: 2	0	0	10	30	60	0
Direct Report: 2	20	10	0	30	20	20
Peer: 1	0	0	40	60	0	0
Customer: 1	0	40	60	0	0	0
Other: 1	0	20	0	0	80	0
Total: 9	4.44	8.89	15.56	28.89	37.78	4.44

TriMetrix 360

Tim Jones

Date: 5/22/2007

107. Resolves differing points of view constructively.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	100	0	0	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	0	0	50	50	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	100	0	0	0	0
Other: 1	0	100	0	0	0	0
Total: 9	0	22.22	22.22	33.33	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

108. Faces difficult issues with objectivity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	0	0	50	50
Peer: 1	0	0	0	100	0	0
Customer: 1	0	100	0	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	0	33.33	44.44	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

109. Considers all opinions and facts before drawing conclusions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	50	0	0	50	0	0
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	0	22.22	22.22	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

110. Identifies appropriate solutions for volatile situations.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	50	0	50	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	11.11	11.11	33.33	44.44	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

111. Negotiates acceptable solutions between parties to successfully move beyond confrontation.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	50	0	0	0	0	50
Peer: 1	0	0	100	0	0	0
Customer: 1	0	0	100	0	0	0
Other: 1	0	0	0	0	100	0
Total: 9	11.11	0	22.22	22.22	33.33	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

Flexibility

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	40	60	0
Supervisor: 1	0	0	0	40	60	0
Boss: 2	0	0	10	50	30	10
Direct Report: 2	0	10	60	30	0	0
Peer: 1	0	0	0	80	20	0
Customer: 1	0	0	0	60	40	0
Other: 1	0	0	0	40	40	20
Total: 9	0	2.22	15.56	46.67	31.11	4.44

TriMetrix 360

Tim Jones

Date: 5/22/2007

112. Demonstrates the ability to readily modify, respond to and integrate change with minimal personal resistance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	100	0	0
Direct Report: 2	0	0	100	0	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	0	100
Total: 9	0	0	22.22	55.56	11.11	11.11

TriMetrix 360

Tim Jones

Date: 5/22/2007

113. Adapts effectively to changing plans and priorities.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	50	50	0	0
Direct Report: 2	0	0	100	0	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	33.33	44.44	22.22	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

114. Demonstrates the capacity to handle multiple tasks at one time.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	50	50	0
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	100	0	0
Other: 1	0	0	0	100	0	0
Total: 9	0	0	11.11	55.56	33.33	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

115. Deals comfortably with ambiguity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	100	0	0
Supervisor: 1	0	0	0	0	100	0
Boss: 2	0	0	0	0	100	0
Direct Report: 2	0	50	0	50	0	0
Peer: 1	0	0	0	0	100	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	100	0	0
Total: 9	0	11.11	0	33.33	55.56	0

TriMetrix 360

Tim Jones

Date: 5/22/2007

116. Adjusts preset plans as necessary with minimal resistance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self: 1	0	0	0	0	100	0
Supervisor: 1	0	0	0	100	0	0
Boss: 2	0	0	0	50	0	50
Direct Report: 2	0	0	50	50	0	0
Peer: 1	0	0	0	100	0	0
Customer: 1	0	0	0	0	100	0
Other: 1	0	0	0	0	100	0
Total: 9	0	0	11.11	44.44	33.33	11.11