

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.