

Let me first say that I am glad I did more than the required number of responses on this questionnaire. I think that some people did not give honest feedback in their responses because the overwhelming majority of responses were positive. Although this may be true, I felt like some responses were more telling than others. That being said, I have broken down the scores into how I perceived them (the actual scores will be attached in a .csv along with this document). These interpreted scores are a compilation of all the responses, both closed and open response.

Interpersonal Skills	Very Effective
Integrity	Disagree to Effective
Problem Solving	Very Effective
Initiative and Risk Taking	Effective
Self Awareness	50% Disagree 50% Agree
Time Management	Very Effective
Team Work	Effective
Vision	Very Effective
Cultural Understanding and Appreciation	Very Effective or Non Applicable

Due to the nature of my job, church calling, and living situations, I do not get to interact with people very much. This has been a hindrance in my ability to excel as a leader. In fact, I go a lot of days without talking to a person in real life. At work I typically receive a list of things to do and I do them. That being said, I am surprised that people judged me on my ability to work in a team given the fact that I hardly ever work as a team. For this reason, that I believe people rated “excellent” rather than something else.

To summarize what I have found in my self evaluation and what others perceive me to be, I think that others viewed me significantly more positively than I viewed myself. For example, I rated myself as not a very effective problem solver but others praised me for my analytical abilities. Additionally, I would say that I am not a very good

team player. However, people's written responses described me as being positive and easy to work with. The only areas where the responses matched up were in cultural understanding and appreciation as well as time management.

Expanding on these last two points, I would say that time management is definitely one of my biggest strengths. I always try to give accurate estimates to how long certain tasks will take and make an above ordinary effort to meet those deadlines. As for cultural understanding, I would say that this is one of my biggest strengths. I have lived and traveled to many exotic areas of the world and worked and lived with people of many different cultures, religions, and challenges. Others around me recognize this diversity and assume that I can work well in different cultures and appreciate diversity.

However, for every strength that I mentioned, I do have certain weaknesses. The first and most prominent weakness that I have, and others have mentioned, is integrity. It is not that I am dishonest but I sometimes fail to communicate my priorities or what tasks I have agreed to take on. This is also a stem off of self awareness, which I scored fairly low on, as it comes back to communication. Others have mentioned that I will take on projects that I never said I was going to do while neglecting others that were assigned to me. While I could create an excuse for this behavior, I do know what I can do better.

This brings me to what I want to improve on this semester: integrity. I believe this is something that will take much longer than a semester to work on and, given my work environment, may be hard to make right. However, I have promised myself and other team members that I will communicate what tasks I will work on and what ones I will not. This will assist me in relaying that I am a trustworthy person.

In order to accomplish this I will use my strength of time management to plan out times when I talk, slack message, or email my peers in regards to what projects I will be able to accomplish. By creating tasks for myself and then reaffirming those tasks with others I will be able to measure the progress of my goals and gather feedback on my performance. I know that I can become a more trustworthy person if I set goals and have other people depending on me to accomplish those goals.

Survey Actions Distributions **Data & Analysis** Reports

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Recorded Responses **8**
Responses in Progress **0**

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<input type="checkbox"/>	Recorded Date	Q130 - Please enter the name of the student that you are assessing for this quest...	Q6 - What is this person's greatest weakness?	Q18 - How effective is this person as a leader?	Actions
<input type="checkbox"/>	Feb 15, 2019 7:57 PM	Nate Kelley	Basketball	Very Effective	<input type="button" value="v"/>
<input type="checkbox"/>	Feb 15, 2019 7:51 PM	Nathan Kelley	Can lose focus of main idea.	Very Effective	<input type="button" value="v"/>
<input type="checkbox"/>	Feb 15, 2019 7:33 PM	Nate Kelley	Let's fear get the best of him.	Effective	<input type="button" value="v"/>
<input type="checkbox"/>	Feb 15, 2019 7:23 PM	Nate Kelley	Headstrong, has a hard time being vulnerable	Very Effective	<input type="button" value="v"/>
<input type="checkbox"/>	Feb 15, 2019 7:11 PM	Nathan Kelley	He tends to be too understanding at times and lets others direct things when he has been designated team leader	Very Effective	<input type="button" value="v"/>
<input type="checkbox"/>	Feb 15, 2019 7:06 PM	Nate Kelley	Sometimes he sees situations as more simple and easy than they actually are.	Effective	<input type="button" value="v"/>
<input type="checkbox"/>	Feb 15, 2019 6:53 PM	Quinn Pitcher	Ice cream	Very Effective	<input type="button" value="v"/>
<input type="checkbox"/>	Feb 15, 2019 6:50 PM	Nathan Kelley	Not understanding/recognizing his strengths.	Very Effective	<input type="button" value="v"/>

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Q3_1

Interpersonal Skills

How effective is the person at: - Recognizing the value
of people with different talents and skills

{"ImportId":"QID118_1"}

Very Effective

Very Effective

Effective

Neither Effective nor Ineffective

Very Effective

Very Ineffective

Very Effective

Very Effective

Q3_2

Interpersonal Skills

How effective is the person at: - Resolving conflict with team members

{"ImportId":"QID118_2"}

Very Effective

Very Effective

Effective

Effective

Effective

Very Ineffective

Effective

Very Effective

Q3_3

Interpersonal Skills

How effective is the person at: - Adjusting to change without frustration

{"ImportId":"QID118_3"}

Very Effective

Very Effective

Effective

Very Effective

Effective

Very Ineffective

Effective

Very Effective

Q3_4

Interpersonal Skills

How effective is the person at: - Communicating with others

{"ImportId":"QID118_4"}

Effective

Very Effective

Ineffective

Very Effective

Effective

Very Ineffective

Neither Effective nor Ineffective

Very Effective

Q3_5

Interpersonal Skills

How effective is the person at: - Interacting with other people in a positive way

{"ImportId":"QID118_5"}

Very Effective

Very Effective

Neither Effective nor Ineffective

Very Effective

Very Effective

Very Ineffective

Effective

Very Effective

Q3_6

Interpersonal Skills

How effective is the person at: - Gaining support from others

{"ImportId":"QID118_6"}

Neither Effective nor Ineffective

Very Effective

Neither Effective nor Ineffective

Effective

Very Effective

Very Ineffective

Very Effective

Effective

Q3_7

Interpersonal Skills

How effective is the person at: - Demonstrating genuine concern for others

{"ImportId":"QID118_7"}

Neither Effective nor Ineffective

Very Effective

Neither Effective nor Ineffective

Very Effective

Effective

Very Ineffective

Very Effective

Very Effective

Q4_1

Integrity

Please indicate your agreement with the following statements. The person is: - Committed to the highest standard of integrity

{"ImportId":"QID116_1"}

Strongly Agree

Strongly Agree

Disagree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q4_2

Integrity

Please indicate your agreement with the following statements. The person is: - Prepared to handle issues with ethical implications?

{"ImportId":"QID116_2"}

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q4_3

Integrity

Please indicate your agreement with the following
statements. The person is: - Able to make "wise" and
"values-based" decisions

{"ImportId":"QID116_3"}

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q4_4

Integrity

Please indicate your agreement with the following
statements. The person is: - Someone I trust

{"ImportId":"QID116_4"}

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q4_5

Integrity

Please indicate your agreement with the following statements. The person is: - Honest and credible

{"ImportId":"QID116_5"}

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q4_6

Integrity

Please indicate your agreement with the following statements. The person is: - Willing to admit and accept responsibility for their mistakes

{"ImportId":"QID116_6"}

Strongly Agree

Strongly Agree

Agree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q4_7

Integrity

Please indicate your agreement with the following statements. The person is: - A positive ethical role model for you

{"ImportId":"QID116_7"}

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q4_8

Integrity

Please indicate your agreement with the following
statements. The person is: - Of the highest character

{"ImportId":"QID116_8"}

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q5_1

Problem Solving

How effective is the person at: - Demonstrating innovative thinking

{"ImportId":"QID123_1"}

Very Effective

Very Effective

Effective

Neither Effective nor Ineffective

Very Effective

Very Ineffective

Very Effective

Very Effective

Q5_2

Problem Solving

How effective is the person at: - Understanding and defining problems

{"ImportId":"QID123_2"}

Very Effective

Very Effective

Effective

Effective

Very Effective

Very Ineffective

Effective

Very Effective

Q5_3

Problem Solving

How effective is the person at: - Generating alternative solutions to problems

{"ImportId":"QID123_3"}

Very Effective

Very Effective

Effective

Neither Effective nor Ineffective

Very Effective

Very Ineffective

Very Effective

Very Effective

Q5_4

Problem Solving

How effective is the person at: - Sorting through various proposals/options to identify the optimum solution

{"ImportId":"QID123_4"}

Very Effective

Very Effective

Neither Effective nor Ineffective

Effective

Very Effective

Very Ineffective

Very Effective

Very Effective

Q5_5

Problem Solving

How effective is the person at: - Demonstrating sound reasoning for decisions

{"ImportId":"QID123_5"}

Very Effective

Very Effective

Neither Effective nor Ineffective

Neither Effective nor Ineffective

Very Effective

Very Ineffective

Effective

Very Effective

Q6_1

Initiative and Risk Taking

Please indicate your agreement with the following statements. The person: - Demonstrates a willingness to take the lead

{"ImportId":"QID125_1"}

Agree

Strongly Agree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q6_2

Initiative and Risk Taking

Please indicate your agreement with the following statements. The person: - Is willing to take an unpopular stand

{"ImportId":"QID125_2"}

Strongly Agree

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q6_3

Initiative and Risk Taking

Please indicate your agreement with the following statements. The person: - Takes prompt actions when unexpected opportunities arise

{"ImportId":"QID125_3"}

Strongly Agree

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q6_4

Initiative and Risk Taking

Please indicate your agreement with the following statements. The person: - Perseveres despite organizational obstacles

{"ImportId":"QID125_4"}

Strongly Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q6_5

Initiative and Risk Taking

Please indicate your agreement with the following statements. The person: - Demonstrates an eagerness to support others as the leader

{"ImportId":"QID125_5"}

Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Strongly Agree

Agree

Agree

Q7_1

Self Awareness

Please indicate your agreement with the following statements. The person: - Is aware of their own weaknesses

{"ImportId":"QID124_1"}

Strongly Agree

Strongly Agree

Disagree

Agree

Neither Agree nor Disagree

Strongly Agree

Agree

Agree

Q7_2

Self Awareness

Please indicate your agreement with the following statements. The person: - Is aware of their own strengths

{"ImportId":"QID124_2"}

Disagree

Strongly Agree

Disagree

Agree

Neither Agree nor Disagree

Strongly Agree

Agree

Strongly Agree

Q7_3

Self Awareness

Please indicate your agreement with the following statements. The person: - Solicits and is open to regular feedback

{"ImportId":"QID124_3"}

Neither Agree nor Disagree

Strongly Agree

Agree

Neither Agree nor Disagree

Agree

Strongly Agree

Agree

Strongly Agree

Q7_4

Self Awareness

Please indicate your agreement with the following statements. The person: - Actively seeks to improve
{"ImportId":"QID124_4"}

Agree

Strongly Agree

Agree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q7_5

Self Awareness

Please indicate your agreement with the following statements. The person: - Understands other people and how they are perceived by them

{"ImportId":"QID124_5"}

Disagree

Strongly Agree

Disagree

Neither Agree nor Disagree

Agree

Strongly Agree

Neither Agree nor Disagree

Strongly Agree

Q8

What is this person's greatest weakness?

{"ImportId":"QID61_TEXT"}

Not understanding/recognizing his strengths.

Ice cream

Sometimes he sees situations as more simple and easy t

He tends to be too understanding at times and lets other

Headstrong, has a hard time being vulnerable

Let's fear get the best of him.

Can lose focus of main idea.

Basketball

Q9

What is this person's greatest strength?

{"ImportId":"QID63_TEXT"}

Flexibility and time-management skills.

Creativity

People skills - easy to like and get along with.

He makes everyone want to be involved and get invested

Innovation, integrity

Very creative.

Creative problem solver

Proactivity

Q10

Please describe a change that this person could make in their personal habits/behaviors that would improve their leadership ability.

{"ImportId":"QID94_TEXT"}

Thinking more positively about himself. I strongly believe
Expand network

He could learn how to better recognize when he should b
Be ok with failure. See that vulnerability is strength. Allo
Have huge ambition.
Better preparation and communication skills.

Q11_1

Time Management

Please indicate your agreement with the following statements. The person: - Establishes priorities effectively

{"ImportId":"QID120_1"}

Strongly Agree

Strongly Agree

Agree

Agree

Agree

Strongly Agree

Neither Agree nor Disagree

Strongly Agree

Q11_2

Time Management

Please indicate your agreement with the following statements. The person: - Makes efficient use of their time

{"ImportId":"QID120_2"}

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q11_3

Time Management

Please indicate your agreement with the following statements. The person: - Demonstrates the discipline to work effectively on high priority tasks

{"ImportId":"QID120_3"}

Strongly Agree

Strongly Agree

Agree

Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q11_4

Time Management

Please indicate your agreement with the following statements. The person: - Completes work assignments on time

{"ImportId":"QID120_4"}

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q12_1

Teamwork

Please indicate your agreement with the following statements. The person: - Provides ideas for solutions to team problems

{"ImportId":"QID122_1"}

Strongly Agree

Strongly Agree

Agree

Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q12_2

Teamwork

Please indicate your agreement with the following statements. The person: - Provides timely and accurate feedback

{"ImportId":"QID122_2"}

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q12_3

Teamwork

Please indicate your agreement with the following
statements. The person: - Effectively motivates others

{"ImportId":"QID122_3"}

Agree

Strongly Agree

Neither Agree nor Disagree

Strongly Agree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Q12_4

Teamwork

Please indicate your agreement with the following statements. The person: - Adapts to new ideas and courses of action

{"ImportId":"QID122_4"}

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Agree

Agree

Strongly Agree

Agree

Strongly Agree

Q12_5

Teamwork

Please indicate your agreement with the following statements. The person: - Actively listens to others

{"ImportId":"QID122_5"}

Agree

Strongly Agree

Neither Agree nor Disagree

Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q12_6

Teamwork

Please indicate your agreement with the following statements. The person: - Functions as a productive member of a team

{"ImportId":"QID122_6"}

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q12_7

Teamwork

Please indicate your agreement with the following statements. The person: - Understands group dynamics within an organization

{"ImportId":"QID122_7"}

Strongly Agree

Strongly Agree

Agree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q12_8

Teamwork

Please indicate your agreement with the following statements. The person: - Understands how their actions impact the work of others

{"ImportId":"QID122_8"}

Agree

Strongly Agree

Neither Agree nor Disagree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q13_1

Vision

How effective is the person at: - Articulating a vision for
an organization or group

{"ImportId":"QID121_1"}

Very Effective

Very Effective

Very Effective

Effective

Very Effective

Very Effective

Very Effective

Very Effective

Q13_2

Vision

How effective is the person at: - Formulating a strategy
for an organization or group

{"ImportId":"QID121_2"}

Very Effective

Very Effective

Neither Effective nor Ineffective

Effective

Very Effective

Very Effective

Effective

Very Effective

Q13_3

Vision

How effective is the person at: - Developing plans to accomplish project or organizational goals

{"ImportId":"QID121_3"}

Very Effective

Very Effective

Neither Effective nor Ineffective

Effective

Very Effective

Very Effective

Effective

Very Effective

Q13_4

Vision

How effective is the person at: - Inspiring others to accomplish objectives

{"ImportId":"QID121_4"}

Effective

Very Effective

Very Effective

Very Effective

Very Effective

Very Effective

Effective

Very Effective

Q13_5

Vision

How effective is the person at: - Keeping people focused
on future possibilities, rather than past
accomplishments

{"ImportId":"QID121_5"}

Effective

Very Effective

Effective

Neither Effective nor Ineffective

Very Effective

Very Effective

Effective

Very Effective

Q14

Please describe a change that this person could make in their organizational skills and behaviors that would improve their leadership ability.

{"ImportId":"QID108_TEXT"}

He could work on inspiring others and actively listening. Help those he leads understand his thought process and c

Task lists seem like a second thought to him, so maybe h
Be a little more open to things going wrong and adapting
Not sure.
Better planning skills

Q16_1

Cultural Understanding and Appreciation

Please indicate your agreement with the following statements. The person: - Appreciates and understands cultural norms and expectations

{"ImportId":"QID127_1"}

Strongly Agree

Strongly Agree

Neither Agree nor Disagree

Neither Agree nor Disagree

Strongly Agree

Strongly Agree

Agree

Strongly Agree

Q16_2

Cultural Understanding and Appreciation

Please indicate your agreement with the following statements. The person: - Interacts effectively with people of different backgrounds and cultures who may think and act differently

{"ImportId":"QID127_2"}

Strongly Agree

Strongly Agree

Agree

Neither Agree nor Disagree

Neither Agree nor Disagree

Strongly Agree

Agree

Strongly Agree

Q16_3

Cultural Understanding and Appreciation

Please indicate your agreement with the following statements. The person: - Appreciates cultural, gender and individual diversity within an organization

{"ImportId":"QID127_3"}

Strongly Agree

Strongly Agree

Agree

Agree

Agree

Strongly Agree

Agree

Strongly Agree

Q17

Please describe a change that this person could make in their global/cultural perspective that would improve their leadership ability.

{"ImportId":"QID109_TEXT"}

Keep researching. There is always more to learn about ot
Continue to travel abroad

Besides being more empathetic towards everyone, I'm not
I don't feel like I can honestly answer this. I haven't really
Have more diverse friends.
:)

Q18

How effective is this person as a leader?

{"ImportId":"QID129"}

Very Effective

Very Effective

Effective

Very Effective

Very Effective

Effective

Very Effective

Very Effective

Q19

Please add any final comments regarding this person's effectiveness as a leader.

{"ImportId":"QID110_TEXT"}

I would trust him in a plethora of leadership positions. He is great

He is confident in his abilities and charismatic. Just a great leader. Nate has incredible leadership skills. He has his eye on the future.

Well done. We love Nate.

Q19 - Sentiment Polarity

Q19 - Sentiment Polarity

{"ImportId":"QID110_TEXT_4297aa63f4d54e7fa6409b84!"
0
0

at guy.
ie prize and a very organized plan to get things done. He is

Q19 - Sentiment Score

Q19 - Sentiment Score

{"ImportId":"QID110_TEXT_4297aa63f4d54e7fa6409b84"

4

5

s spontaneous and methodical. He sees things clearly and

Q19 - Sentiment

Q19 - Sentiment

{"ImportId":"QID110_TEXT_4297aa63f4d54e7fa6409b84!

Positive

Positive

can articulate and argue ideas thoughtfully. He is a great

Q19 - Topics

Q19 - Topics

{"ImportId":"QID110_TEXT_4297aa63f4d54e7fa6409b841

Unknown

Unknown

team player and is adaptable. He is always looking for w:

Topics"}
}

ays to stretch himself, learn, and grow. I think Nate would excel in any leadership role he was put

in because he knows how to be a good follower, too.