



General: Supervisor Development Report with Competency Feedba

for Suzanne Example

1/1/2018

[Introduction](#)

[Reading Your Report](#)

[Your Ability Results](#)

[The Model](#)

[Your ASSESS Results](#)

[Development Suggestions](#)

[Action Planning: Using Your ASSESS Results for Career Develop](#)

[Graphic Profile](#)



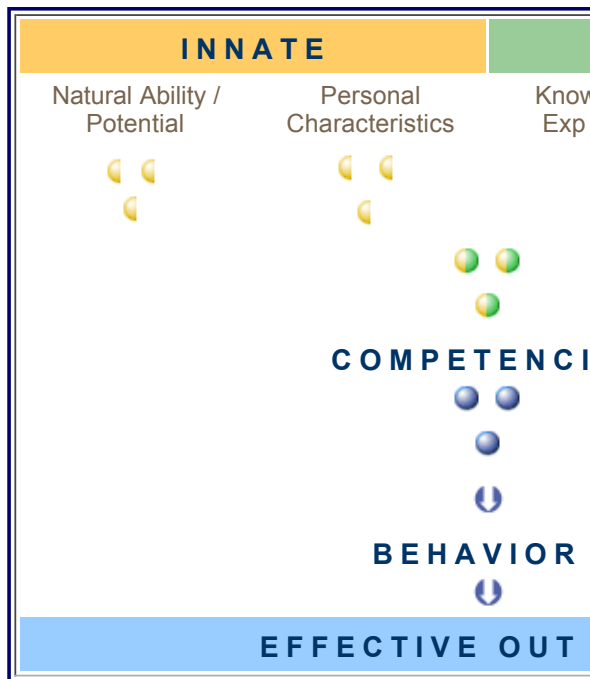
SAMPLE REPORT

In today's work environment, it is a given that we all must take personal responsibility at work -- so that we are prepared to maintain our current value in

Most organizations define what they need from people in terms of competencies that they regularly display to be effective in a current position or develop to be effective

How do you improve or develop competency? The first step is to understand the job to which you aspire. This ASSESS report provides the competency model defined by your organization.

The second step is to target and develop some of the building blocks of these competencies. Many factors working together, which include innate characteristics (natural knowledge, experience and skills) as is presented in the following chart.



The ASSESS system evaluates your work personality and (in some cases) a characteristics impact competency.

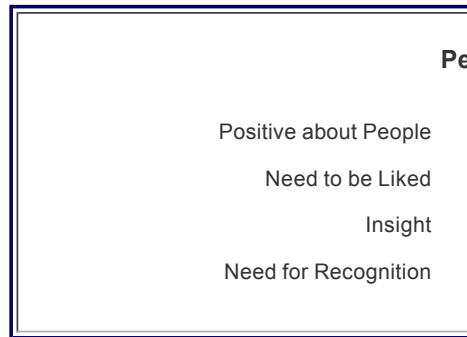
General: Supervisor

Decisive Judgment	Making good decisions in a timely and confident
Adapting To Change	Adapting to changing situations and restructuring the business and organization.
Planning And Organizing	Effectively organizing and planning work according to objectives and anticipating needs and priorities.
Driving For Results	Challenging, pushing the organization and themselves to achieve results.
Managing Others	Directing and leading others to accomplish organizational goals.
Coaching And Developing Others	Advising, assisting, mentoring and providing feedback to promote the development of work-related competencies and skills.
Motivating Others	Inspiring others to perform well by actively conveying a positive attitude and encouraging good job performance.
Functional Acumen*	Having the skills, knowledge and abilities necessary to perform the content of a job.
Integrity*	Upholding a high standard of fairness and ethics.

**Competencies not strongly impacted by the personality characteristics measured by ASSESS be obtained for these competencies using the Assess 360 system.*

Coaching And Developing Others

Advising, assisting, mentoring and providing feedback to others to encourage and inspire the development of work-related competencies and long-term career growth.



Comments:

Potential Strengths

- Thoughtful and perceptive about people, you should be able to recognize subtle differences and to take the time to ensure that you understand the needs, motivations and circumstances of others. Adapt your approach accordingly.
- Your high need for personal recognition should help you to understand how meaningful feedback is to other people and the importance of using these motivational tools in coaching situations.

Potential Concerns

- Apt to be guarded and distrustful of others, you may have difficulty developing and maintaining the relationship needed in a coaching role. In order to be effective, you should make a personal level, to those you coach. A good starting point is to disclose some of your own experiences and how you have worked to overcome them.
- Your relatively low need to please others may interfere with the development of a coaching relationship. You may need to make a special effort to become more supportive and helpful.

While the dimensions measured by ASSESS can address a desire or willingness to evaluate whether you have the requisite knowledge and experience to truly guide so organization. In developing this competency, take into account feedback from others you have gained from previous coaching work.

Low Need to be Liked

Competency(ies) This May Impact:

- Managing Others
- Coaching And Developing Others

Your assessment responses suggest that you may not put much effort into building and n work. Having cooperative work relationships can often make the difference between su like to build better, more cooperative, and more productive relationships at work, consi

Activities

Focus on cooperation and being a team player when working with others. Try to avoid

Pay attention to the needs and concerns of others. Make a concerted effort to give peop attention to the way in which each person you work with contributes to the success of y

Work on developing more of a "win-win" style in dealing with others. Recognize that c important in developing and maintaining effective work relationships.

Consider the development of your human relations skills in general. You will find that th support from others, can be very large.

Below are some resources you may find helpful in developing your ability to work with

The following resource(s) should be helpful:

Books

[Crucial Accountability: Tools for Resolving Violated Expectations, Broken Commitmer](#)
Joseph Grenny, Ron McMillan, Al Switzler, 2013. [Overview](#)

[Resolving Conflicts At Work : A Complete Guide for Everyone on the Job](#) Joan Golds
[The Power of a Positive No: Save The Deal Save The Relationship and Still Say No W](#)
[The Art of People: 11 Simple People Skills That Will Get You Everything You Want](#)
[People Styles at Work...And Beyond: Making Bad Relationships Good and Good Rela](#)

Dorothy Grover Bolton, 2009. [Overview](#)

[Networkling: Building Relationships and Opportunities for Success](#) Melissa Giovagnoli
[The Like Switch: An Ex-FBI Agent's Guide to Influencing, Attracting, and Winning Pec](#)
Karlin, 2015. [Overview](#)

[People Skills for Business: Winnng Social Skills That Put You Ahead of The Competiti](#)

Multimedia

[Radical Collaboration: Five Essential Skills to Overcome Defensiveness and Build Succ](#)
[Relationships](#) Unknown, 2010. [Overview](#)

[Power Questions: Build Relationships, Win New Business, and Influence Others](#) Unkn
[The Keys to Higher Awareness](#) Audible.com, 2005. [Overview](#)

[The Lowdown: Dodging the Bullet - Effective Risk Communication Skills](#) Audible.com,
[How to Work Effectively With People Who Act, Think & Work SO Differently From](#)
Group, 2017. [Overview](#)

[Relationship Strategies](#) Fred Pryor Seminars & CareerTrack. [Overview](#)