

Student
UNC KENAN-FLAGLER
TEAM ASSESSMENT
February 2, 2017



UNC
KENAN-FLAGLER
BUSINESS SCHOOL



The UNC Kenan-Flagler Team Assessment is an instrument developed to provide feedback and a developmental focus to students on their strengths and development needs.

Section 1: Definitions-----	2
Section 2: Leadership Competencies, Rankings and Gap Analysis-----	3
Competency Ranks -----	3
Highest Rated Items in Leadership Competencies-----	4
Lowest Rated Items in Leadership Competencies-----	5
Perception Gap Analysis-----	6
Section 3: Comparative Analysis-----	7
Personal Leadership-----	7
Self-Awareness-----	7
Integrity-----	8
Communicating-----	9
Problem-Solving and Decision-Making-----	10
Team Leadership-----	11
Managing Conflict-----	11
Maximizing Group/Team Effectiveness-----	12
Cultural/Global Awareness-----	13
Performance-Oriented-----	14
Section 4: Written Comments-----	15

UNC Kenan-Flagler Team Assessment

Definitions

Student Evaluated: Student
of Team Members: 4

The following will provide a definition of each Report/Tab and give a brief overview of the report's intent:

NOTE: The # of team members at the top of each page only includes the number of team members who evaluated you. It does not include your self-assessment.

Competency Ranks: Ranks how you were rated, by competency, from highest to lowest, based on your team member's average total score. The survey average includes all Team members who completed the survey for your group.

Highest and Lowest Rated Items: Each page summarizes the ten highest or ten lowest rated items and the associated competency, and is based on your team member's average total score. The survey average includes all Team members who completed the survey for your group.

Perception Gap Analysis: Examines your self-rating compared to your team member's rating of you. The higher and lower extremes represent the largest perception gaps between you and your team members. The middle will reveal where you are most aligned with your team members.

Comparative Analysis: Each competency includes a summary at the top of the page comparing your average rating for the questions associated with that competency with the average rating for your team members. This is followed by a comparison of your self-rating with the average rating from your team members.

Asterisk (*): Indicates a gap of three or more points in your ratings from at least two team members for that rater group.

Comments: The report captures the exact response of those team members who chose to provide comments.

UNC Kenan-Flagler Team Assessment Competency Ranks

Student Evaluated: Student

of Team Members: 4

		Andrew's Self Rating	Team Members ratings							Class Average	
Competencies ranked from highest to lowest rating				0.0	1.0	2.0	3.0	4.0	5.0	6.0	
Integrity	5.00	5.08								5.20	
Problem-Solving and Decision-Making	4.67	5.00								4.96	
Maximizing Group / Team Effectiveness	5.20	4.90								5.04	
Cultural / Global Awareness	4.67	4.72								5.01	
Communication	5.00	4.70								4.89	
Performance-Oriented	4.50	4.63								4.87	
Self-Awareness	4.33	4.58								5.04	
Managing Conflict	4.25	4.52								4.88	

UNC Kenan-Flagler Team Assessment
Highest Rated Items in Leadership Competencies

Student Evaluated: Student
 # of Team Members: 4

Listed below are the 10 highest rated items from All Team members.

Item	Competency	Self Rating	Team Members Ratings	Class Average
Accepts responsibility for behavior; does not blame others.	Integrity	5.00	5.25	5.19
Follows through on commitments on-time.	Integrity	5.00	5.25	5.09
Listens until the other person finishes what they are saying before speaking.	Communication	4.00	5.25	5.05
Does not force opinion to "win" an argument.	Managing Conflict	3.00	5.00	5.02
Actively participates in meetings without dominating.	Maximizing Group / Team Effectiveness	5.00	5.00	4.96
Supportive of what needs to be accomplished by group / team.	Maximizing Group / Team Effectiveness	5.00	5.00	5.19
Takes on fair share of work.	Maximizing Group / Team Effectiveness	5.00	5.00	5.10
Solicits ideas, input and opinions from others, through open-ended questions.	Problem-Solving and Decision-Making	5.00	5.00	4.87
Considers pros and cons of different options with potential outcomes.	Problem-Solving and Decision-Making	5.00	5.00	4.94
Leverages learning from past experience to contribute to solutions.	Problem-Solving and Decision-Making	4.00	5.00	5.06

NOTE:

a. Rankings are based on your respondent's average total score and NA identifies a question not rated by "Self".

b. Sometimes, there may be more than 10 items ranked highest, as there are multiple items with the same score. In those cases, you will only see 10 items in the ranking.

UNC Kenan-Flagler Team Assessment
Lowest Rated Items in Leadership Competencies

Student Evaluated: Student
 # of Team Members: 4

Listed below are the 10 lowest rated items from All Team members.

Item	Competency	Self Rating	Team Members Ratings	Class Average
Addresses conflict in a timely manner.	Managing Conflict	4.00	4.25	4.79
Presents ideas or information persuasively.	Communication	4.00	4.25	4.88
Provides constructive feedback to others that is specific and actionable.	Managing Conflict	6.00	4.33	4.72
Shows awareness of own and others' feelings.	Self-Awareness	4.00	4.50	4.95
Avoids using stereotypes, biases, and making assumptions about others.	Self-Awareness	4.00	4.50	5.15
Seeks to understand and integrate others' perspectives rather than focusing on own agenda.	Managing Conflict	4.00	4.50	4.97
Watches for and reacts to listeners' nonverbal cues.	Communication	6.00	4.50	4.80
Establishes goals and drives for results.	Performance-Oriented	5.00	4.50	4.92
Willing to go the extra mile to complete an assignment.	Performance-Oriented	4.00	4.50	4.96
Continually looks for ways to improve processes.	Performance-Oriented	5.00	4.50	4.81

NOTE:

a. Rankings are based on your respondent's average total score and NA identifies a question not rated by "Self".

b. Sometimes, there may be more than 10 items ranked highest, as there are multiple items with the same score. In those cases, you will only see 10 items in the ranking.

UNC Kenan-Flagler Team Assessment Perception Gap Analysis

Student Evaluated: Student
of Team Members: 4

This report examines how an individual is perceived by others. The higher and lower extremes represent the largest perception gaps between self and team members. Between the two extremes are where perceptions are most aligned.

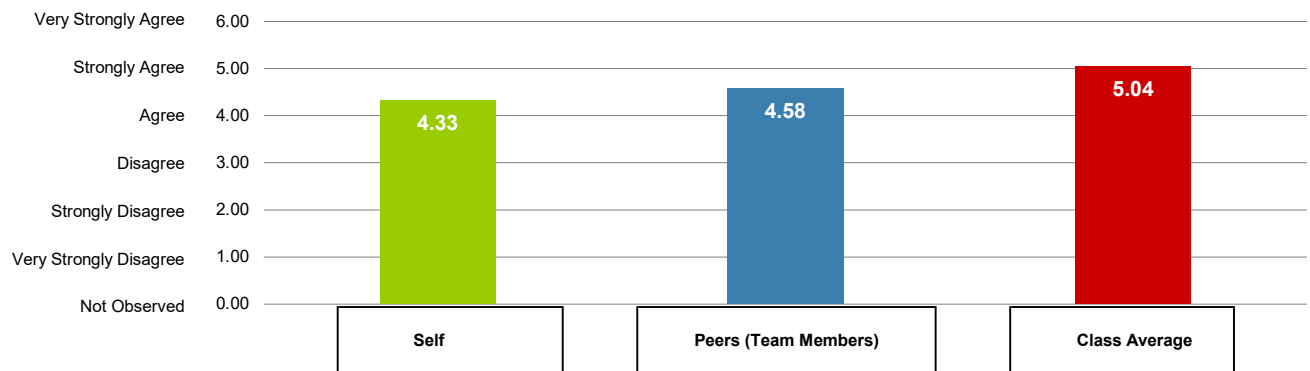
Question	Andrew's Self Rating		Team Members ratings						
	Self Rating	Team Members Rating	PERCEPTION GAPS						
			LOWER SELF	-3	-2	-1	0	+1	HIGHER SELF
Provides constructive feedback to others that is specific and actionable.	6.00	4.33							
Watches for and reacts to listeners' nonverbal cues.	6.00	4.50							
Adapts communication style for diverse audiences.	6.00	4.75							
Seeks feedback on assignment progress to ensure it is on track.	6.00	4.75							
Shows an interest in getting to know others from different cultures and backgrounds.	6.00	4.75							
Establishes goals and drives for results.	5.00	4.50							
Continually looks for ways to improve processes.	5.00	4.50							
Listens to and seeks to understand constructive feedback; does not become defensive.	5.00	4.75							
Treats people fairly and with respect.	5.00	4.75							
Expresses thoughts clearly verbally, and in writing.	5.00	4.75							
Works well with diverse members of a group to build positive relationships.	5.00	4.75							
Actively participates in meetings without dominating.	5.00	5.00							
Supportive of what needs to be accomplished by group / team.	5.00	5.00							
Takes on fair share of work.	5.00	5.00							
Solicits ideas, input and opinions from others, through open-ended questions.	5.00	5.00							
Considers pros and cons of different options with potential outcomes.	5.00	5.00							
Accepts responsibility for behavior; does not blame others.	5.00	5.25							
Follows through on commitments on-time.	5.00	5.25							
Addresses conflict in a timely manner.	4.00	4.25							
Presents ideas or information persuasively.	4.00	4.25							
Shows awareness of own and others' feelings.	4.00	4.50							
Avoids using stereotypes, biases, and making assumptions about others.	4.00	4.50							
Seeks to understand and integrate others' perspectives rather than focusing on own agenda.	4.00	4.50							
Willing to go the extra mile to complete an assignment.	4.00	4.50							
Displays knowledge of global business trends.	4.00	4.67							
Demonstrates sensitivity to cultural differences.	4.00	4.75							
Leverages learning from past experience to contribute to solutions.	4.00	5.00							
Anticipates problems and considers contingency plans.	4.00	5.00							
Listens until the other person finishes what they are saying before speaking.	4.00	5.25							
Does not force opinion to "win" an argument.	3.00	5.00							

NOTE: Rankings are based on your team members average total score and NA identifies a question not rated by "Self" and/or a question not rated by team members

UNC Kenan-Flagler Team Assessment Comparative Analysis

Student Evaluated: Student
of Team Members: 4

Self-Awareness Summary



Self-Awareness

Question	Source	Freq	Rating	VerySD	SD	Disag	Agree	SA	VerySA
Listens to and seeks to understand constructive feedback; does not become defensive.	Self	1	5.00						
	Peers (Team Members)	4	4.75						
	Class Average		5.02						
Shows awareness of own and others' feelings.	Self	1	4.00						
	Peers (Team Members)	4	* 4.50						
	Class Average		4.95						
Avoids using stereotypes, biases, and making assumptions about others.	Self	1	4.00						
	Peers (Team Members)	4	* 4.50						
	Class Average		5.15						

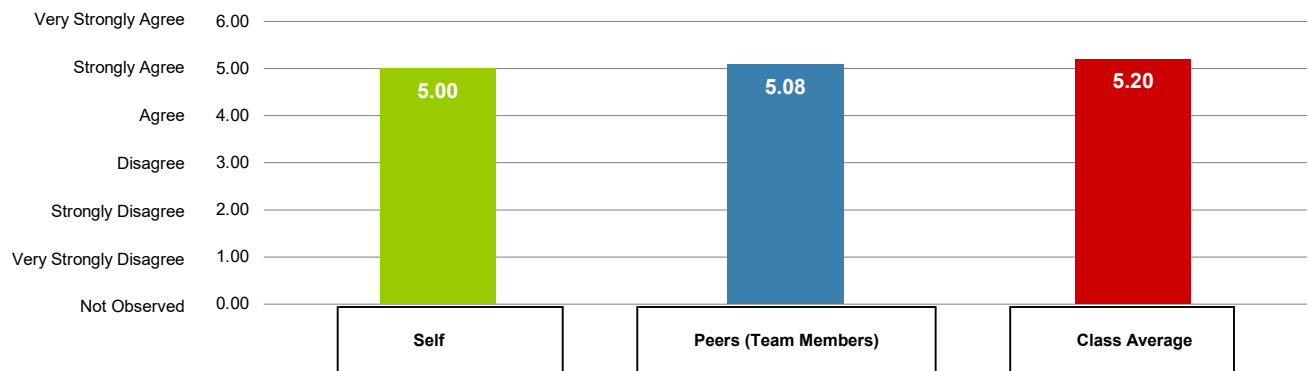
NOTE:

* = Gap of at least 3 points from at least two team members

UNC Kenan-Flagler Team Assessment Comparative Analysis

Student Evaluated: Student
of Team Members: 4

Integrity Summary



Integrity

Question	Source	Freq	Rating	VerySD	SD	Disag	Agree	SA	VerySA
Accepts responsibility for behavior; does not blame others.	Self	1	5.00						
	Peers (Team Members)	4	5.25						
	Class Average		5.19						
Treats people fairly and with respect.	Self	1	5.00						
	Peers (Team Members)	4	4.75						
	Class Average		5.33						
Follows through on commitments on-time.	Self	1	5.00						
	Peers (Team Members)	4	5.25						
	Class Average		5.09						

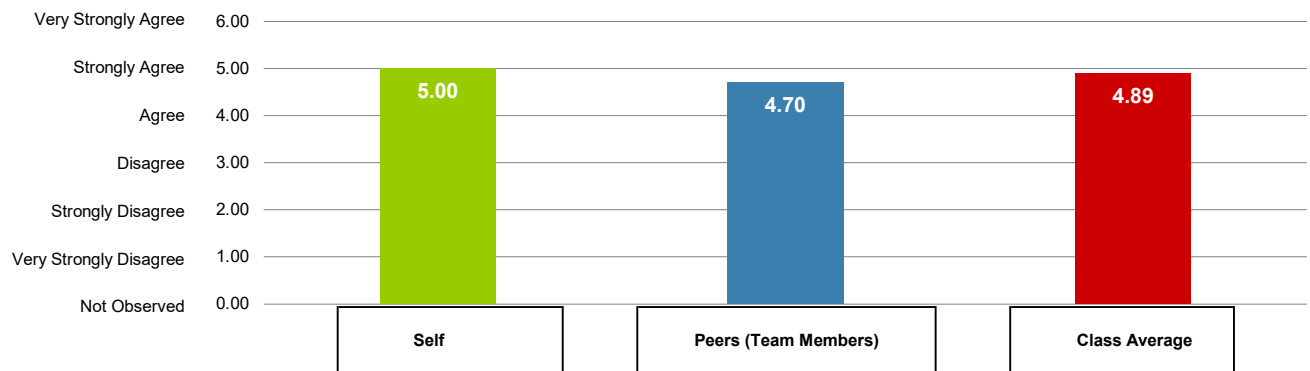
NOTE:

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UNC Kenan-Flagler Team Assessment Comparative Analysis

Student Evaluated: Student
of Team Members: 4

Communication Summary



Communication

Question	Source	Freq	Rating	VerySD	SD	Disag	Agree	SA	VerySA
Expresses thoughts clearly verbally, and in writing.	Self	1	5.00						
	Peers (Team Members)	4	4.75						
	Class Average		4.96						
Presents ideas or information persuasively.	Self	1	4.00						
	Peers (Team Members)	4	4.25						
	Class Average		4.88						
Listens until the other person finishes what they are saying before speaking.	Self	1	4.00						
	Peers (Team Members)	4	5.25						
	Class Average		5.05						
Watches for and reacts to listeners' nonverbal cues.	Self	1	6.00						
	Peers (Team Members)	4	4.50						
	Class Average		4.80						
Adapts communication style for diverse audiences.	Self	1	6.00						
	Peers (Team Members)	4	4.75						
	Class Average		4.75						

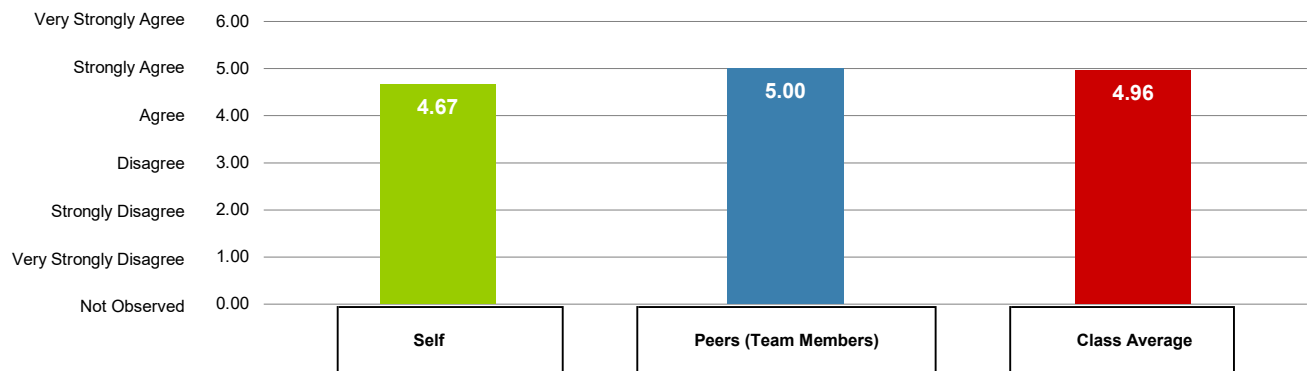
NOTE:

* = Gap of at least 3 points from at least two team members

UNC Kenan-Flagler Team Assessment Comparative Analysis

Student Evaluated: Student
of Team Members: 4

Problem Solving and Decision-Making Summary



Problem Solving and Decision-Making

Question	Source	Freq	Rating	VerySD	SD	Disag	Agree	SA	VerySA
Solicits ideas, input and opinions from others, through open-ended questions.	Self	1	5.00						
	Peers (Team Members)	4	5.00						
	Class Average		4.87						
Considers pros and cons of different options with potential outcomes.	Self	1	5.00						
	Peers (Team Members)	4	5.00						
	Class Average		4.94						
Leverages learning from past experience to contribute to solutions.	Self	1	4.00						
	Peers (Team Members)	3	5.00						
	Class Average		5.06						

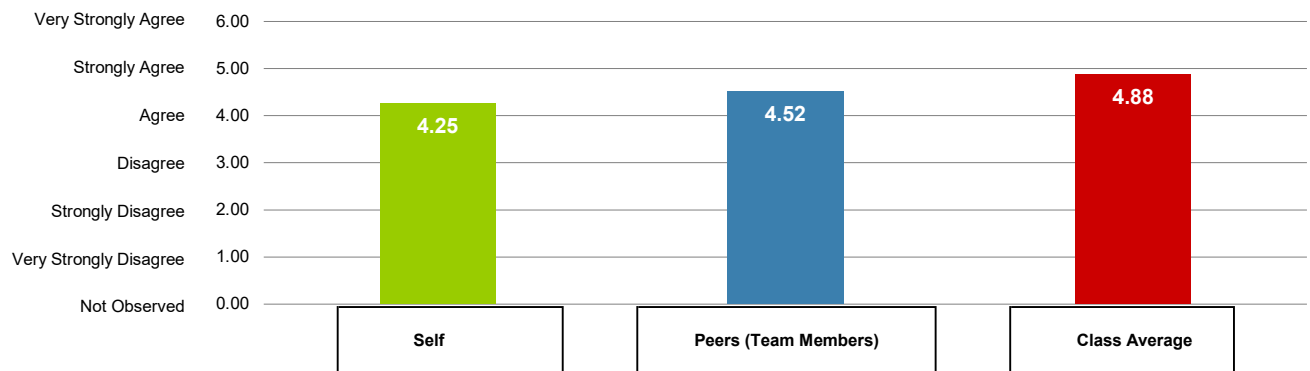
NOTE:

* = Gap of at least 3 points from at least two team members

UNC Kenan-Flagler Team Assessment Comparative Analysis

Student Evaluated: Student
of Team Members: 4

Managing Conflict Summary



Managing Conflict

Question	Source	Freq	Rating	VerySD	SD	Disag	Agree	SA	VerySA
Addresses conflict in a timely manner.	Self	1	4.00						
	Peers (Team Members)	4	* 4.25						
	Class Average		4.79						
Provides constructive feedback to others that is specific and actionable.	Self	1	6.00						
	Peers (Team Members)	3	4.33						
	Class Average		4.72						
Seeks to understand and integrate others' perspectives rather than focusing on own agenda.	Self	1	4.00						
	Peers (Team Members)	4	4.50						
	Class Average		4.97						
Does not force opinion to "win" an argument.	Self	1	3.00						
	Peers (Team Members)	4	5.00						
	Class Average		5.02						

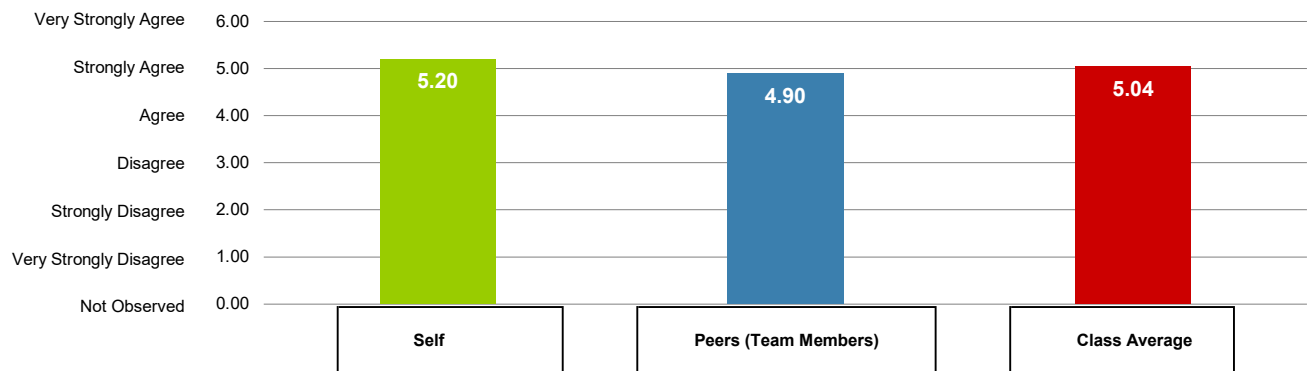
NOTE:

* = Gap of at least 3 points from at least two team members

UNC Kenan-Flagler Team Assessment Comparative Analysis

Student Evaluated: Student
of Team Members: 4

Maximizing Group/Team Effectiveness Summary



Maximizing Group/Team Effectiveness

Question	Source	Freq	Rating	VerySD	SD	Disag	Agree	SA	VerySA
Actively participates in meetings without dominating.	Self	1	5.00						
	Peers (Team Members)	4	5.00						
	Class Average		4.96						
Seeks feedback on assignment progress to ensure it is on track.	Self	1	6.00						
	Peers (Team Members)	4	4.75						
	Class Average		4.82						
Supportive of what needs to be accomplished by group / team.	Self	1	5.00						
	Peers (Team Members)	4	5.00						
	Class Average		5.19						
Takes on fair share of work.	Self	1	5.00						
	Peers (Team Members)	4	5.00						
	Class Average		5.10						
Works well with diverse members of a group to build positive relationships.	Self	1	5.00						
	Peers (Team Members)	4	4.75						
	Class Average		5.14						

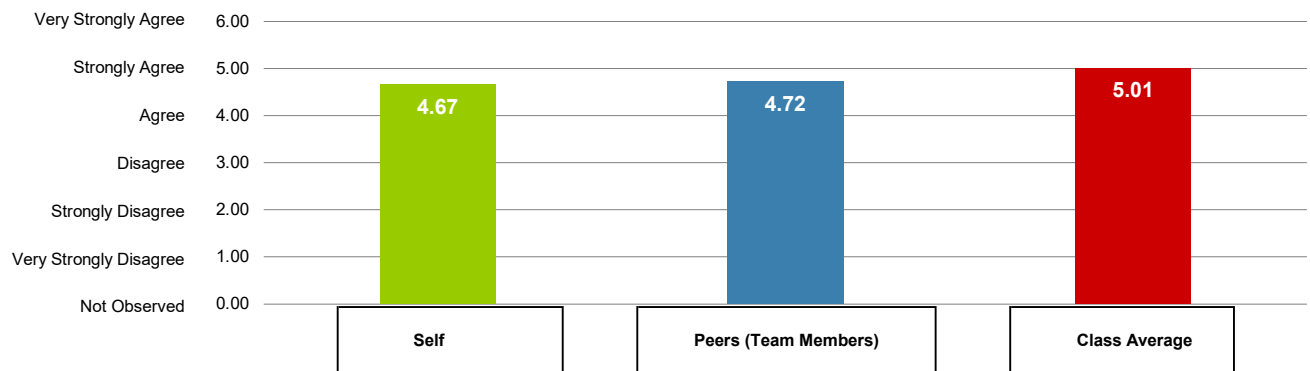
NOTE:

* = Gap of at least 3 points from at least two team members

UNC Kenan-Flagler Team Assessment Comparative Analysis

Student Evaluated: Student
of Team Members: 4

Cultural/Global Awareness Summary



Cultural/Global Awareness

Question	Source	Freq	Rating	VerySD	SD	Disag	Agree	SA	VerySA
Shows an interest in getting to know others from different cultures and backgrounds.	Self	1	6.00						
	Peers (Team Members)	4	4.75						
	Class Average		5.02						
Displays knowledge of global business trends.	Self	1	4.00						
	Peers (Team Members)	3	4.67						
	Class Average		4.94						
Demonstrates sensitivity to cultural differences.	Self	1	4.00						
	Peers (Team Members)	4	4.75						
	Class Average		5.07						

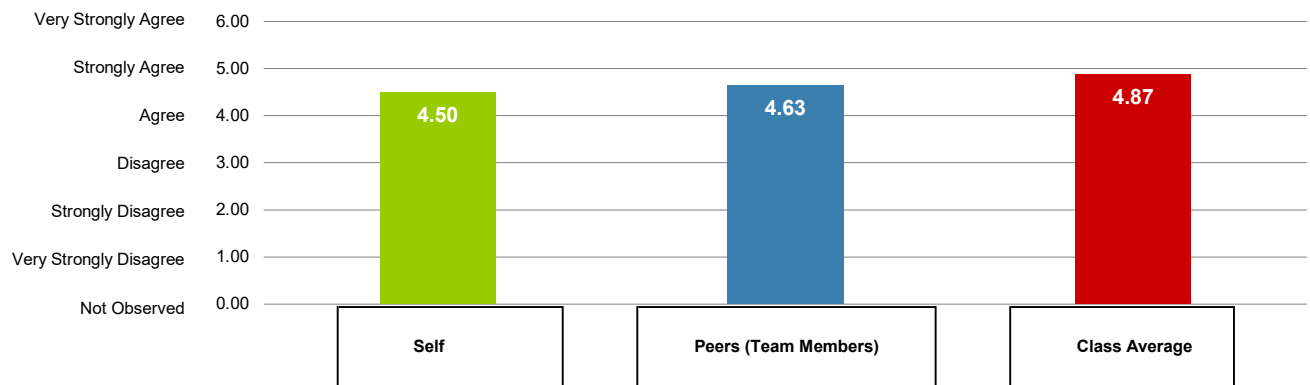
NOTE:

* = Gap of at least 3 points from at least two team members

UNC Kenan-Flagler Team Assessment Comparative Analysis

Student Evaluated: Student
of Team Members: 4

Performance-Oriented Summary



Performance-Oriented

Question	Source	Freq	Rating	0.00	VerySD	1.00	SD	2.00	Disag	3.00	Agree	4.00	SA	5.00	VerySA	6.00
Establishes goals and drives for results.	Self	1	5.00													
	Peers (Team Members)	4	4.50													
	Class Average		4.92													
Anticipates problems and considers contingency plans.	Self	1	4.00													
	Peers (Team Members)	3	5.00													
	Class Average		4.78													
Willing to go the extra mile to complete an assignment.	Self	1	4.00													
	Peers (Team Members)	4	4.50													
	Class Average		4.96													
Continually looks for ways to improve processes.	Self	1	5.00													
	Peers (Team Members)	4	4.50													
	Class Average		4.81													

NOTE:

* = Gap of at least 3 points from at least two team members

UNC Kenan-Flagler Team Assessment - Comments for Student

What would be one behavior that you would like this person to **START** doing to increase his/her effectiveness in a work group?

SELF: Self Response

TEAM MEMBERS:

Team member Responses

Team member Responses

Team member Responses

Team member Responses

What would be one behavior that contributed to your group that you would like this person to **KEEP** doing?

SELF: Self Response

TEAM MEMBERS:

Team member Responses

Team member Responses

Team member Responses

Team member Responses

What would be one behavior that made this person less effective in the group that you would like him/her to **STOP** doing?

SELF: Self Response

TEAM MEMBERS:

Team member Responses

Team member Responses

Team member Responses

Team member Responses