

# TriMetrix 360

Tim Jones

Date: 5/22/2007

## Accountability for Others

	Strongly Disagree			Strongly Agree
Self: 1	4.4			
Supervisor: 1	3.79			
Boss: 2	4.5			
Direct Report: 2	3.5			
Peer: 1	3.5			
Customer: 1	4.4			
Other: 1	4.59			
Total: 9	4.09			

1. Takes responsibility for others' actions.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	3			
Boss: 2	4.5			
Direct Report: 2	2			
Peer: 1	4			
Customer: 1	3			
Other: 1	4			
Total: 9	3.55			

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2. Establishes appropriate performance standards for others.

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	4			
Boss: 2	4			
Direct Report: 2	2.5			
Peer: 1	5			
Customer: 1	4			
Other: 1	5			
Total: 9	3.88			

3. Assumes personal accountability for others' performance.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	3			
Boss: 2	4.5			
Direct Report: 2	3.5			
Peer: 0				
Customer: 1	5			
Other: 1	5			
Total: 8	4.25			

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4. Effectively confronts performance issues promptly.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	5			
Boss: 2	5			
Direct Report: 2	5			
Peer: 1	3			
Customer: 1	5			
Other: 1	4			
Total: 9	4.66			

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

	Strongly Disagree			Strongly Agree
Self: 1	3			
Supervisor: 1	4			
Boss: 2	4.5			
Direct Report: 2	4.5			
Peer: 1	2			
Customer: 1	5			
Other: 1	5			
Total: 9	4.11			

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## Self Management

	Strongly Disagree			Strongly Agree
Self: 1	4.4			
Supervisor: 1	4.4			
Boss: 2	3.6			
Direct Report: 2	4.5			
Peer: 1	2.39			
Customer: 1	4.4			
Other: 1	4.4			
Total: 9	4.02			

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	5			
Boss: 2	4			
Direct Report: 2	4			
Peer: 1	1			
Customer: 1	5			
Other: 1	5			
Total: 9	4.11			

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 2	3			
Direct Report: 2	4.5			
Peer: 1	3			
Customer: 1	4			
Other: 1	3			
Total: 9	3.77			

8. Prioritizes activities as necessary to meet job responsibilities.

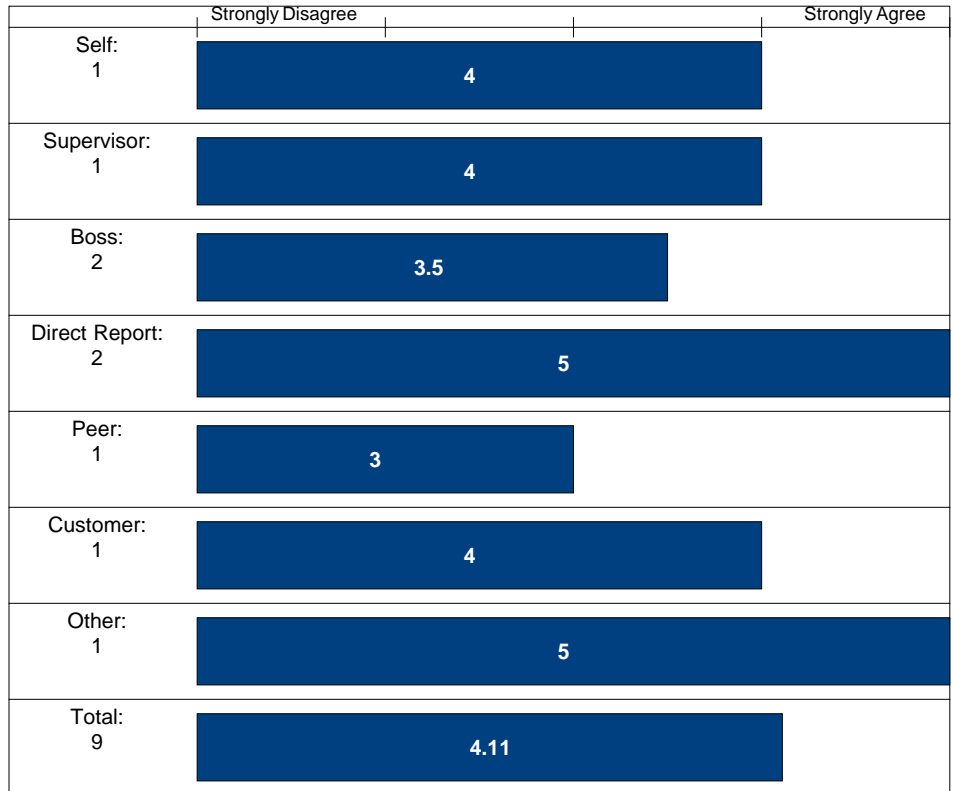
	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 2	3.5			
Direct Report: 2	5			
Peer: 1	3			
Customer: 1	4			
Other: 1	4			
Total: 9	4.11			

# TriMetrix 360

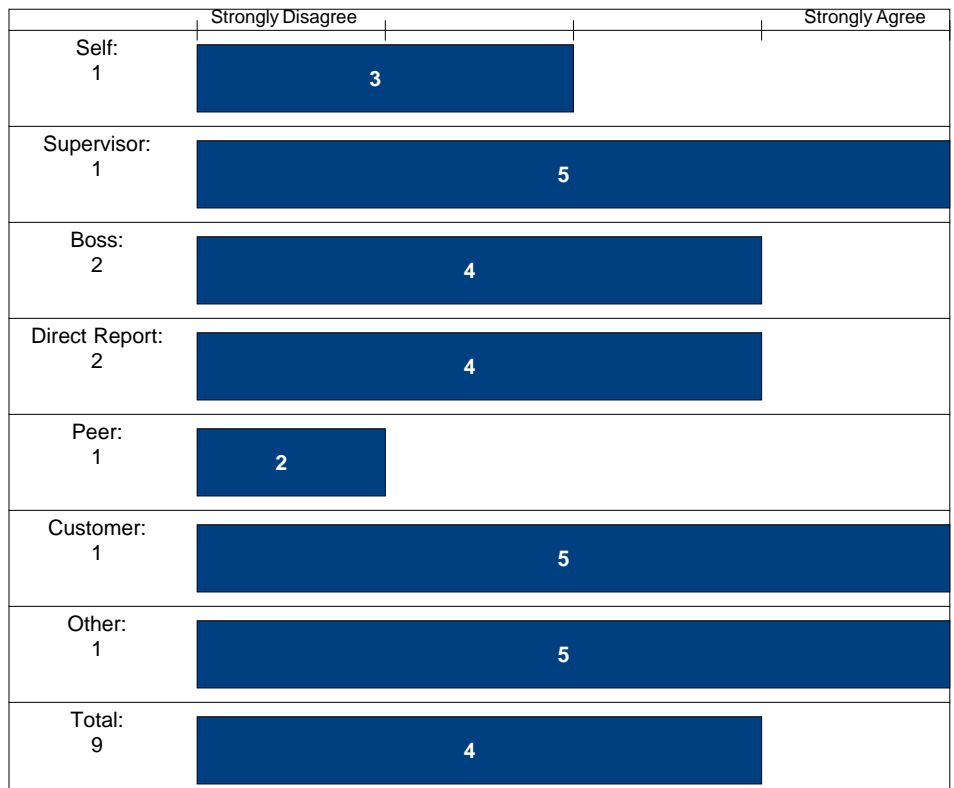
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9. Maintains required level of activity toward achieving goals without direct supervision.



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

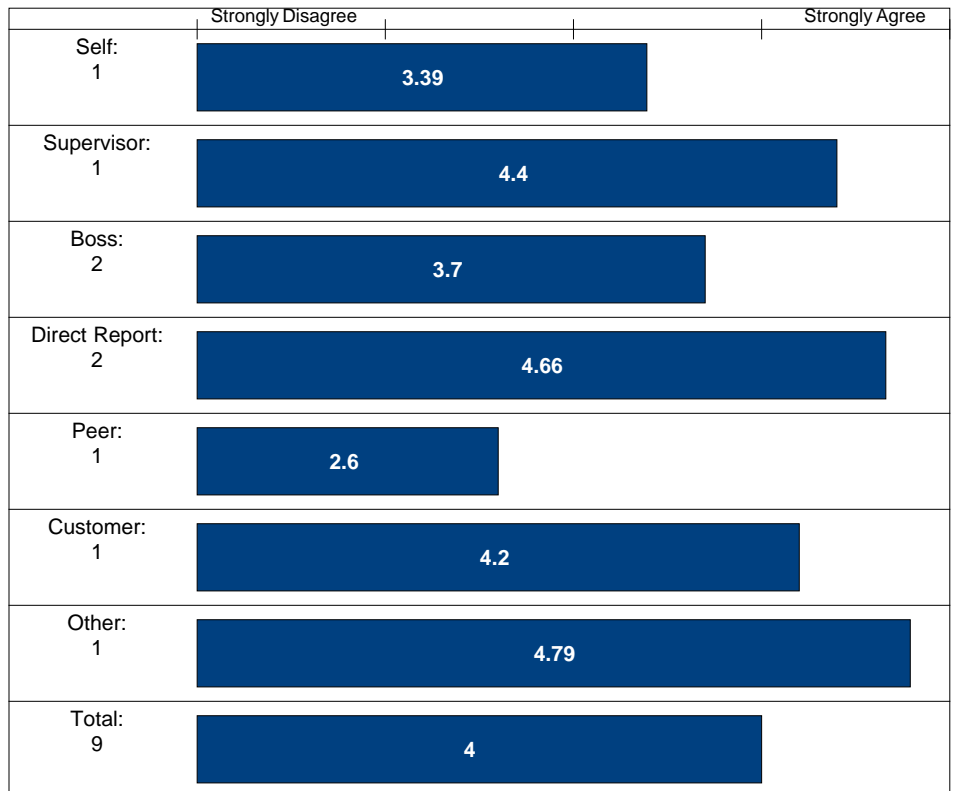


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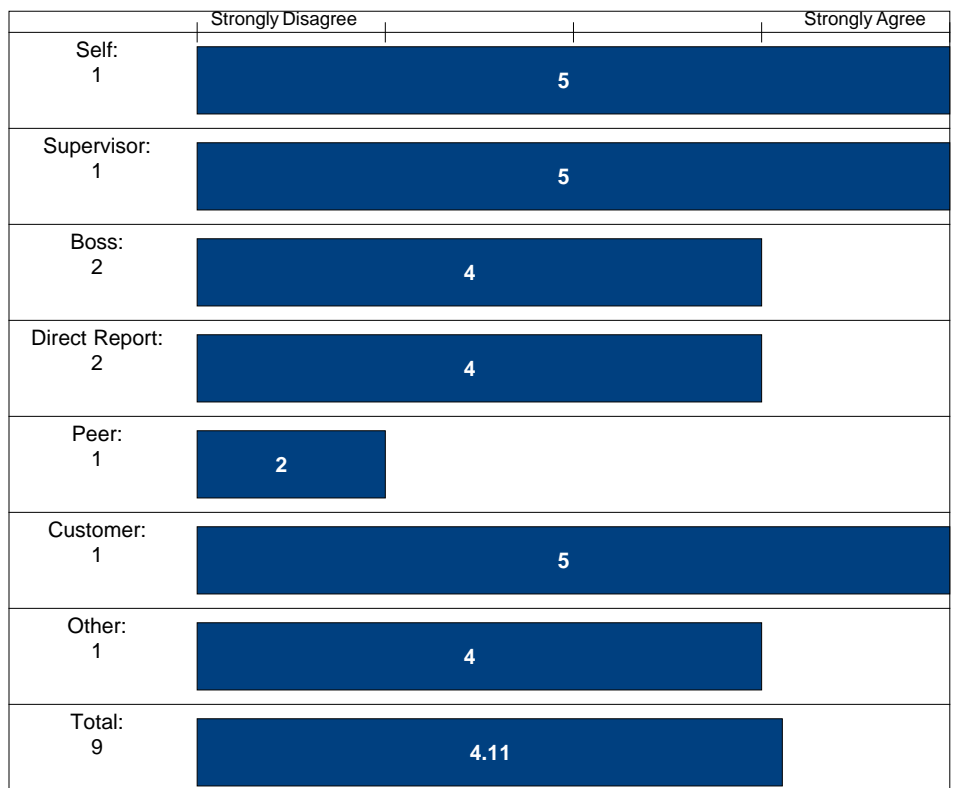
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## Goal Achievement



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



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

	Strongly Disagree			Strongly Agree
Self: 1	2			
Supervisor: 1	5			
Boss: 2	4			
Direct Report: 2	4.5			
Peer: 1	2			
Customer: 1	5			
Other: 1	5			
Total: 9	4			

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 2	4			
Direct Report: 1	5			
Peer: 1	3			
Customer: 1	3			
Other: 1	5			
Total: 8	4.12			

# TriMetrix 360

Tim Jones

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14. Initiates activity toward goals without unnecessary delay.

	Strongly Disagree			Strongly Agree
Self: 1	3			
Supervisor: 1	3			
Boss: 2	3.5			
Direct Report: 2	5			
Peer: 1	3			
Customer: 1	4			
Other: 1	5			
Total: 9	3.88			

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

	Strongly Disagree			Strongly Agree
Self: 1	2			
Supervisor: 1	5			
Boss: 2	3			
Direct Report: 2	5			
Peer: 1	3			
Customer: 1	4			
Other: 1	5			
Total: 9	3.88			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

## Results Orientation

	Strongly Disagree			Strongly Agree
Self: 1	4.16			
Supervisor: 1	4			
Boss: 1	3.39			
Direct Report: 2	3.75			
Peer: 1	4.5			
Customer: 0	4.79			
Other: 1	3.83			
Total: 7	3.96			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 1	1			
Direct Report: 2	4.5			
Peer: 1	4			
Customer: 0				
Other: 1	3			
Total: 7	3.71			

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Date: 5/22/2007

17. Maintains focus on goals.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 2	3.5			
Direct Report: 2	3.5			
Peer: 1	4			
Customer: 1	5			
Other: 1	3			
Total: 9	3.88			

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

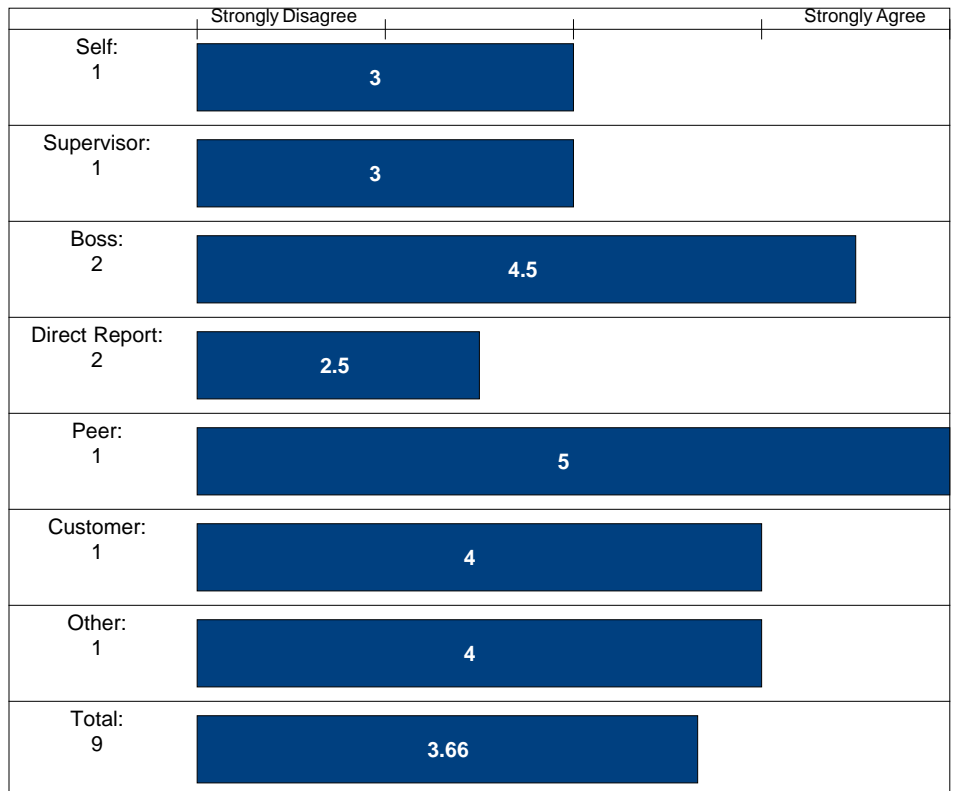
	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 1	2			
Direct Report: 2	4.5			
Peer: 1	4			
Customer: 1	5			
Other: 1	5			
Total: 8	4.25			

# TriMetrix 360

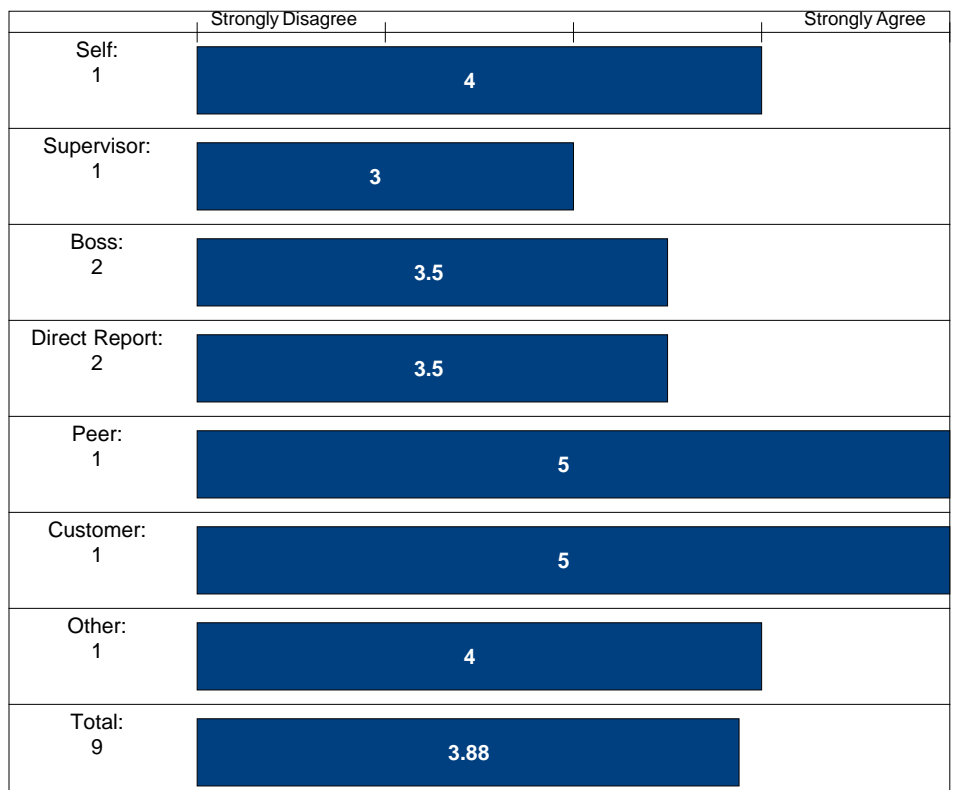
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19. Implements thorough and effective plans.



20. Applies appropriate resources to produce desired results.

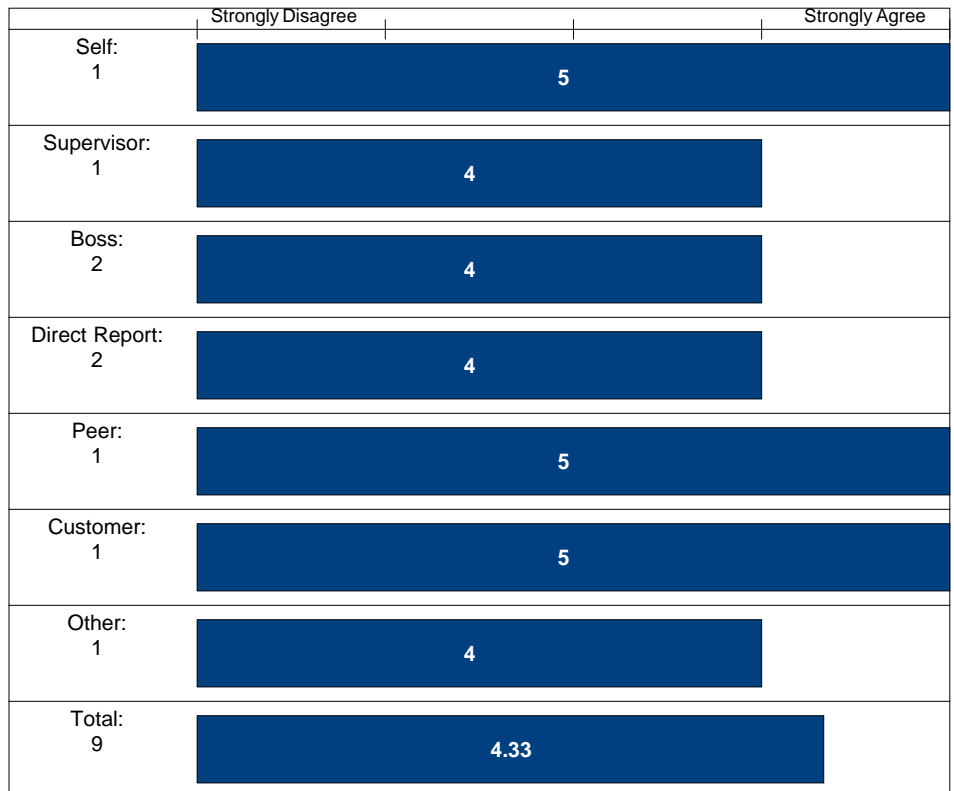


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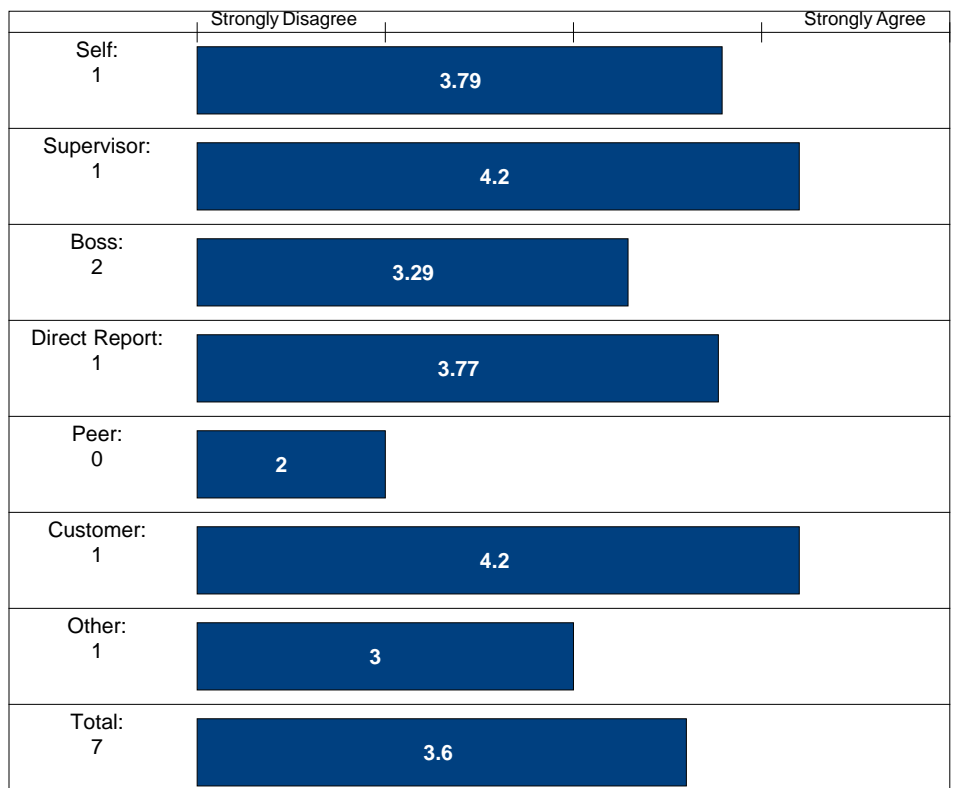
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21. Follows through on all commitments to achieve results.



## Problem Solving

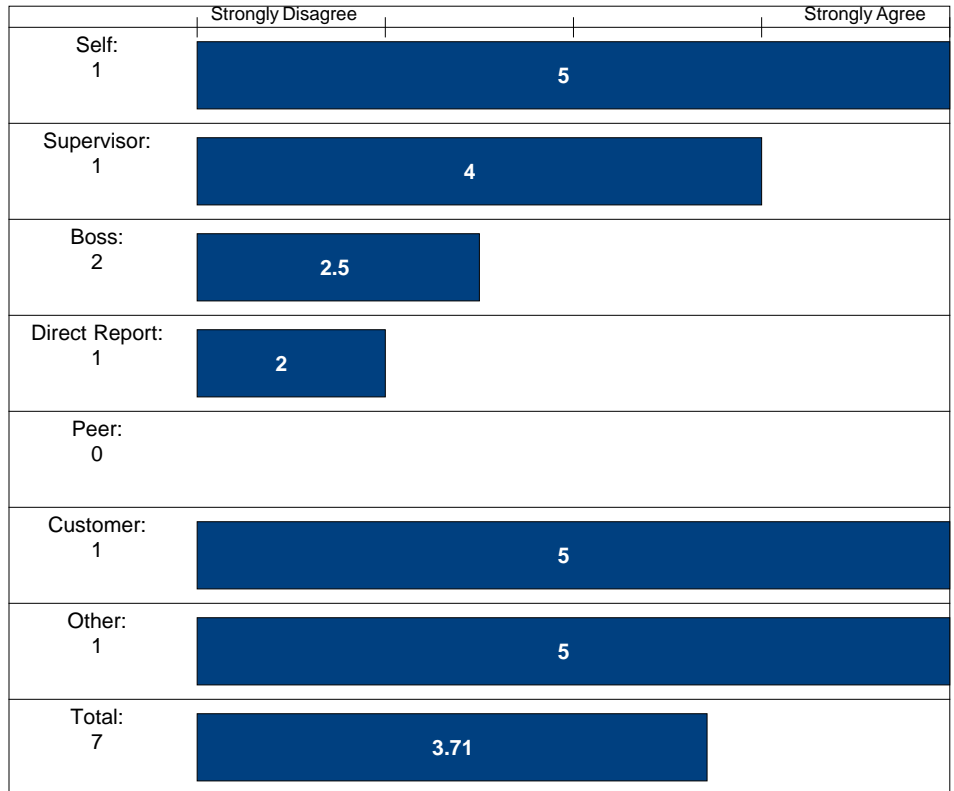


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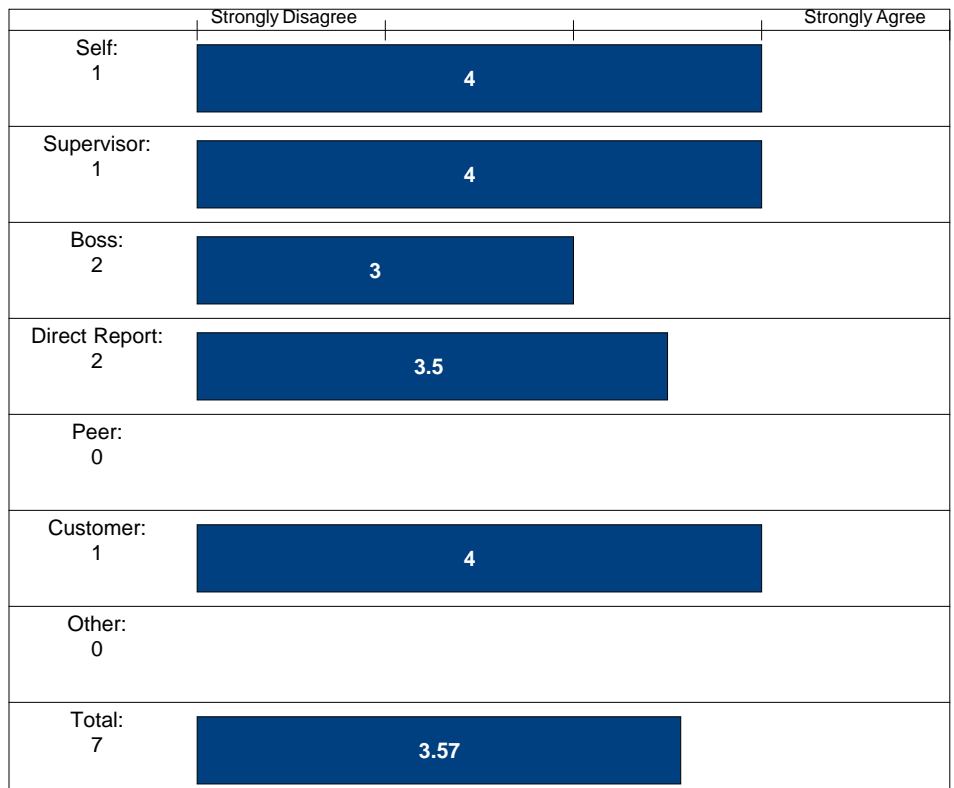
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22. Identifies key components of a problem to formulate a solution or solutions.



23. Analyzes all data relative to a problem.

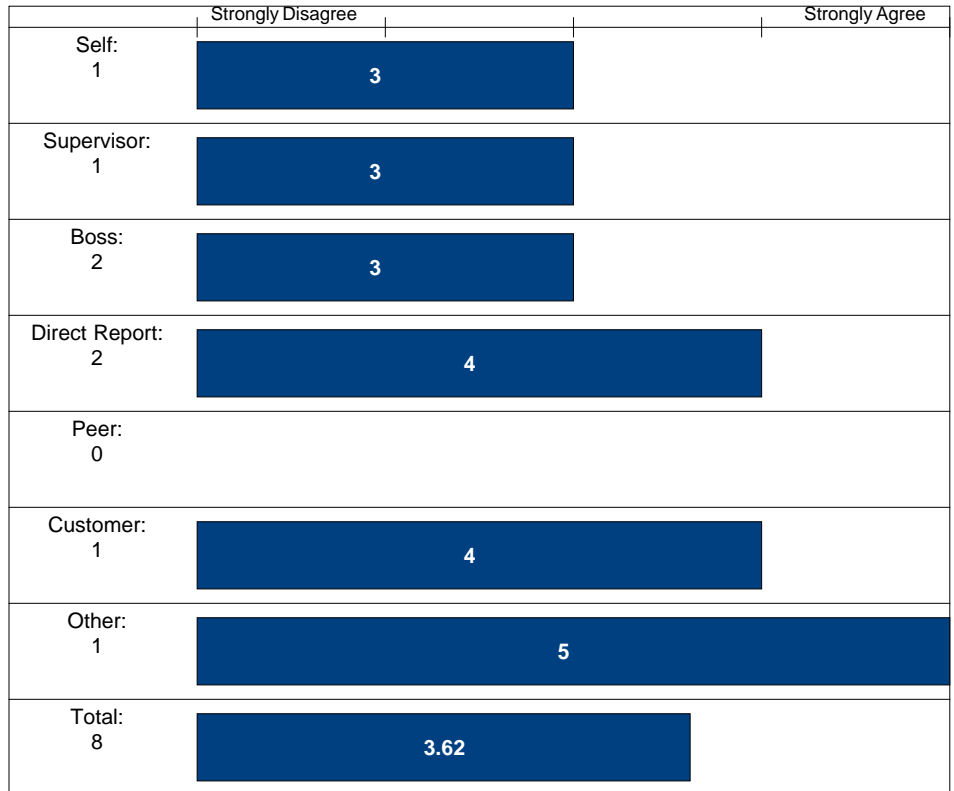


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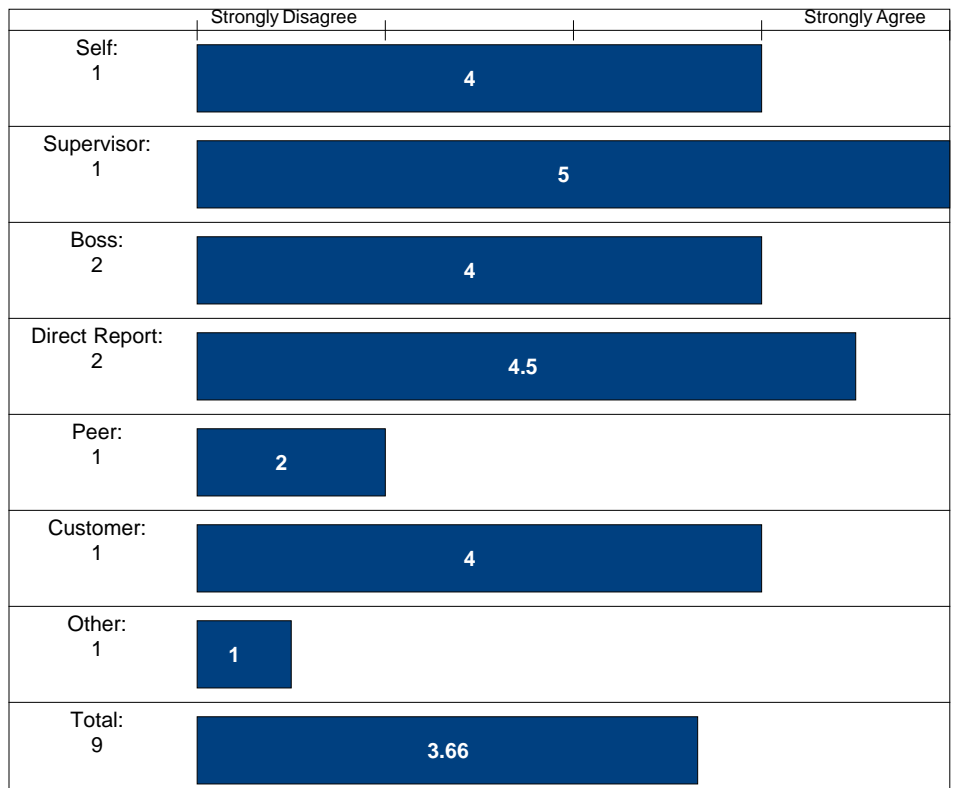
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24. Divides complex issues into simpler components in order to achieve clarity.



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

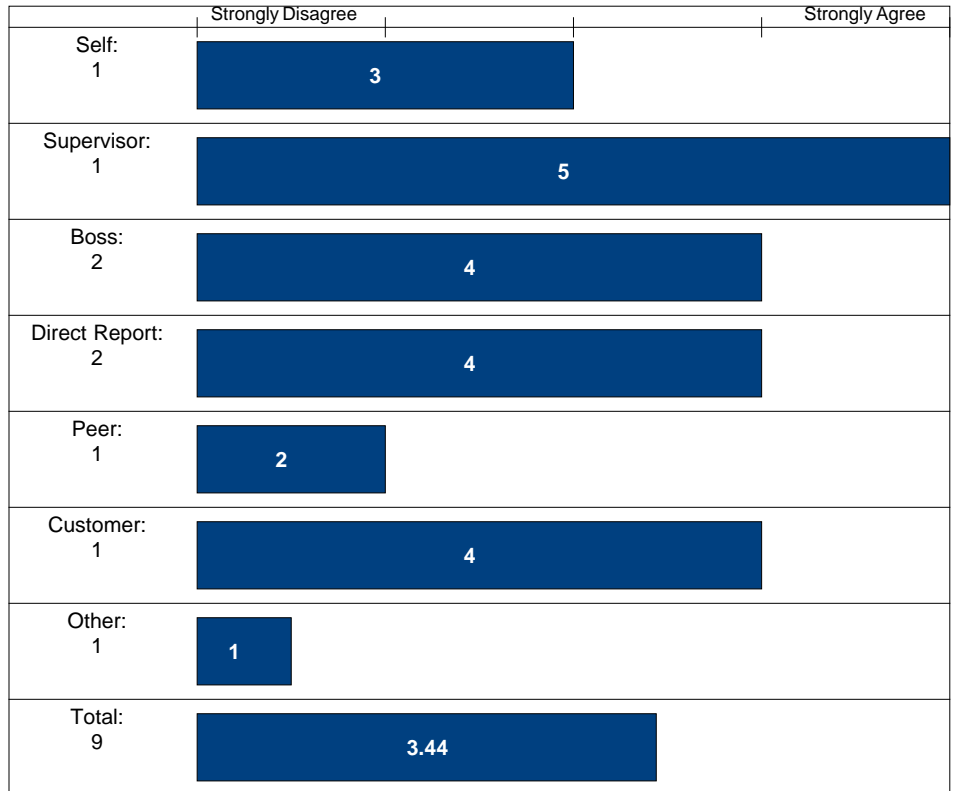


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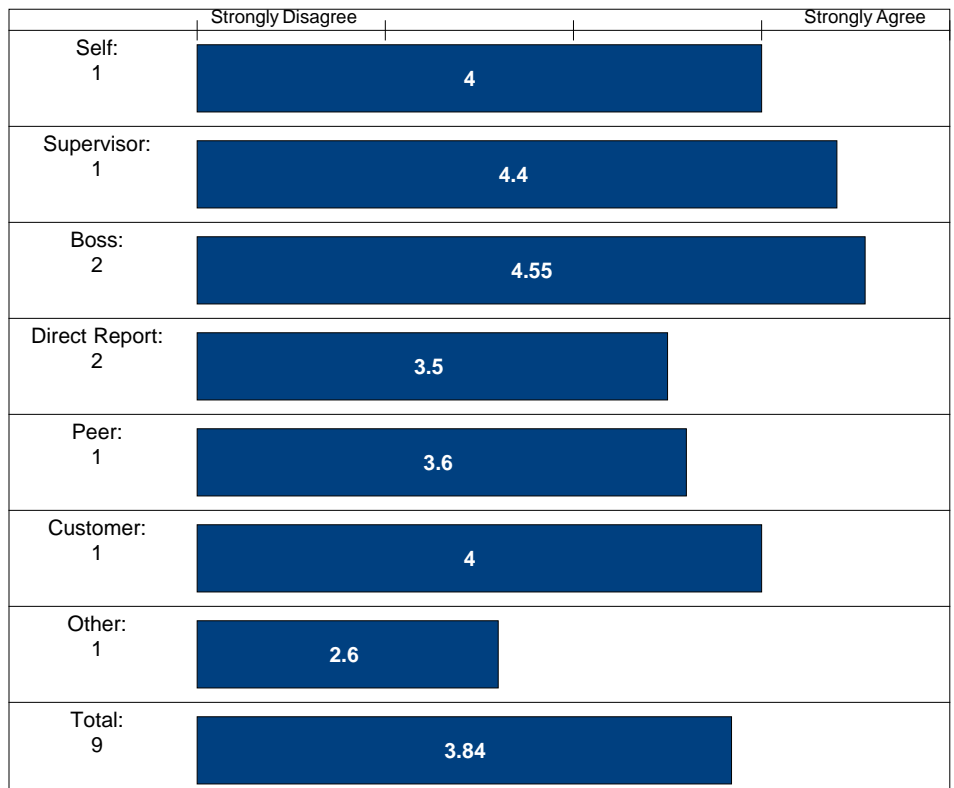
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26. Applies all relevant resources to implement suitable solutions.



## Customer Focus

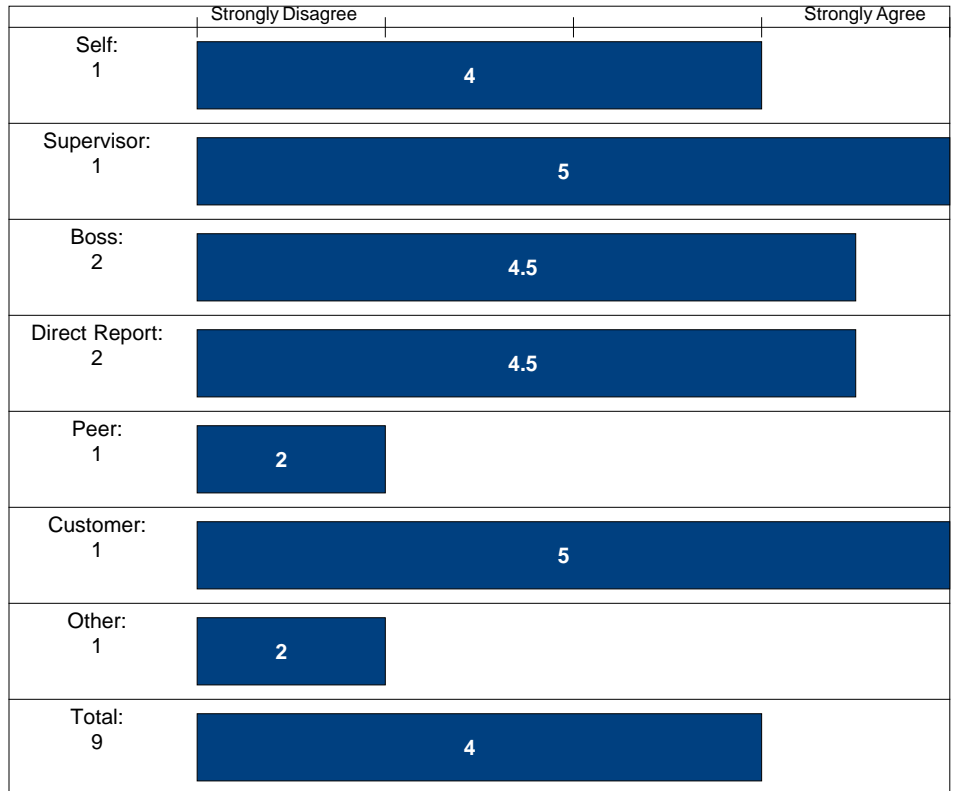


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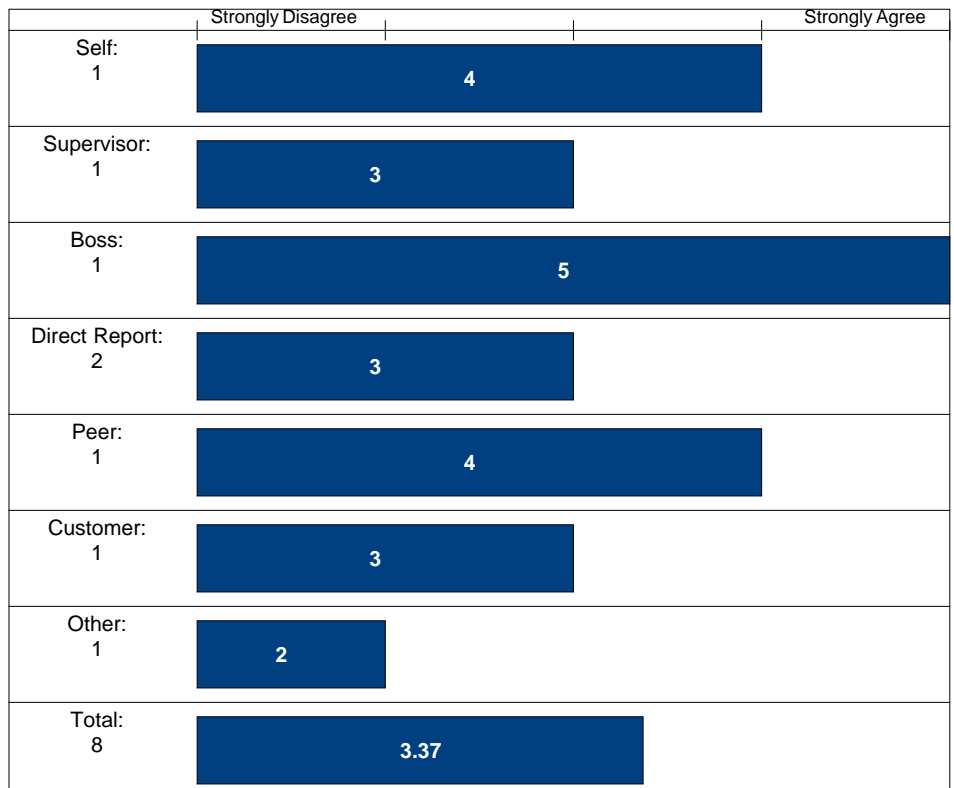
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27. Demonstrates commitment to customer satisfaction.



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



# TriMetrix 360

Tim Jones

Date: 5/22/2007

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 2	5			
Direct Report: 2	3			
Peer: 1	5			
Customer: 1	4			
Other: 1	2			
Total: 9	4			

30. Anticipates customer needs and develops appropriate solutions.

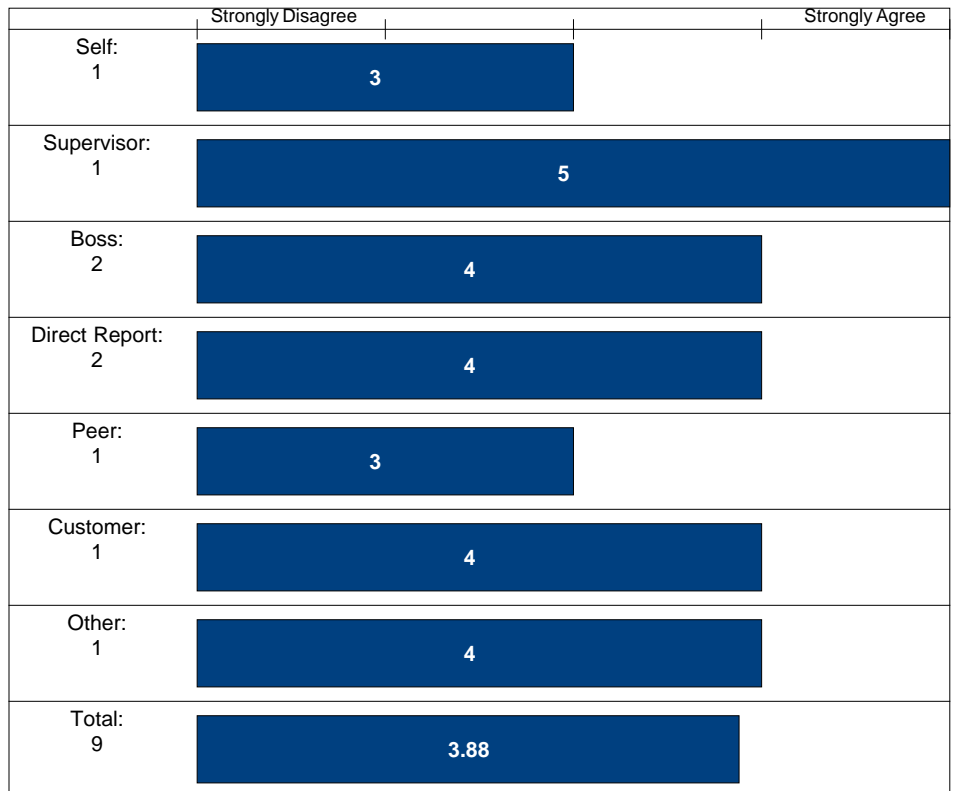
	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 2	4.5			
Direct Report: 2	3			
Peer: 1	4			
Customer: 1	4			
Other: 1	3			
Total: 9	3.88			

# TriMetrix 360

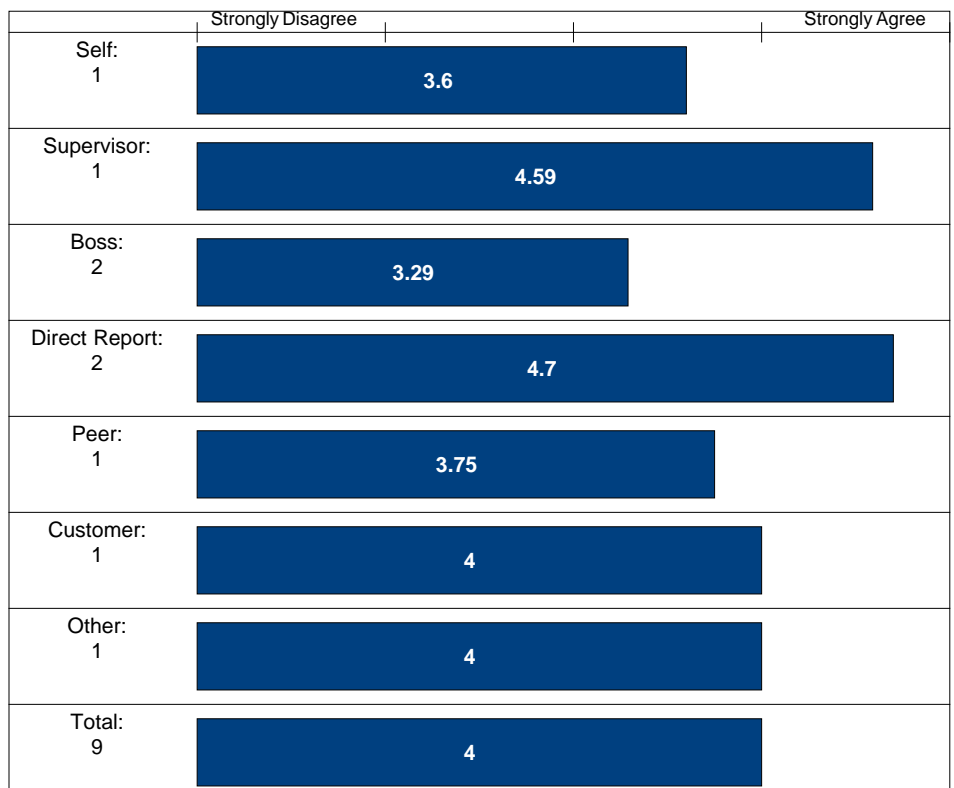
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31. Meets all promises and commitments made to customers.



**Planning and Organization**



# 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			Strongly Agree
Self: 1	4			
Supervisor: 1	4			
Boss: 2	3.5			
Direct Report: 2	4.5			
Peer: 1	2			
Customer: 1	3			
Other: 1	4			
Total: 9	3.66			

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

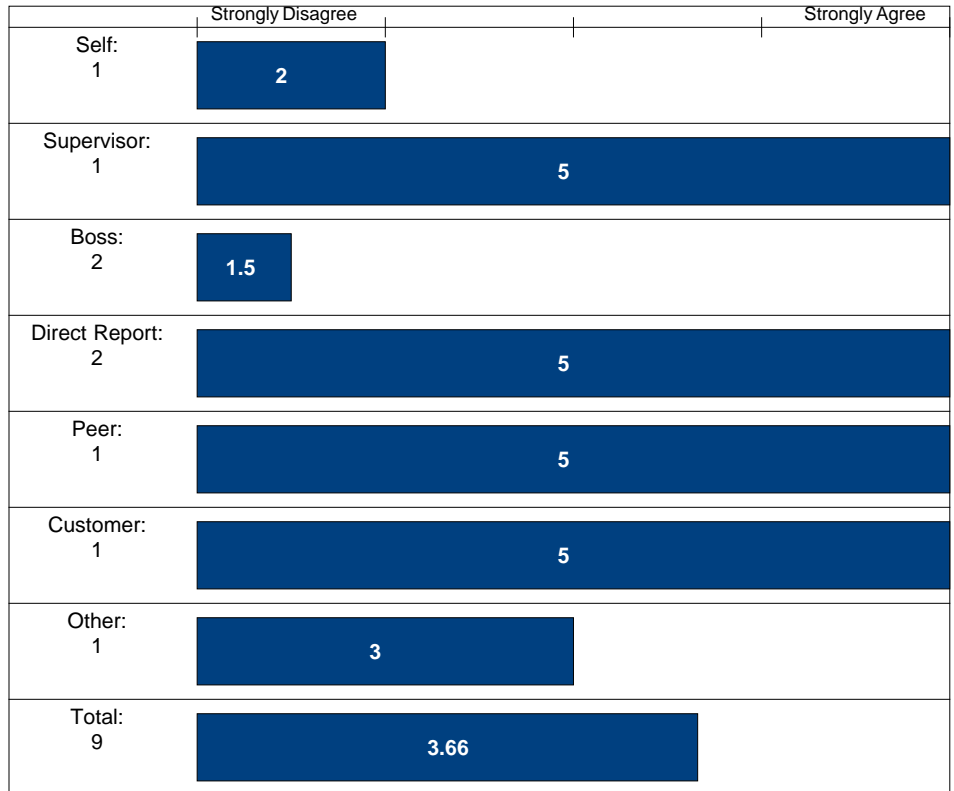
	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 2	5			
Direct Report: 2	5			
Peer: 1	3			
Customer: 1	3			
Other: 1	5			
Total: 9	4.44			

# TriMetrix 360

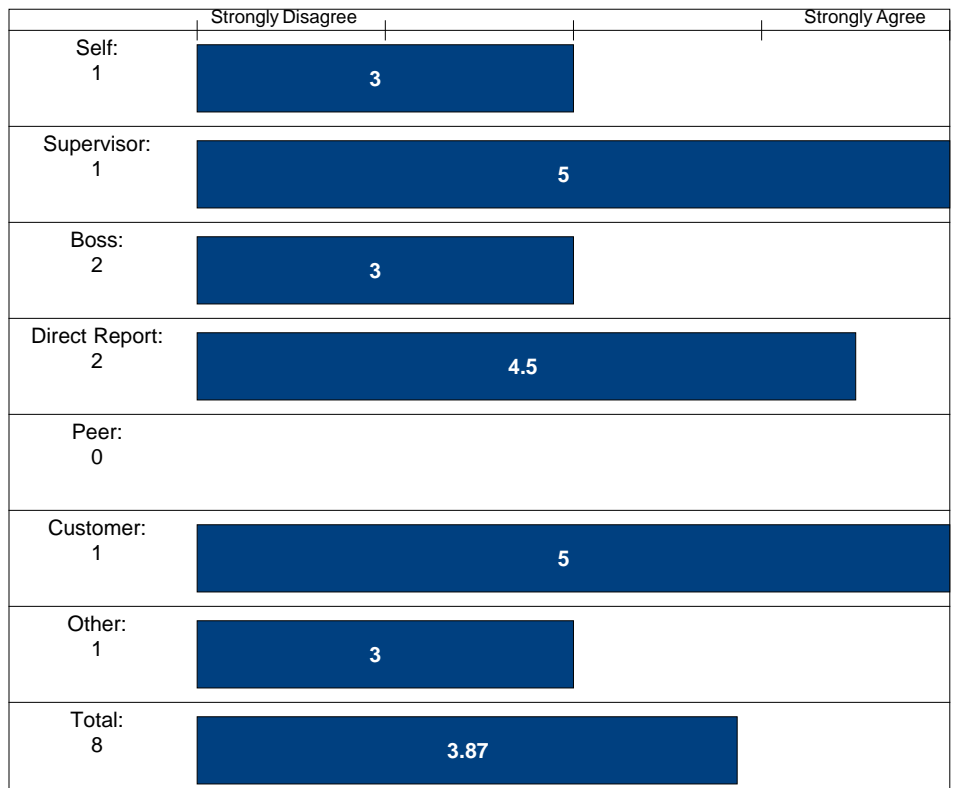
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34. Organizes and utilizes resources in ways that maximize their effectiveness.



35. Implements appropriate plans and adjusts them as necessary.

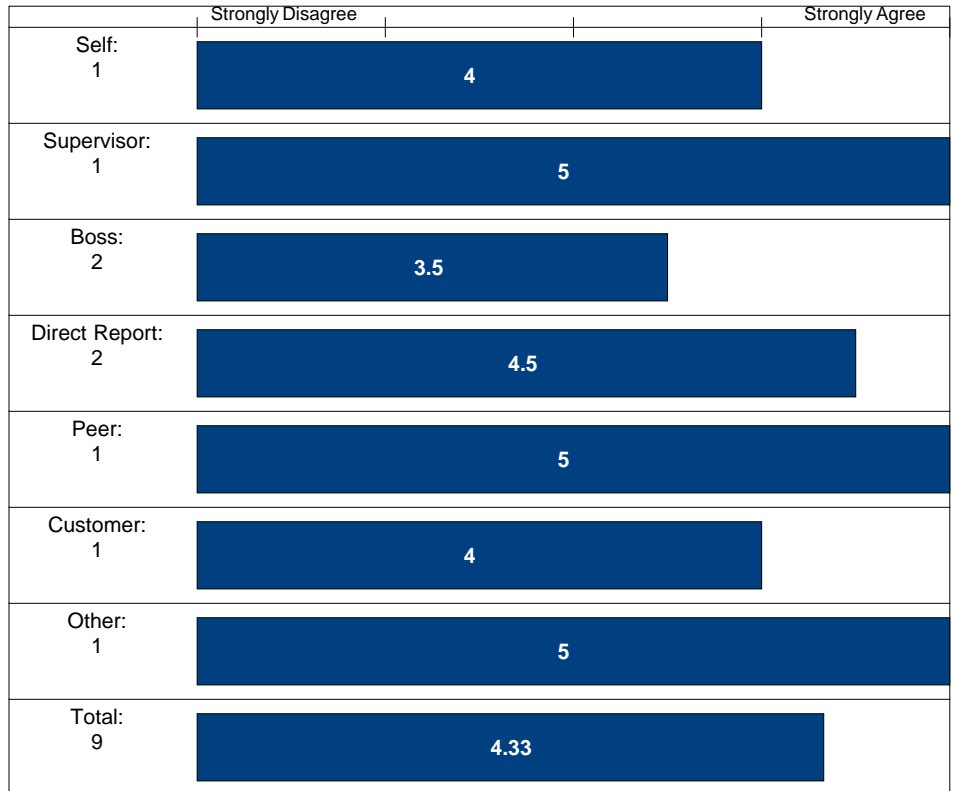


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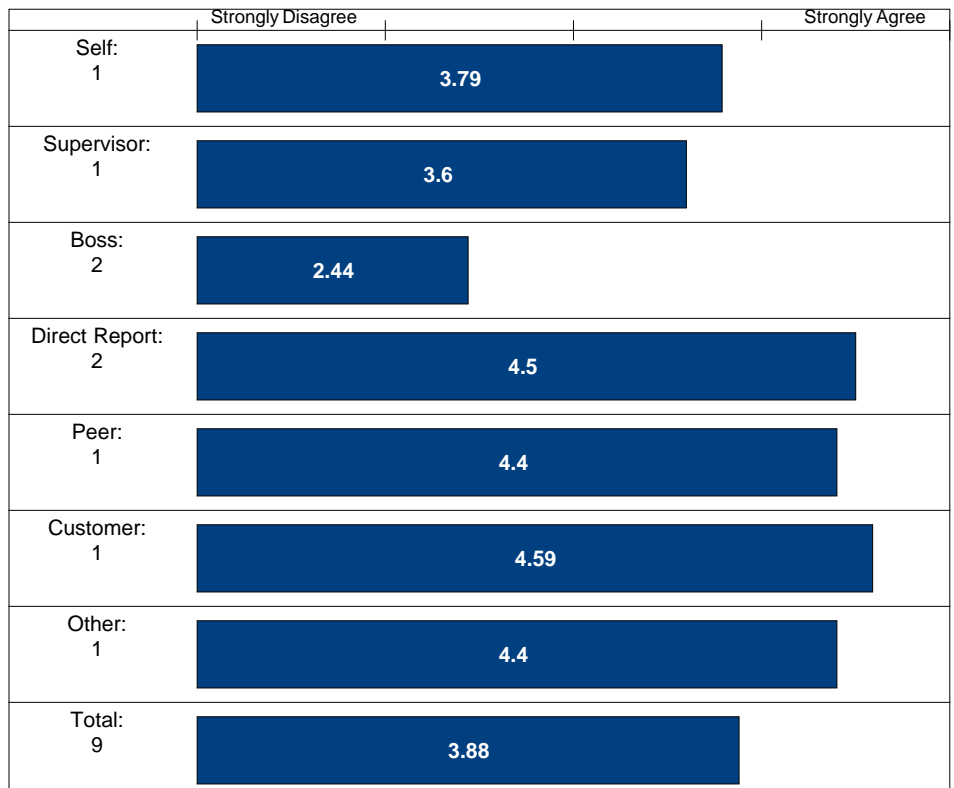
Tim Jones

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36. Consistently demonstrates organization and detail orientation.



## Interpersonal Skills

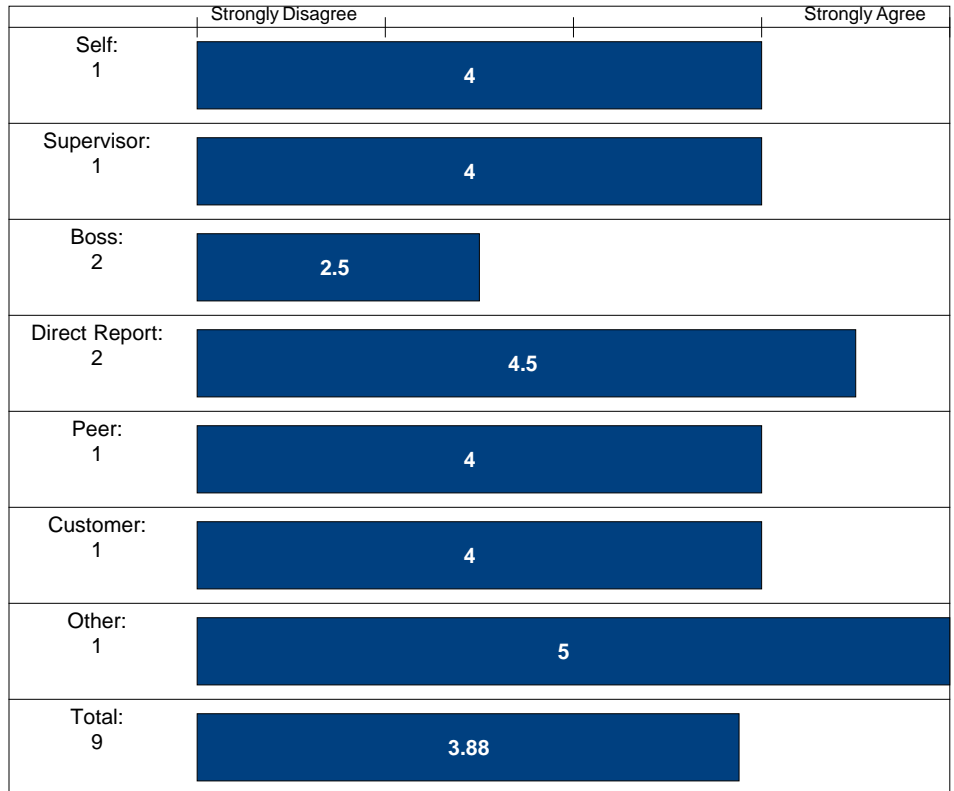


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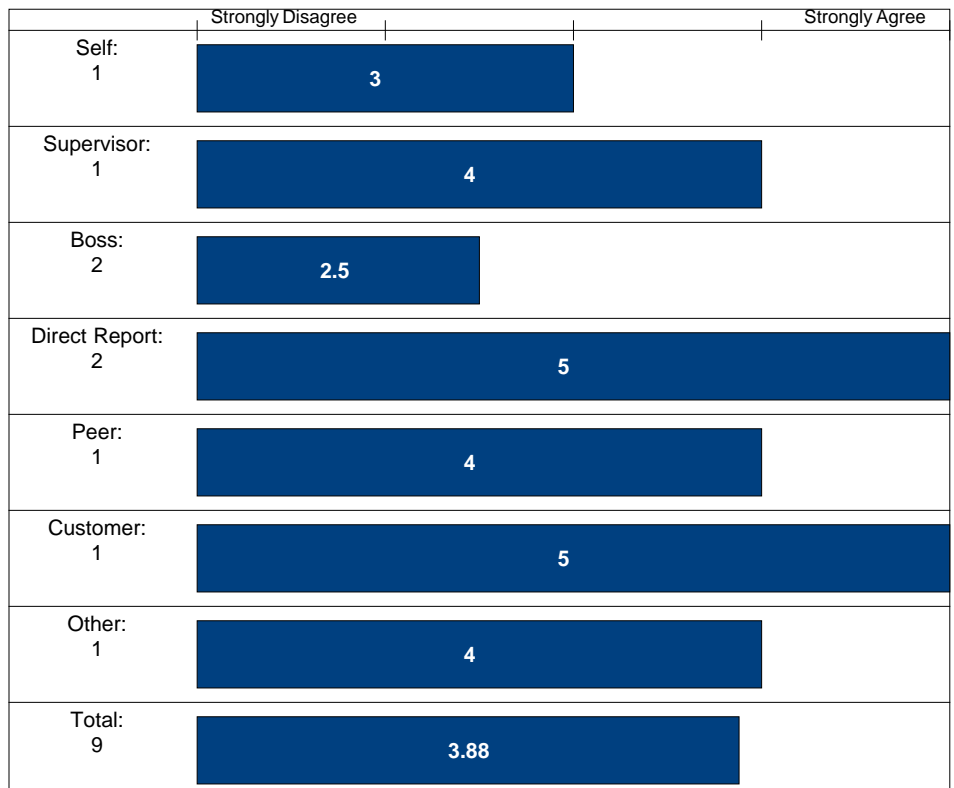
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37. Interacts with others in a positive manner.



38. Initiates and develops business relationships in positive ways.

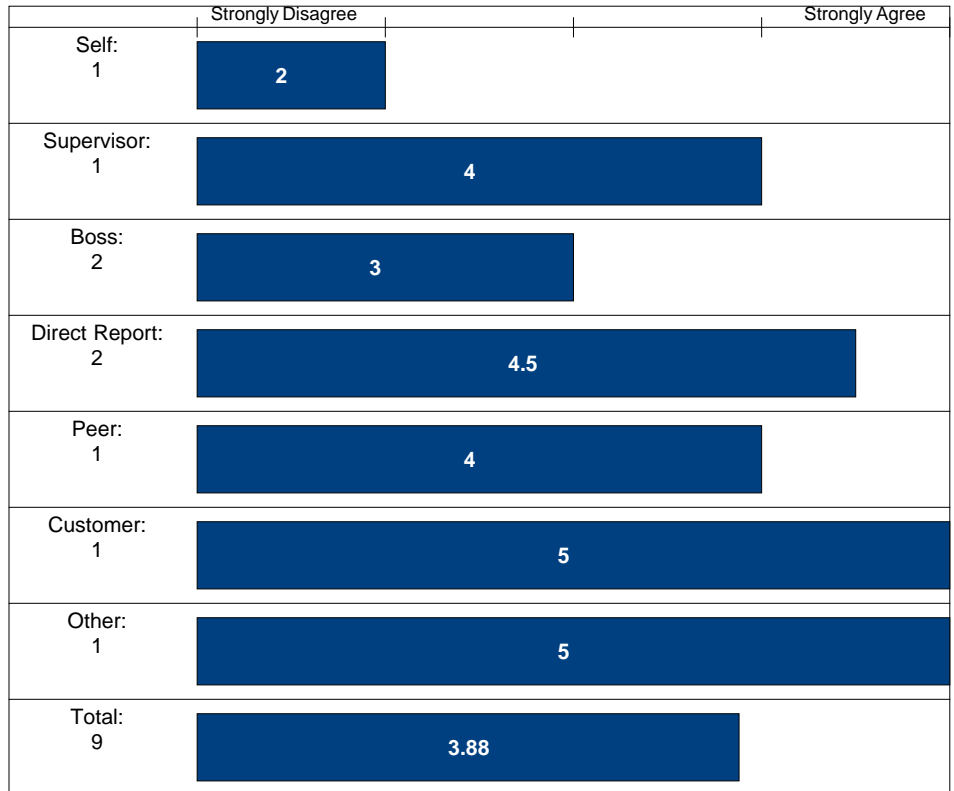


# TriMetrix 360

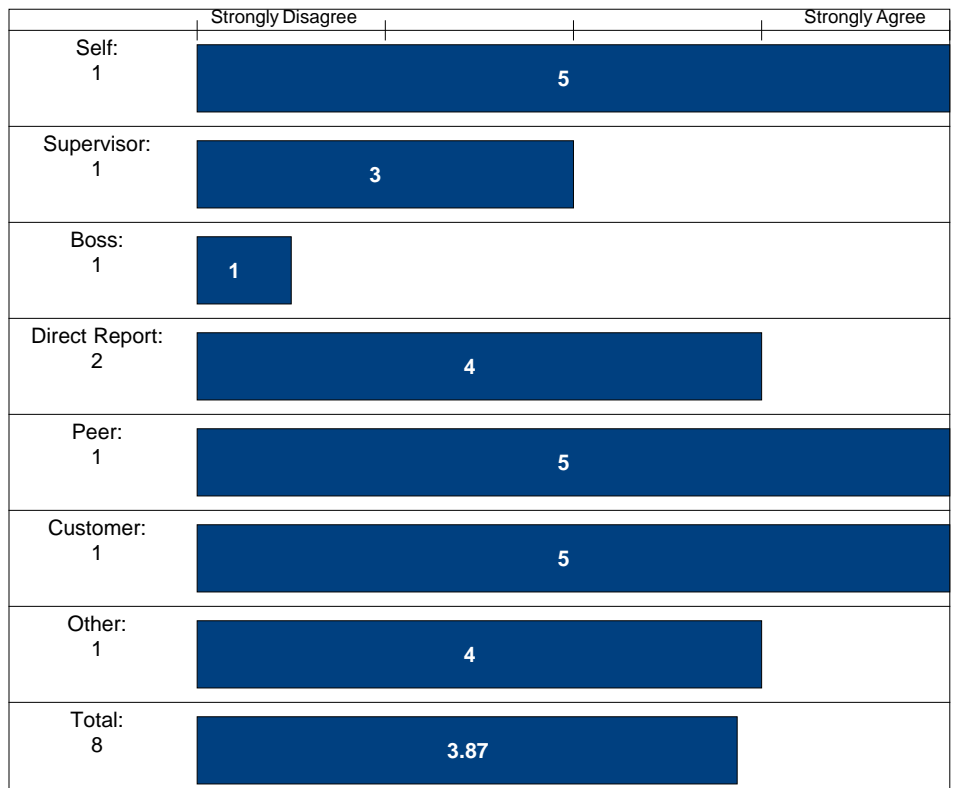
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39. Successfully works with a wide range of people at varying levels of organizations.



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

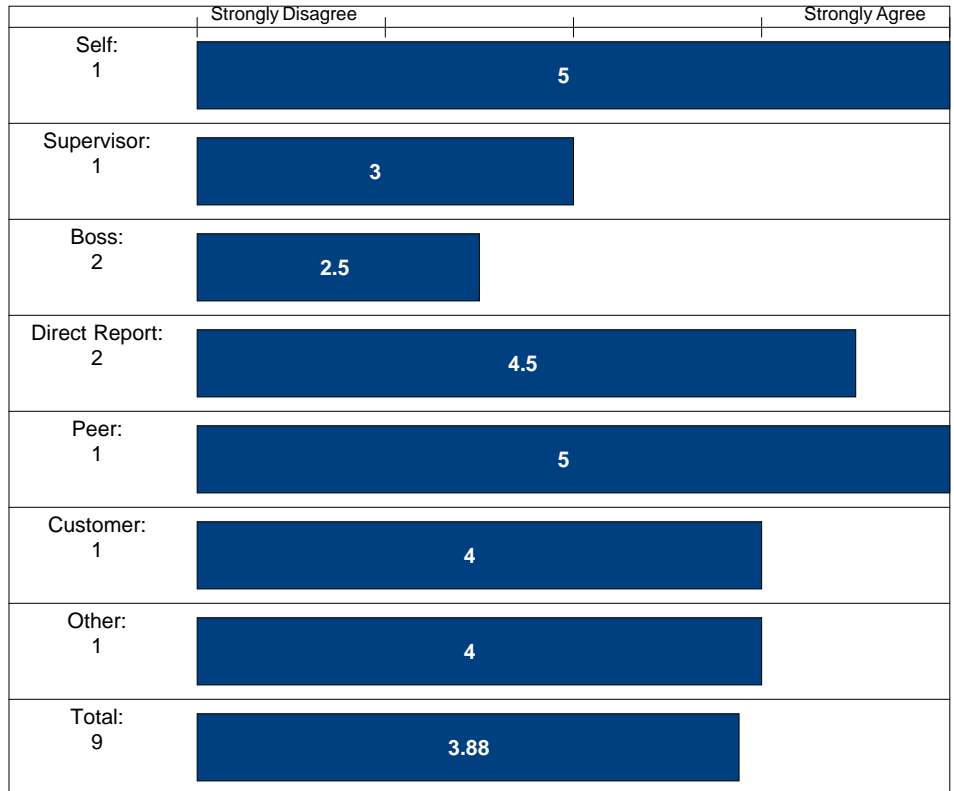


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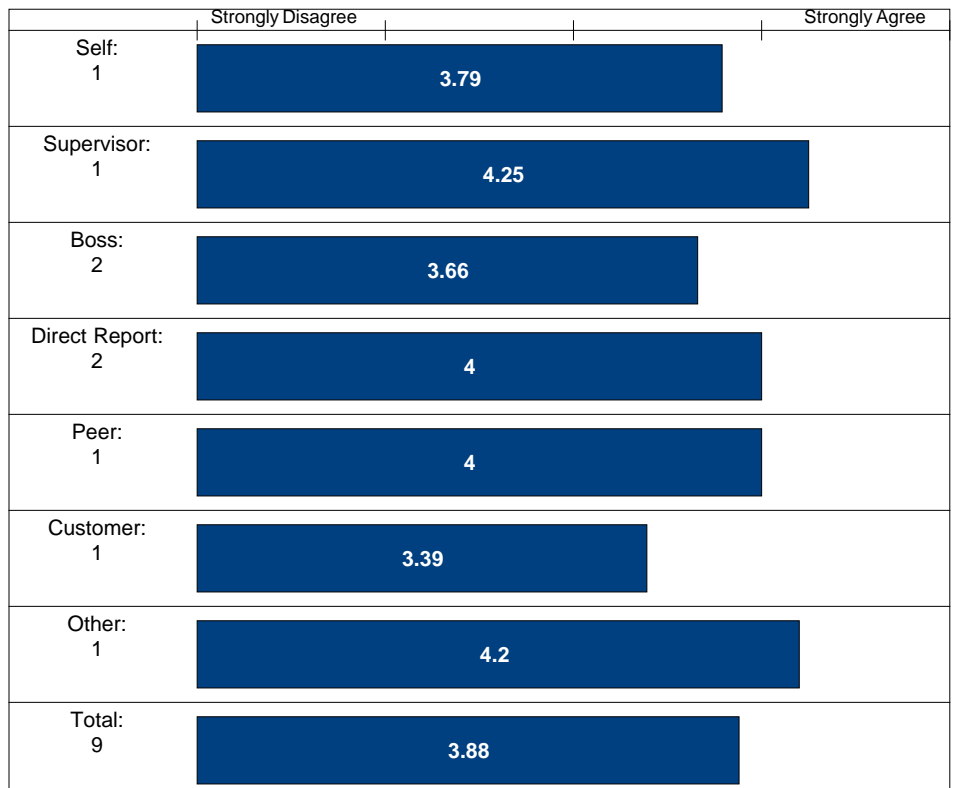
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41. Demonstrates ease in relating with a diverse range of people of varying backgrounds, ages, experience and education levels.



## Diplomacy and Tact

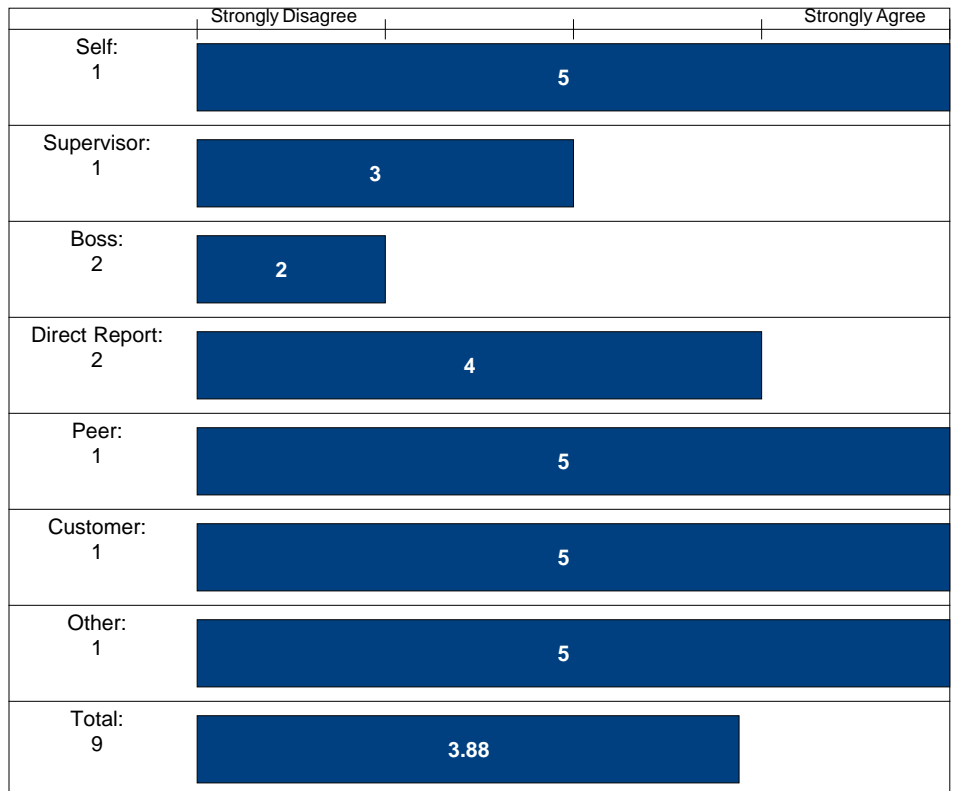


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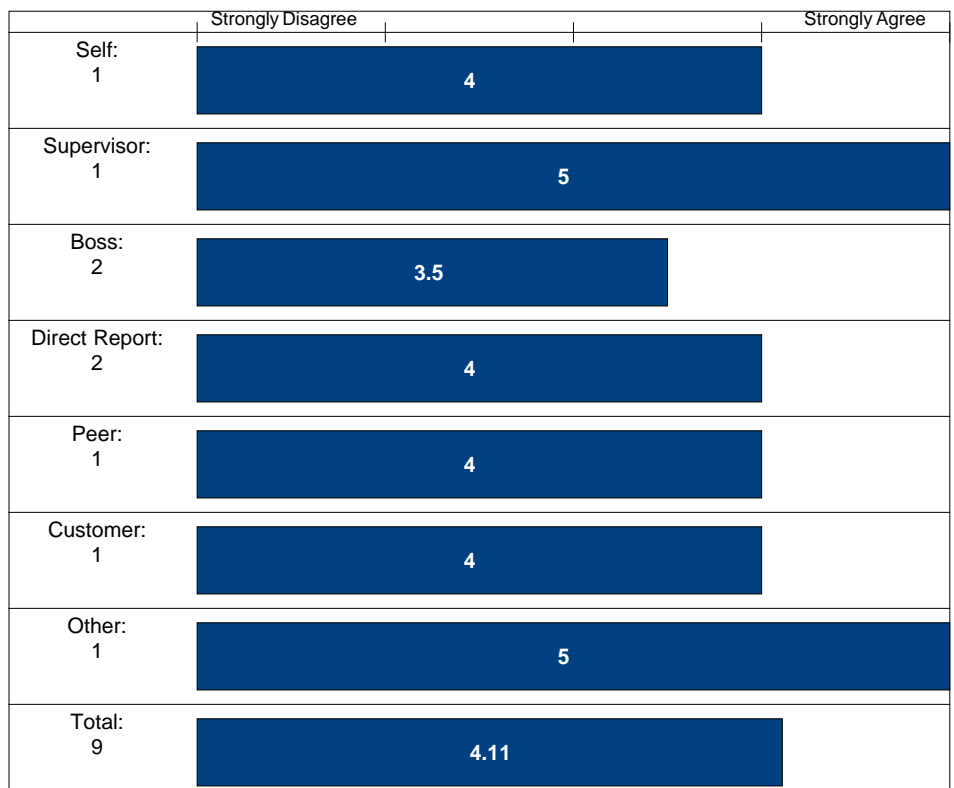
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Date: 5/22/2007

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



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



# TriMetrix 360

Tim Jones

Date: 5/22/2007

44. Demonstrates respect for others.

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 0				
Boss: 2	4.5			
Direct Report: 2	4			
Peer: 1	4			
Customer: 1	2			
Other: 1	5			
Total: 8	4			

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

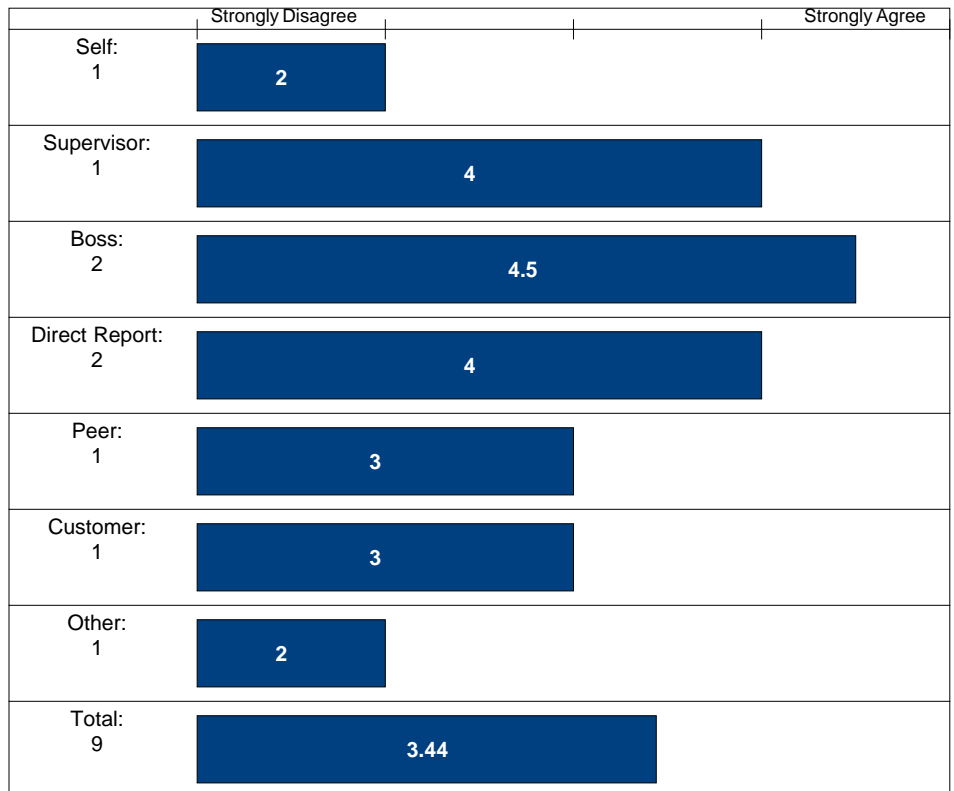
	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 1	4			
Direct Report: 2	4			
Peer: 1	4			
Customer: 1	3			
Other: 1	4			
Total: 8	4			

# TriMetrix 360

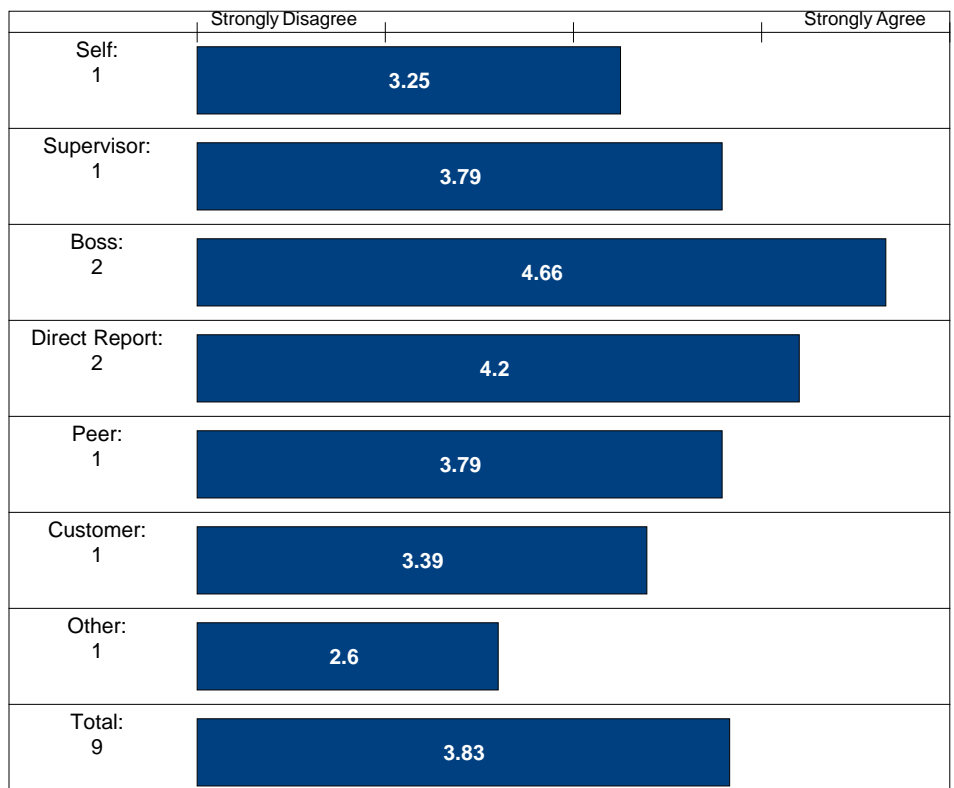
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46. Respects diversity in race, national origin, religion, gender, age and disability.



## Conceptual Thinking

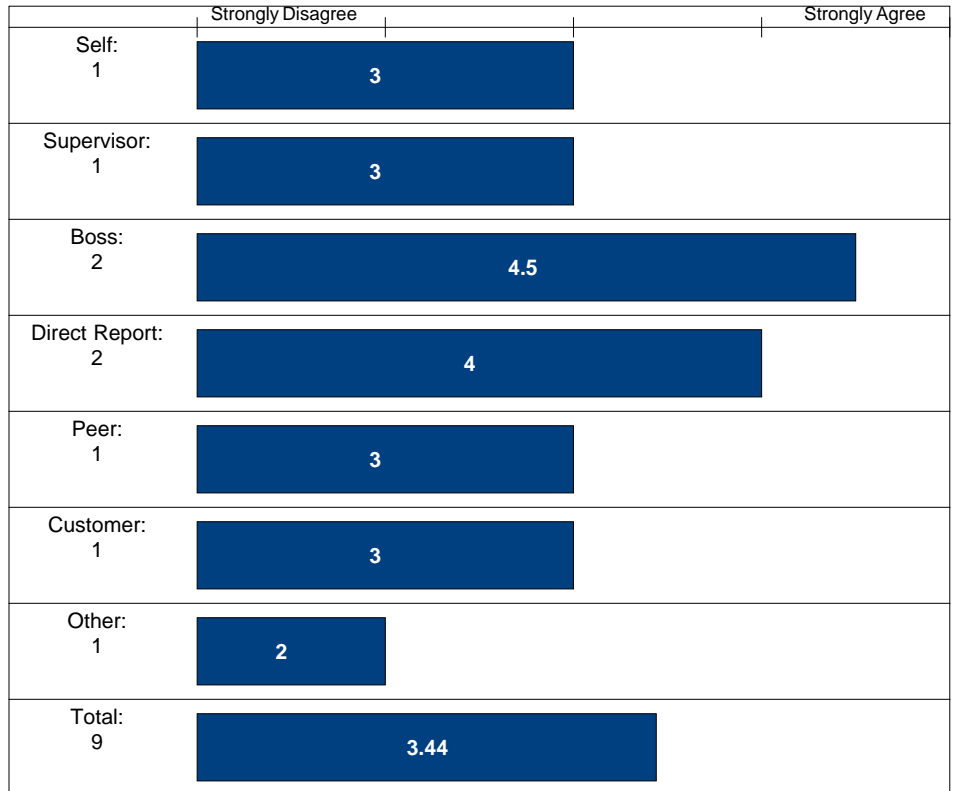


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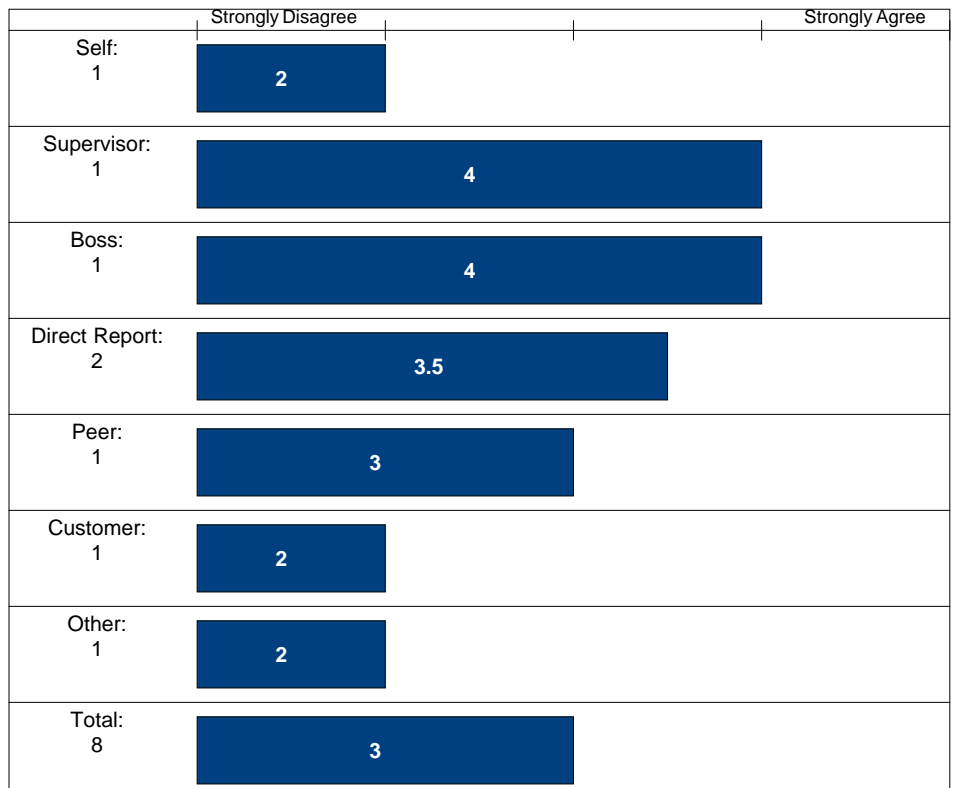
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Date: 5/22/2007

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



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



# TriMetrix 360

Tim Jones

Date: 5/22/2007

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 2	5			
Direct Report: 2	4			
Peer: 1	4			
Customer: 1	3			
Other: 1	3			
Total: 9	4.11			

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

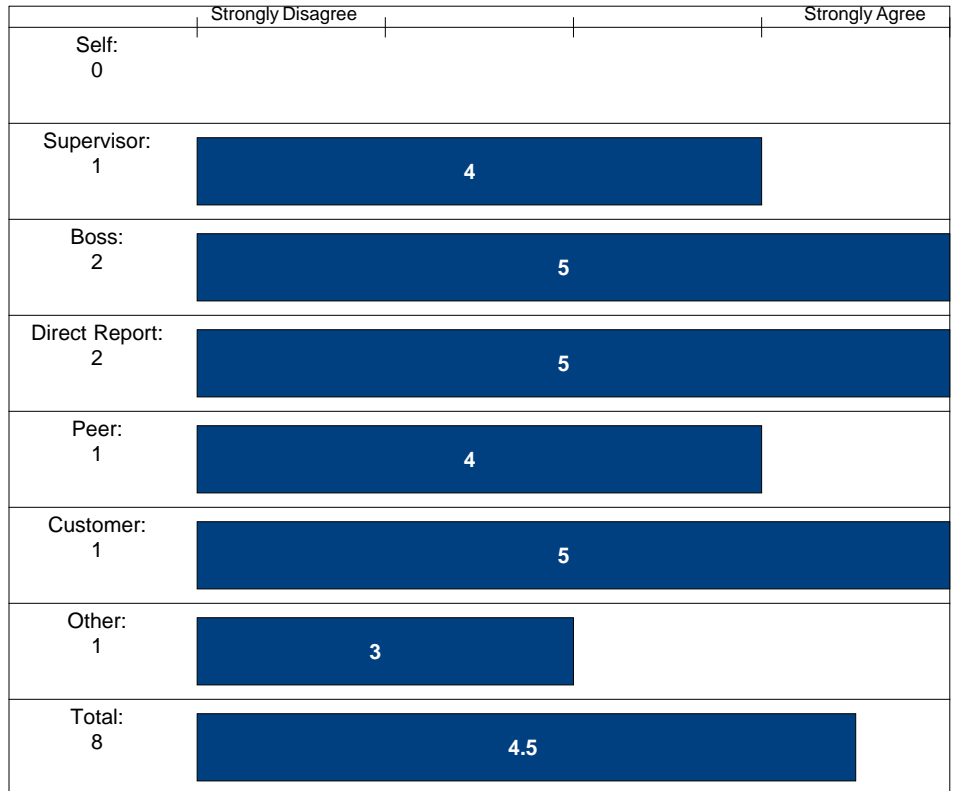
	Strongly Disagree			Strongly Agree
Self: 1	3			
Supervisor: 1	4			
Boss: 2	4.5			
Direct Report: 2	4.5			
Peer: 1	5			
Customer: 1	4			
Other: 1	3			
Total: 9	4.11			

# TriMetrix 360

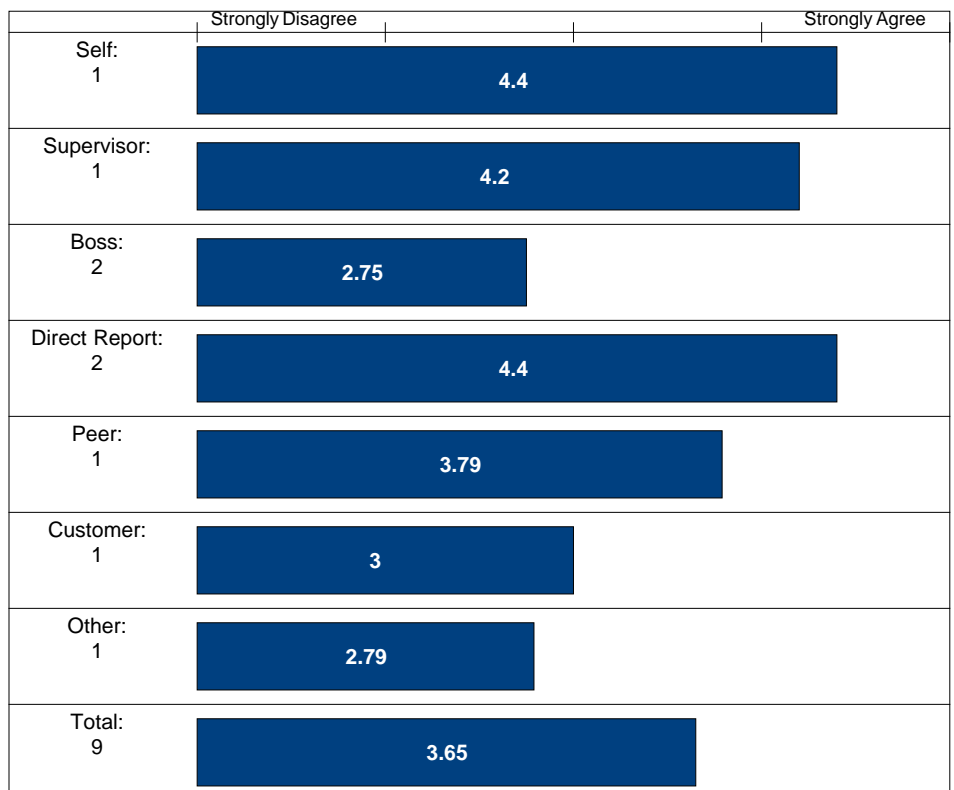
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Date: 5/22/2007

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



## Decision-making

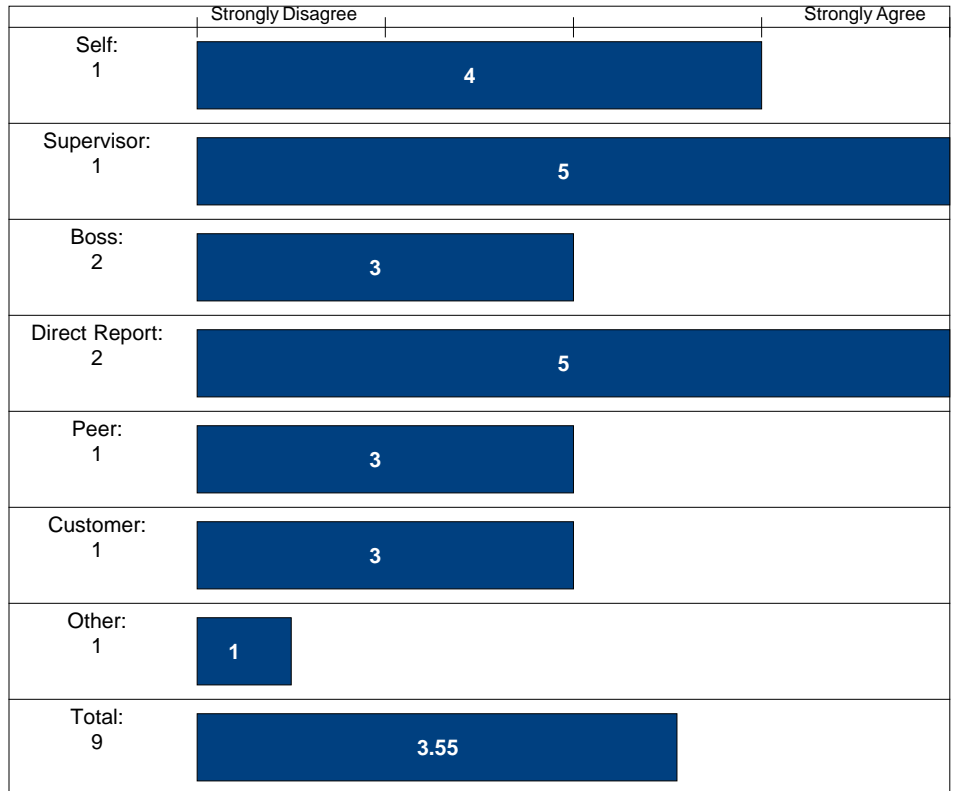


# TriMetrix 360

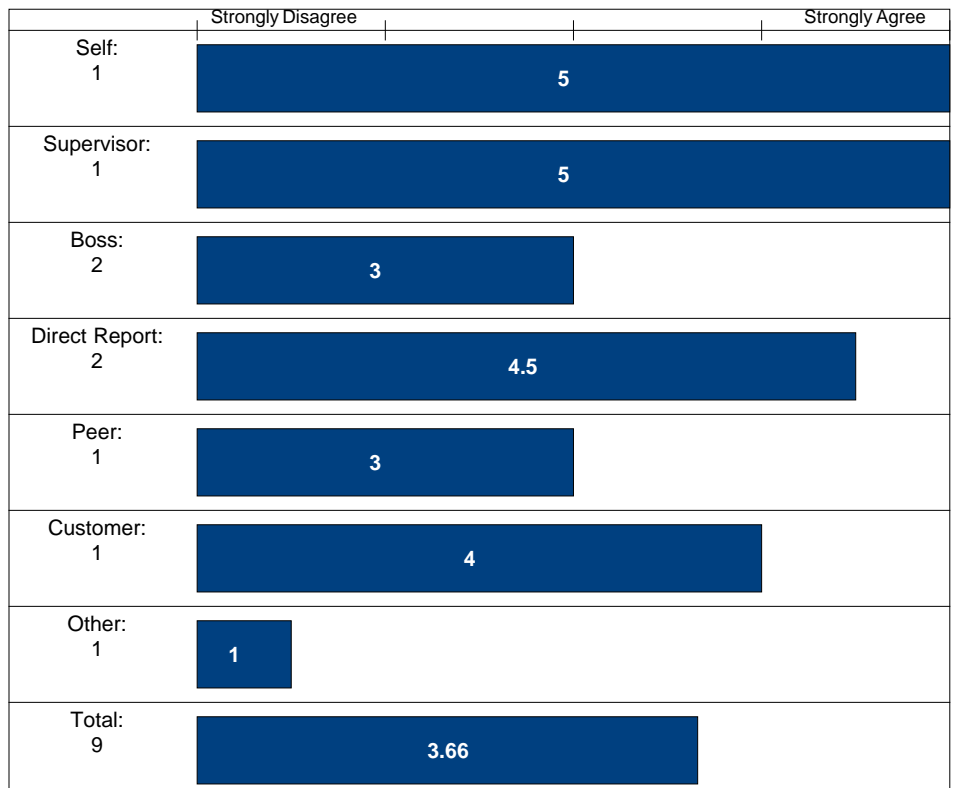
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Date: 5/22/2007

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



53. Analyzes data necessary for decision-making.

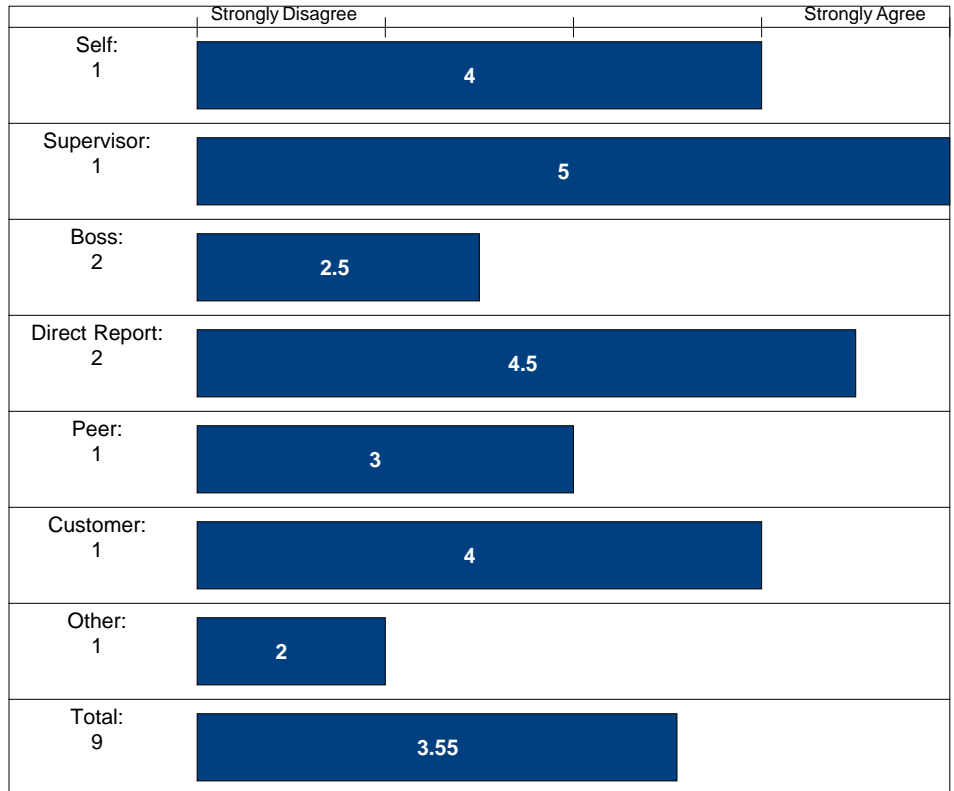


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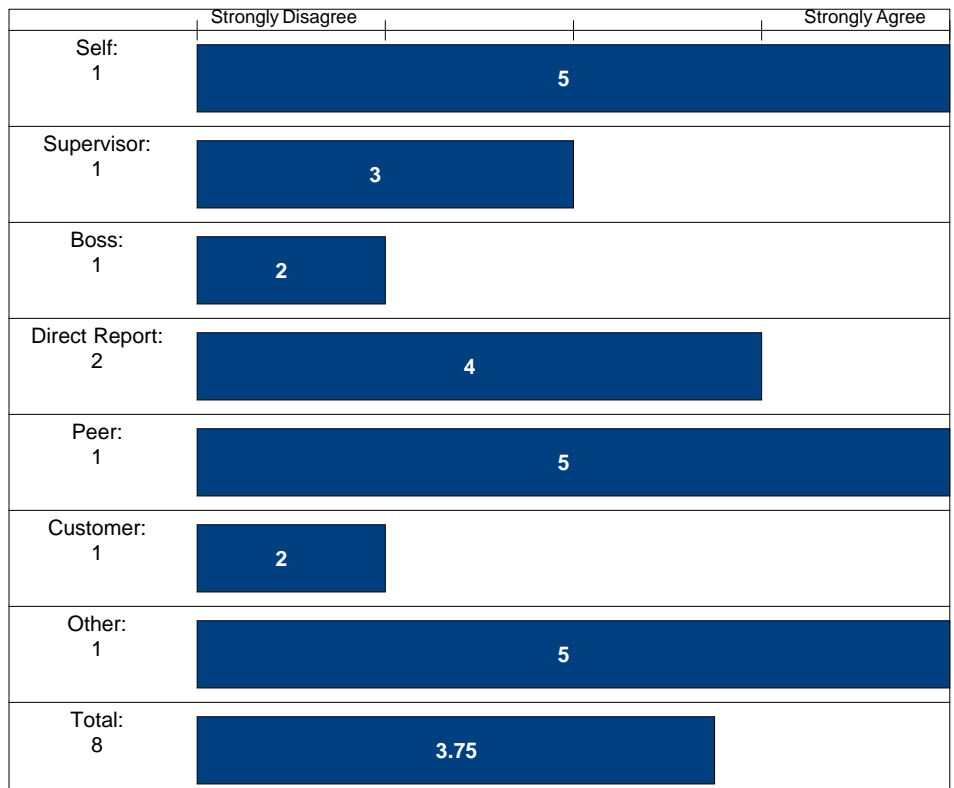
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54. Makes major decisions impacting strategic outcomes appropriately and effectively.



55. Makes decisions in a timely manner.

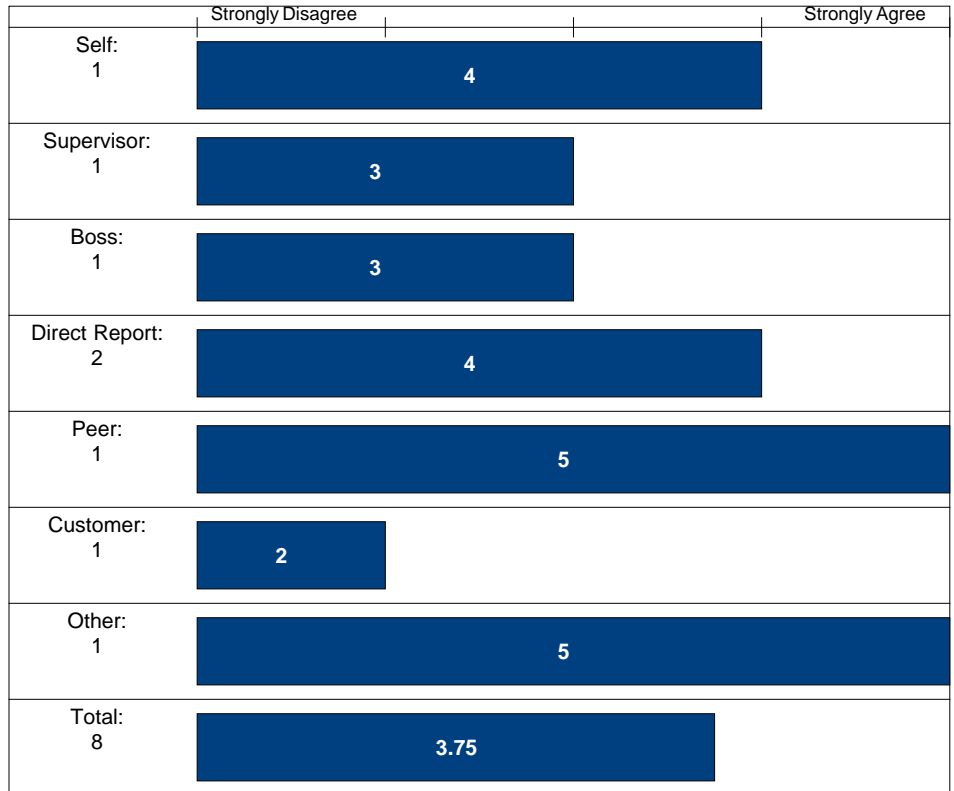


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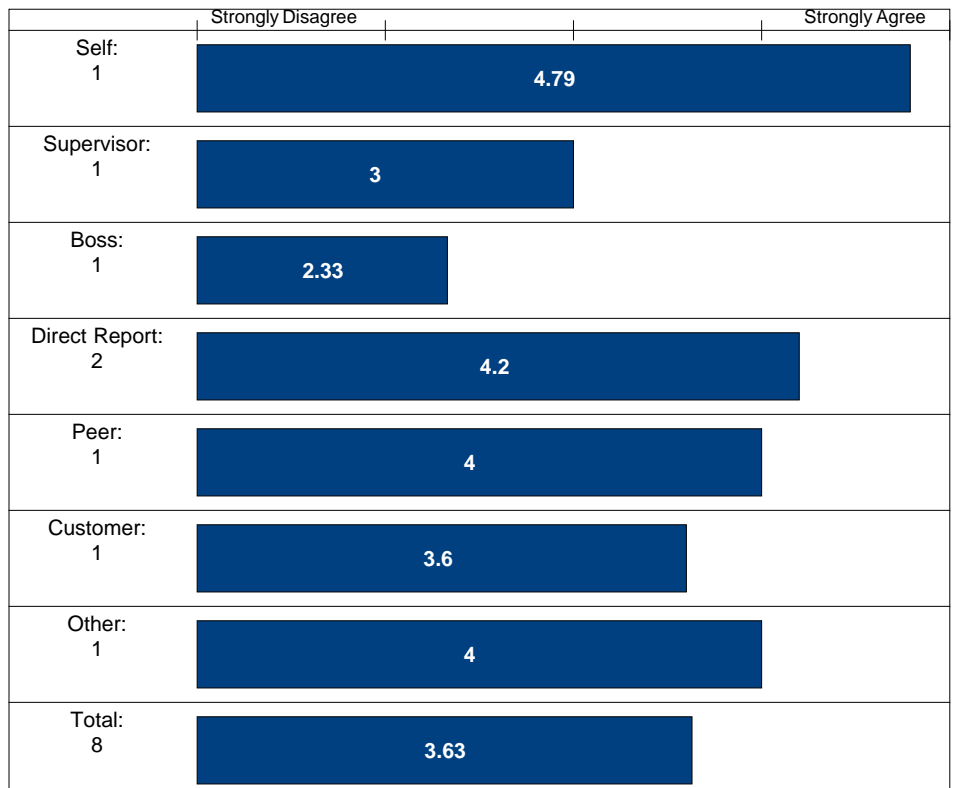
Tim Jones

Date: 5/22/2007

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



## Empathetic Outlook



# TriMetrix 360

Tim Jones

Date: 5/22/2007

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	3			
Boss: 1	3			
Direct Report: 2	5			
Peer: 1	5			
Customer: 1	2			
Other: 1	4			
Total: 8	3.87			

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	2			
Boss: 2	2.5			
Direct Report: 2	3.5			
Peer: 1	4			
Customer: 1	4			
Other: 1	4			
Total: 9	3.44			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

59. Listens to others attentively.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	2			
Boss: 2	2.5			
Direct Report: 2	3.5			
Peer: 1	4			
Customer: 1	3			
Other: 1	4			
Total: 9	3.33			

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	3			
Boss: 2	2			
Direct Report: 2	4			
Peer: 1	4			
Customer: 1	4			
Other: 1	5			
Total: 9	3.66			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	5			
Boss: 2	2			
Direct Report: 2	5			
Peer: 1	3			
Customer: 1	5			
Other: 1	3			
Total: 9	3.88			

## Personal Accountability

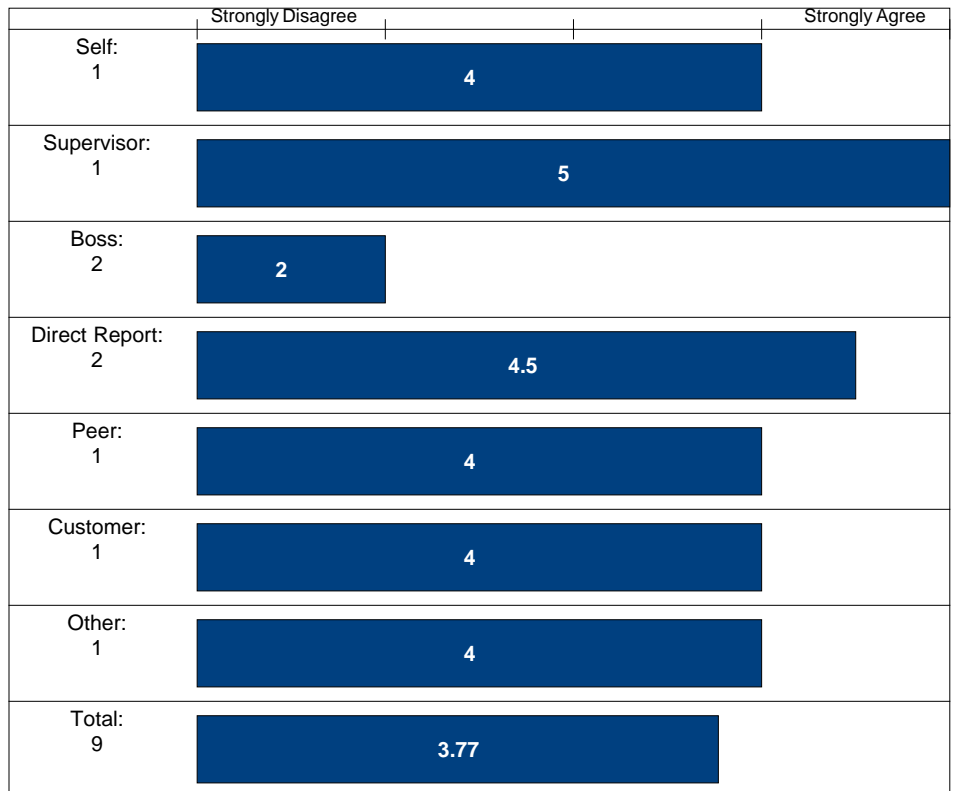
	Strongly Disagree			Strongly Agree
Self: 1	4.4			
Supervisor: 1	4			
Boss: 2	2.22			
Direct Report: 2	4.2			
Peer: 1	4.2			
Customer: 1	3.79			
Other: 1	4.59			
Total: 9	3.79			

# TriMetrix 360

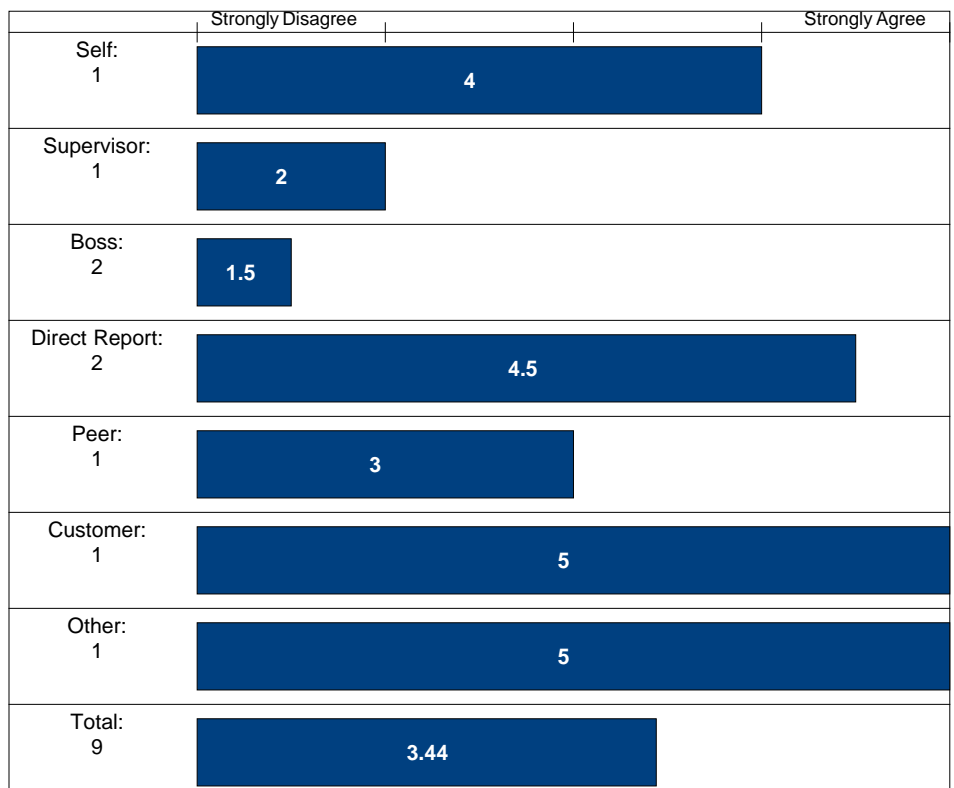
Tim Jones

Date: 5/22/2007

62. Takes responsibility and is answerable for personal actions.



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



# TriMetrix 360

Tim Jones

Date: 5/22/2007

64. Avoids placing unnecessary blame on others.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 2	3			
Direct Report: 2	3			
Peer: 1	4			
Customer: 1	3			
Other: 1	4			
Total: 9	3.55			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 0				
Boss: 1	1			
Direct Report: 2	4			
Peer: 1	5			
Customer: 1	3			
Other: 1	5			
Total: 7	3.71			

# 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			Strongly Agree
Self: 1	5			
Supervisor: 1	5			
Boss: 2	3			
Direct Report: 2	5			
Peer: 1	5			
Customer: 1	4			
Other: 1	5			
Total: 9	4.44			

## Developing Others

	Strongly Disagree			Strongly Agree
Self: 1	3.6			
Supervisor: 1	3.39			
Boss: 1	4.83			
Direct Report: 2	4.22			
Peer: 1	4.2			
Customer: 1	4.2			
Other: 1	4.4			
Total: 8	4.15			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

67. Contributes to the growth and development of others.

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	3			
Boss: 1	5			
Direct Report: 2	4.5			
Peer: 1	5			
Customer: 1	4			
Other: 1	5			
Total: 8	4.37			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	2			
Boss: 1	4			
Direct Report: 2	4.5			
Peer: 1	5			
Customer: 1	4			
Other: 1	4			
Total: 8	4			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	3			
Boss: 1	5			
Direct Report: 2	4			
Peer: 1	4			
Customer: 1	4			
Other: 1	5			
Total: 8	4.12			

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

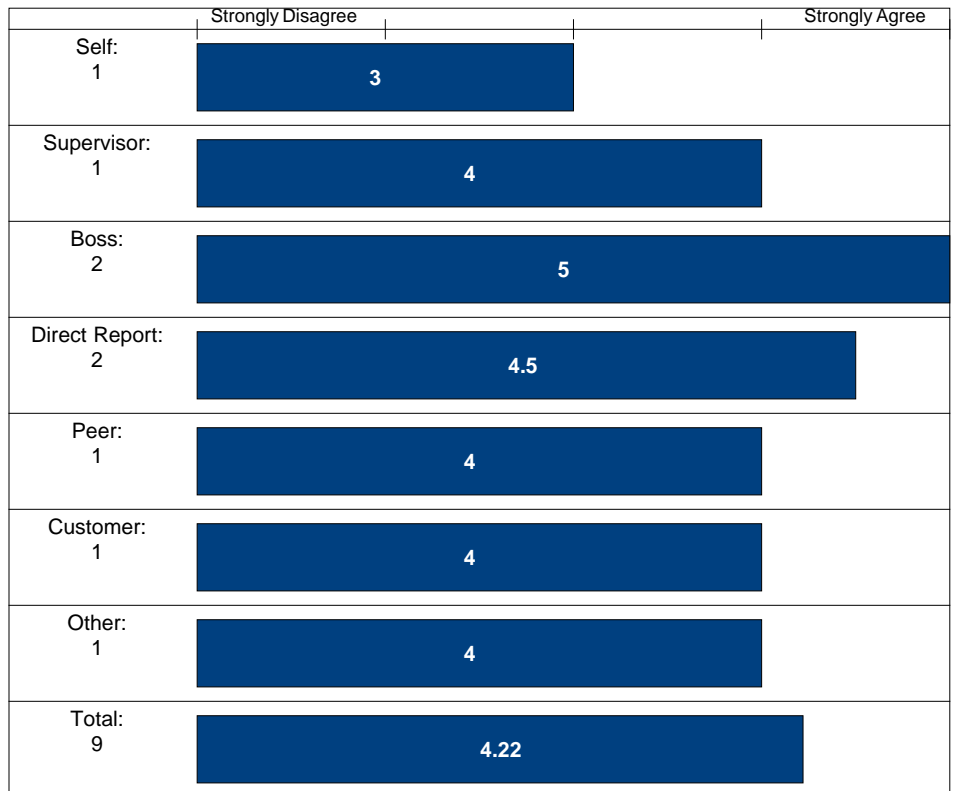
	Strongly Disagree			Strongly Agree
Self: 1	3			
Supervisor: 1	5			
Boss: 1	5			
Direct Report: 1	3			
Peer: 1	3			
Customer: 1	5			
Other: 1	4			
Total: 7	4			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

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



## Objective Listening



# TriMetrix 360

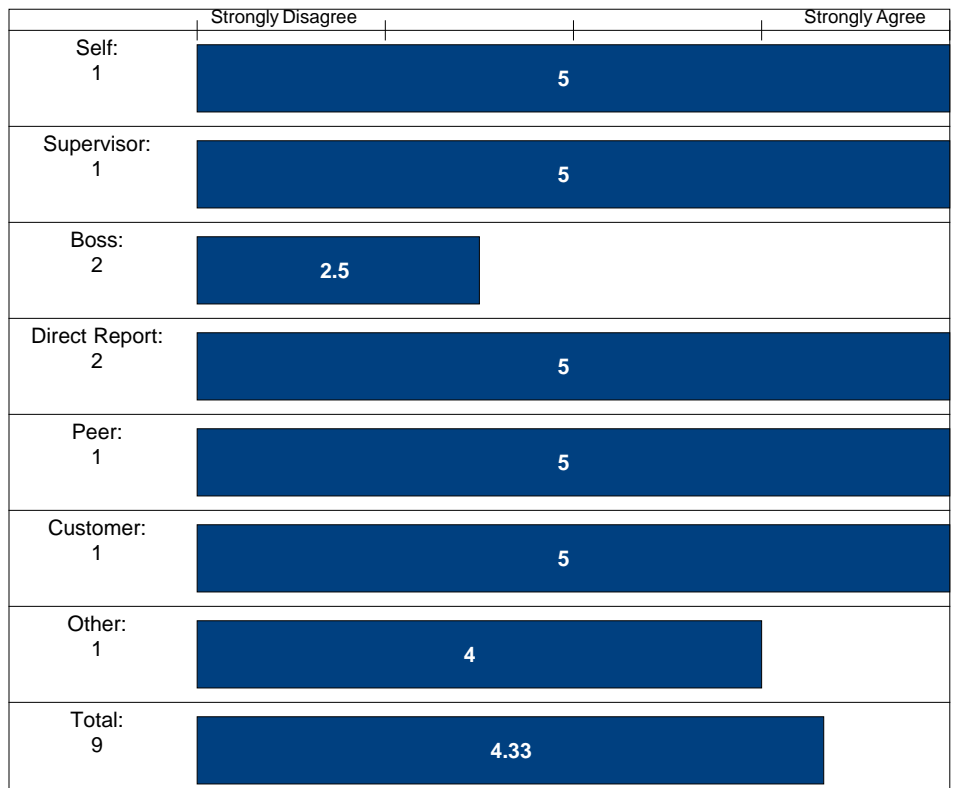
Tim Jones

Date: 5/22/2007

72. Listens to many points of view without bias.



73. Values others' points of view.

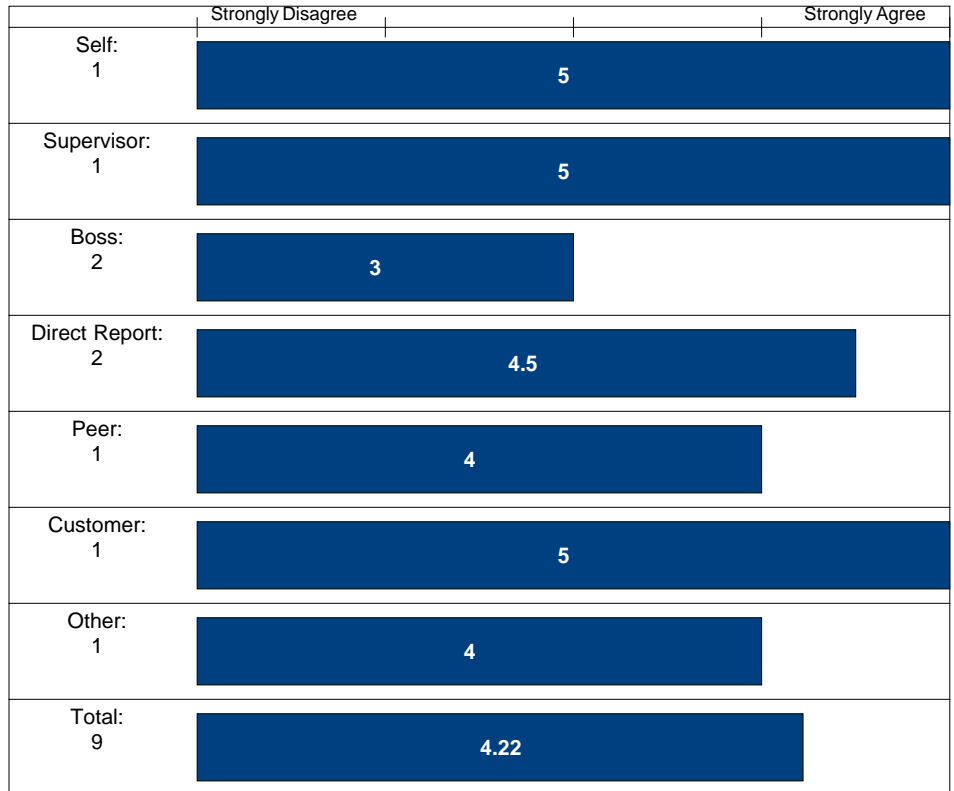


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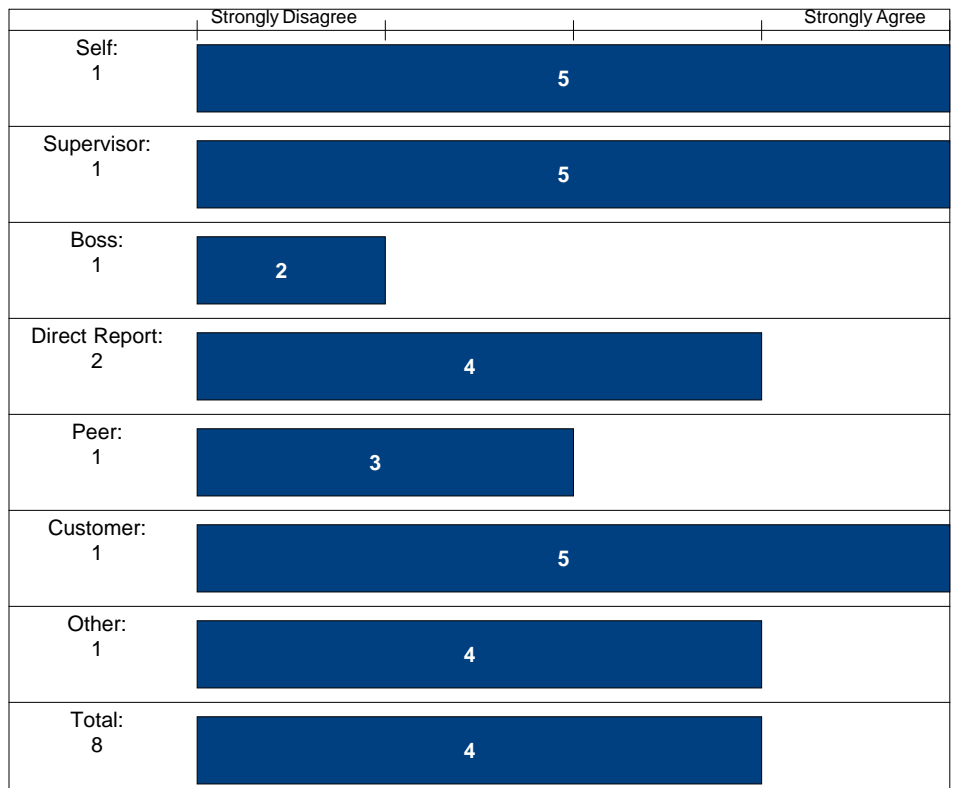
Tim Jones

Date: 5/22/2007

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



75. Represents others' points of view impartially.

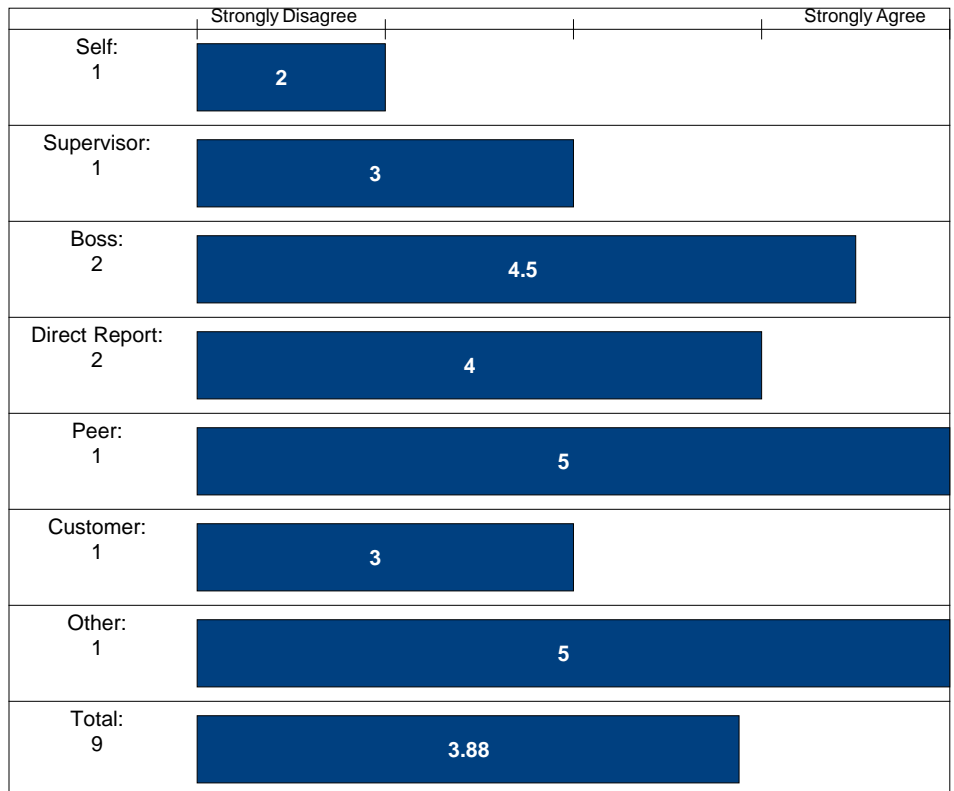


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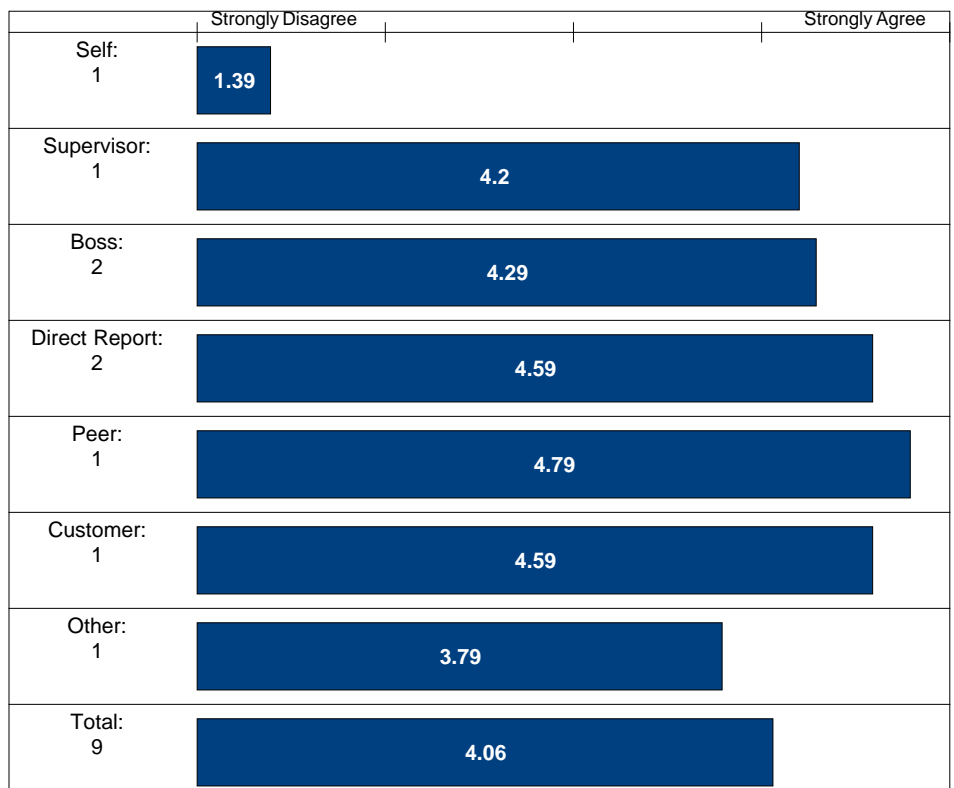
Tim Jones

Date: 5/22/2007

76. Verifies understanding of others' feedback.



Influencing Others

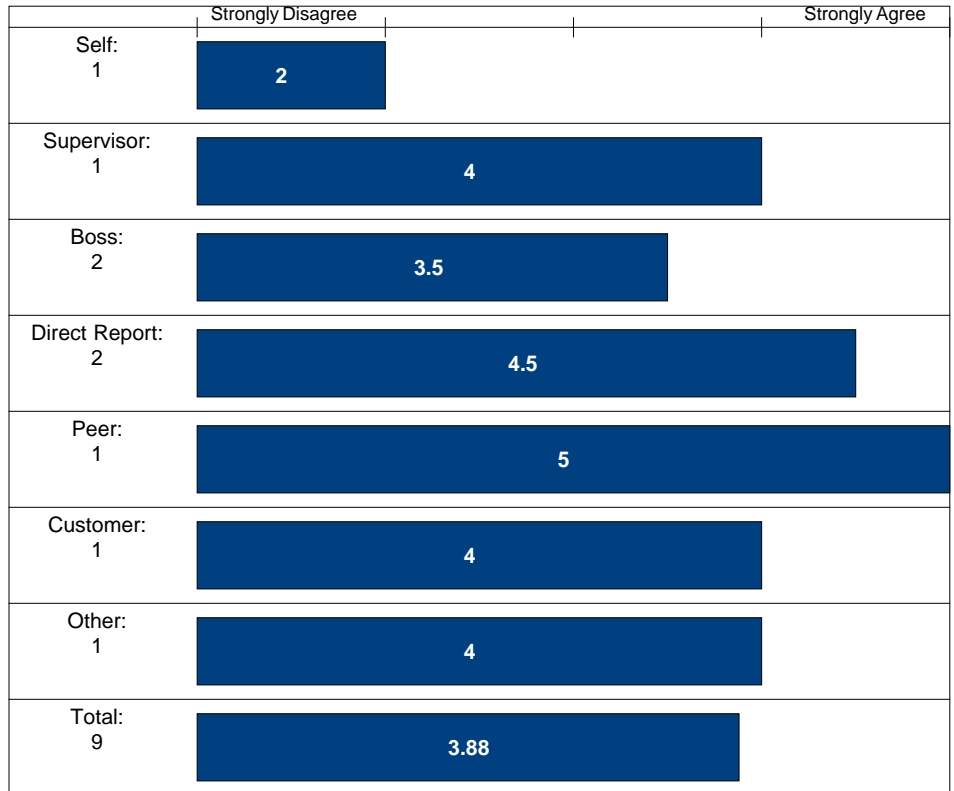


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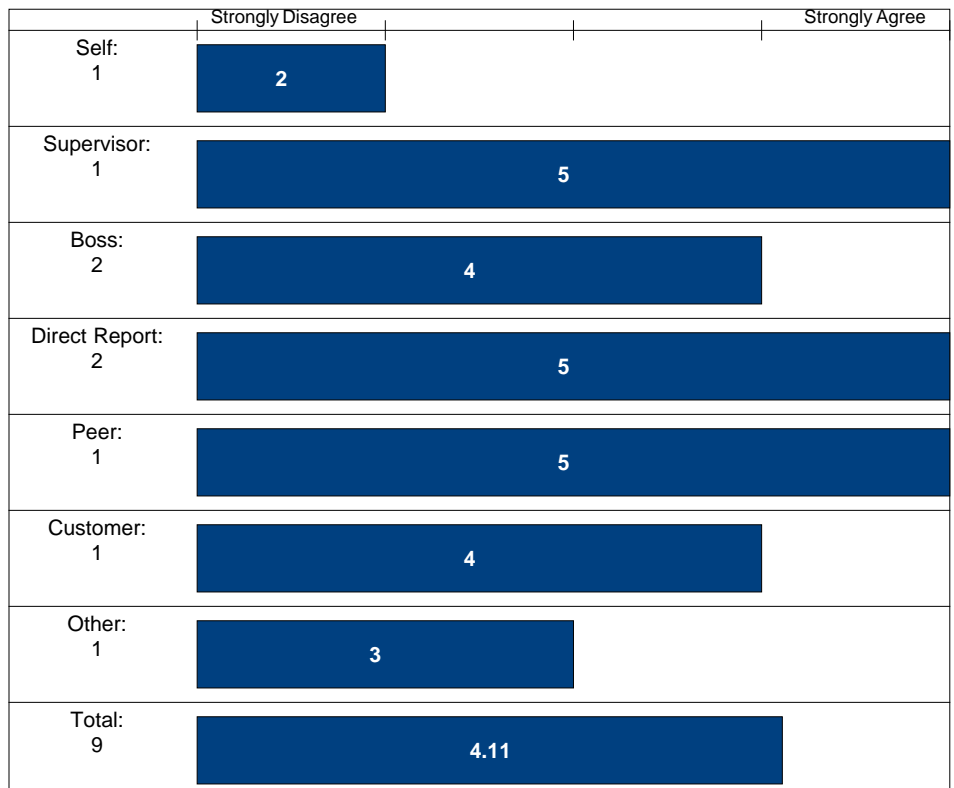
Tim Jones

Date: 5/22/2007

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



78. Effectively impacts others' actions.

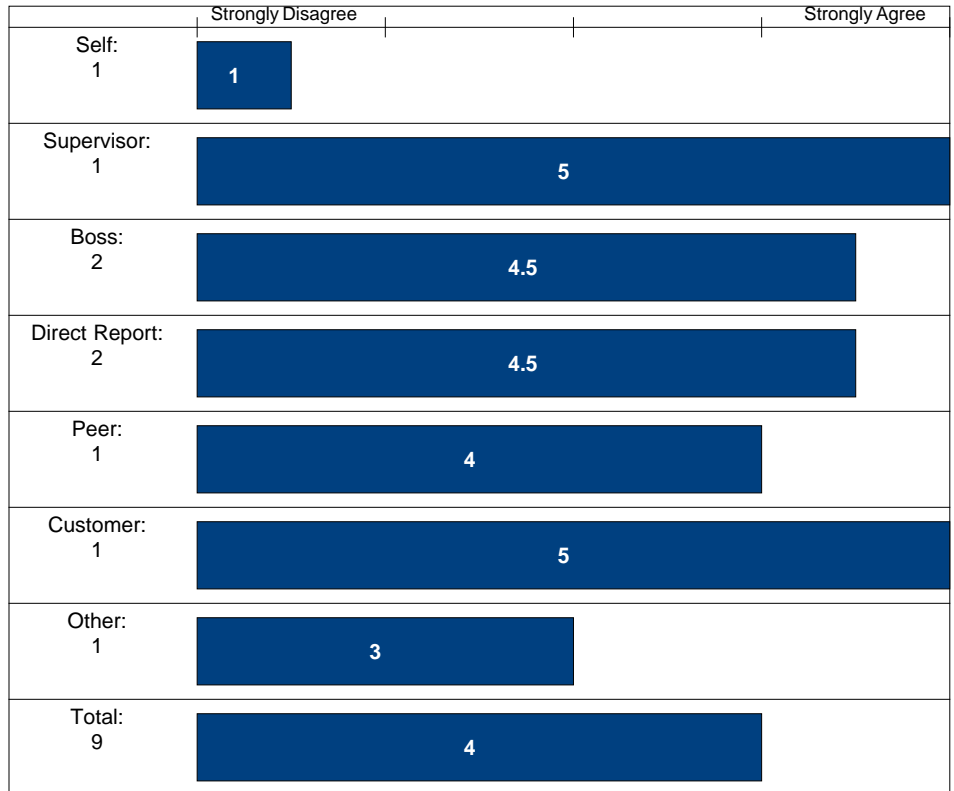


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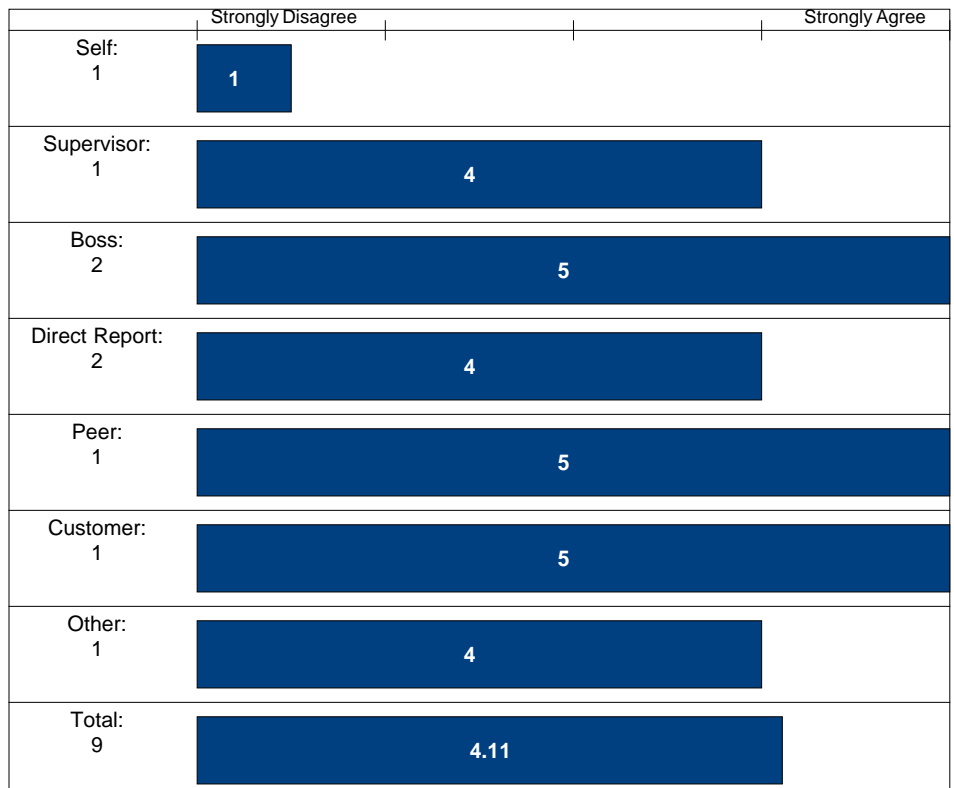
Tim Jones

Date: 5/22/2007

79. Gains commitment from others to achieve desired results.



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

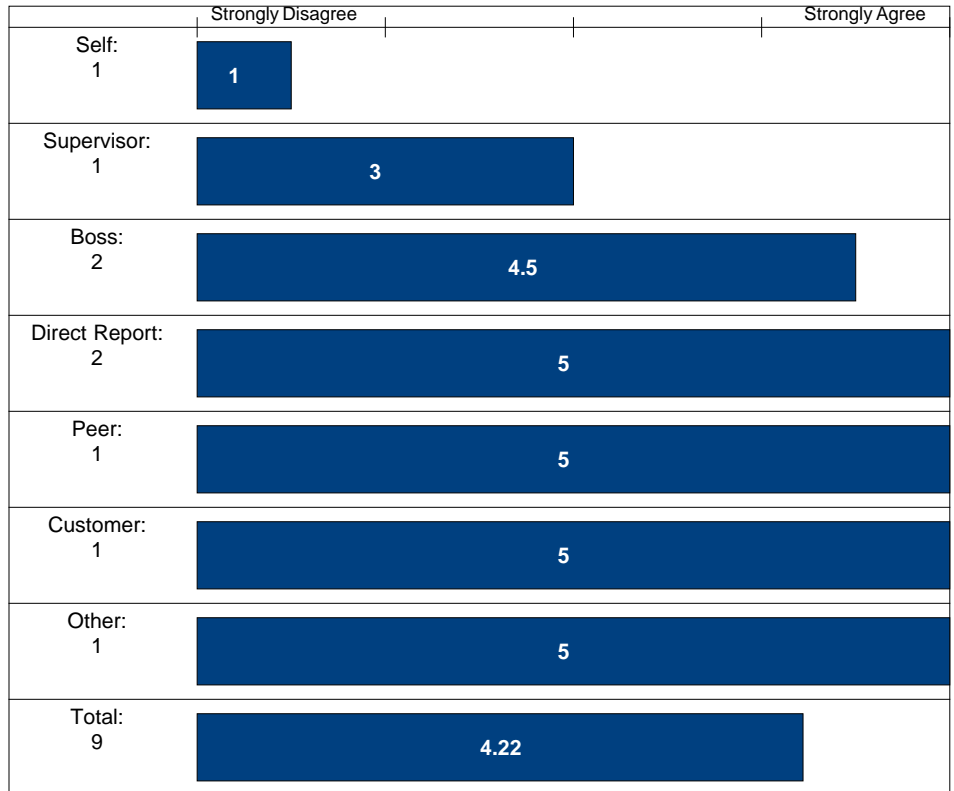


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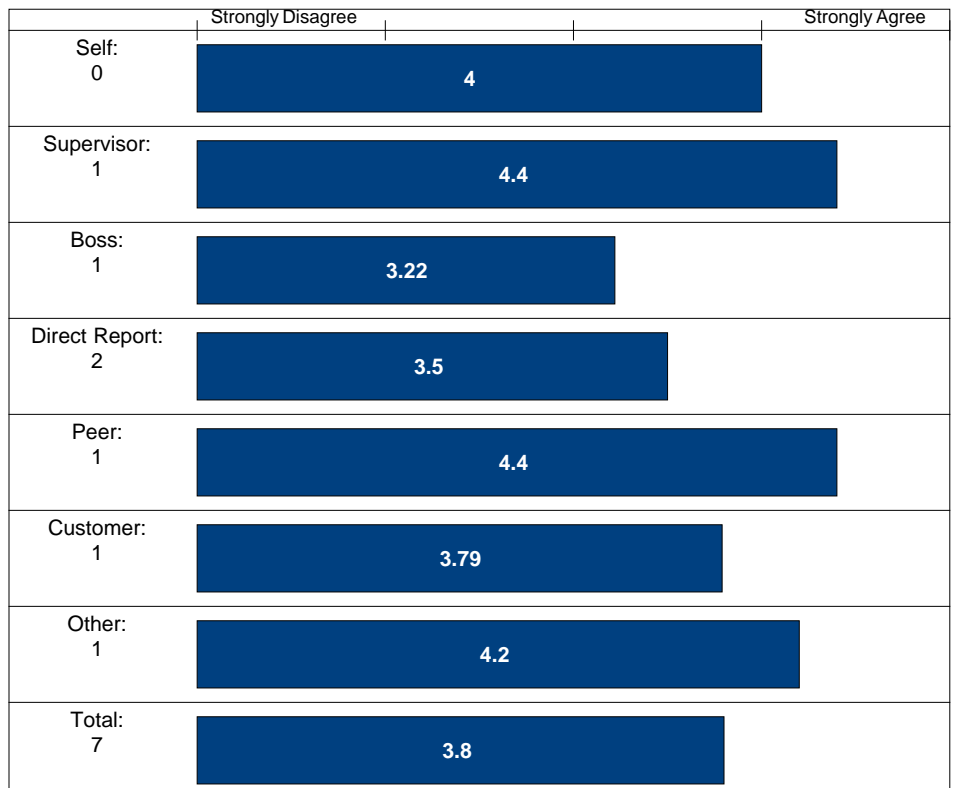
Tim Jones

Date: 5/22/2007

81. Persuades others in a positive manner.



Leading Others

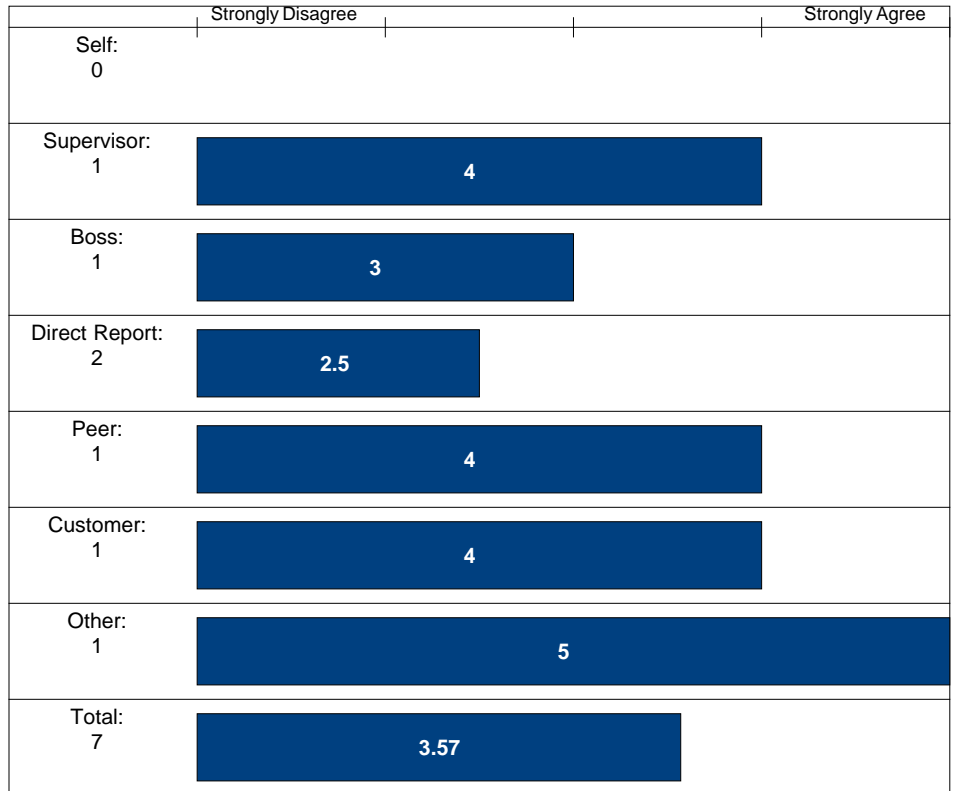


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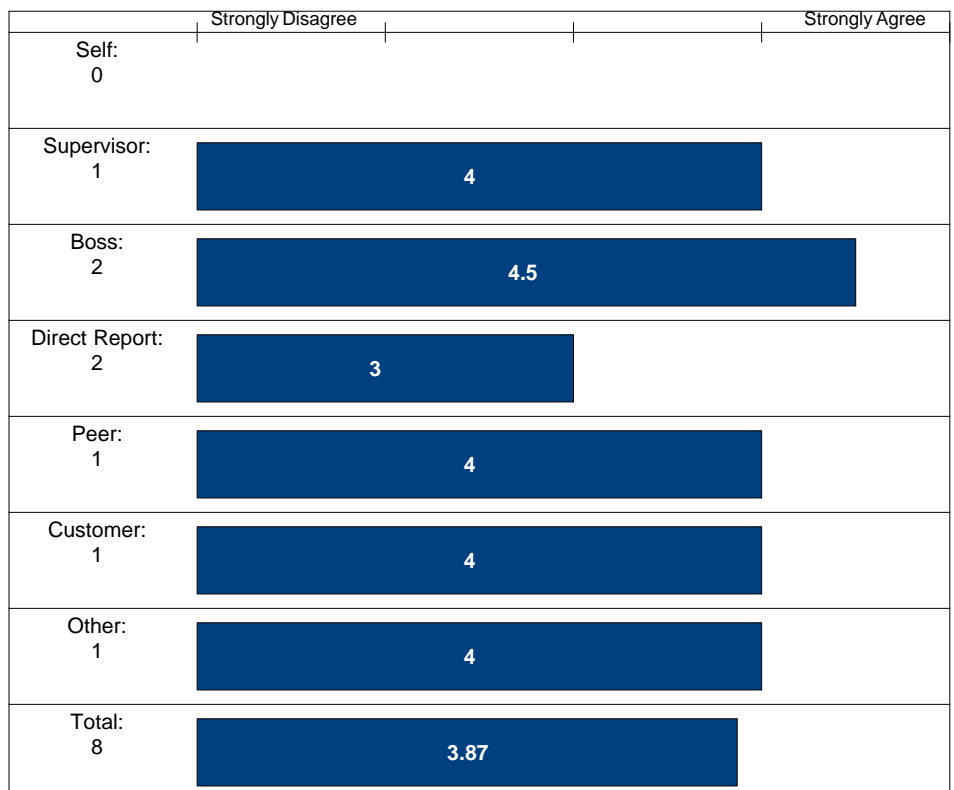
Tim Jones

Date: 5/22/2007

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



83. Inspires others with a compelling vision.

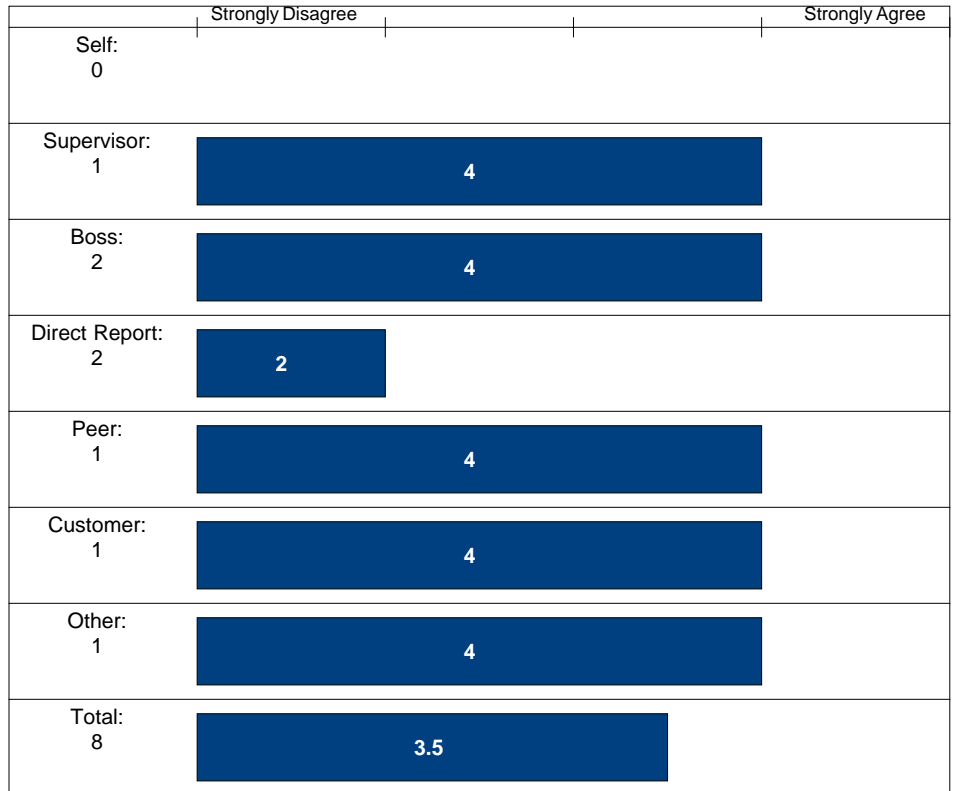


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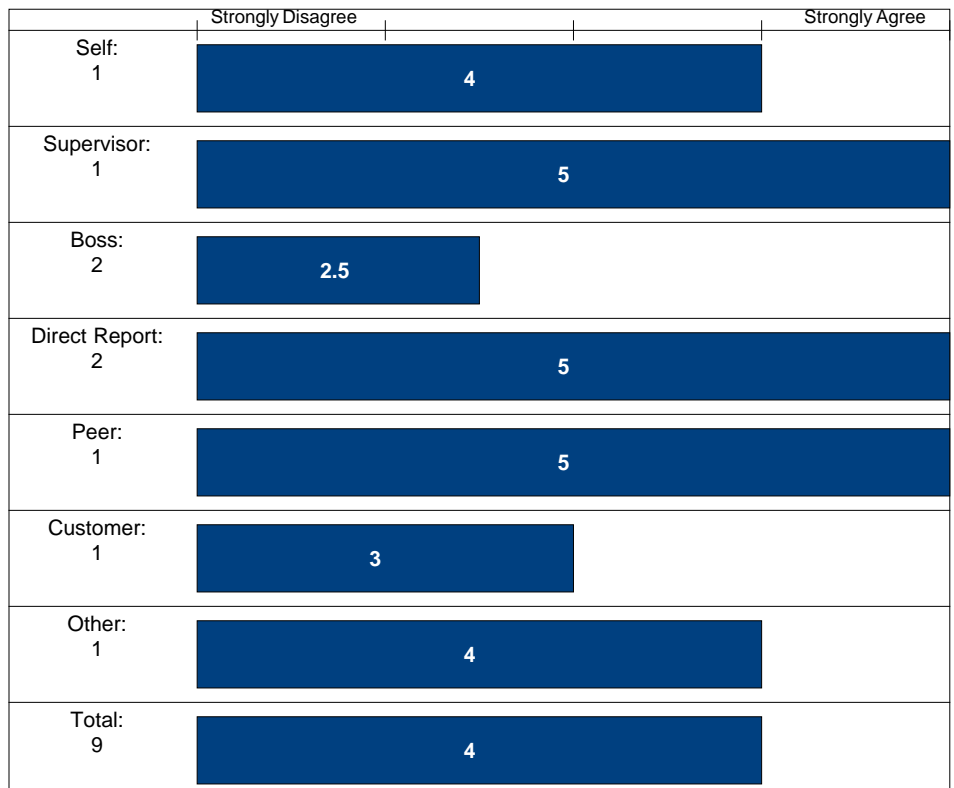
Tim Jones

Date: 5/22/2007

84. Empowers others to accomplish common goals.



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

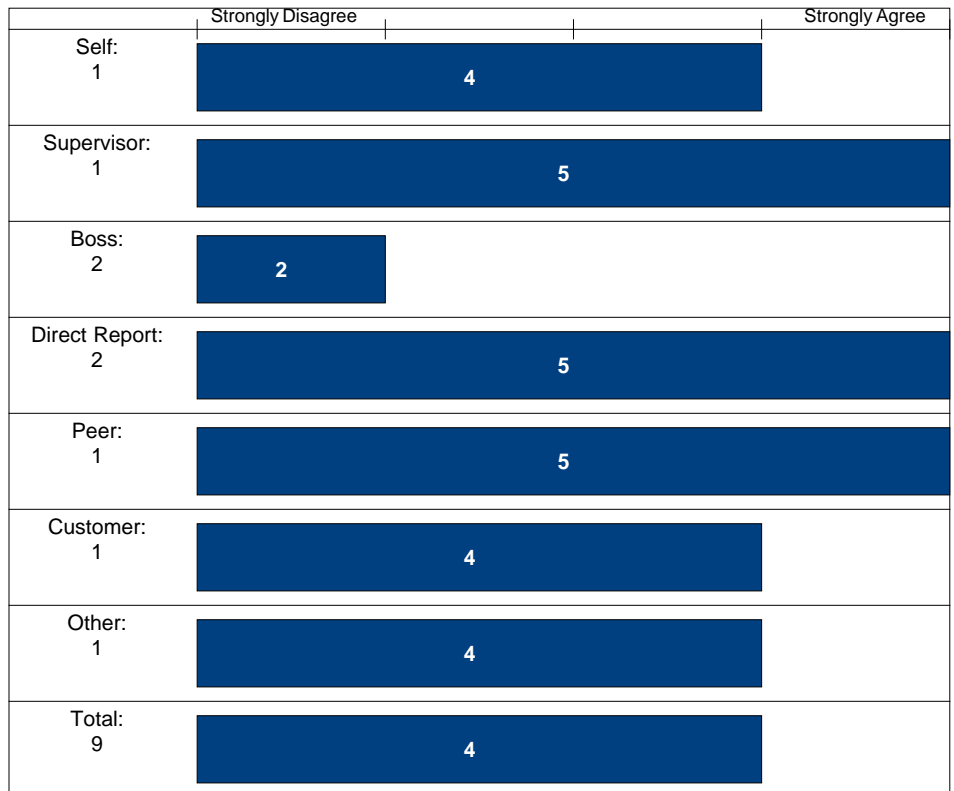


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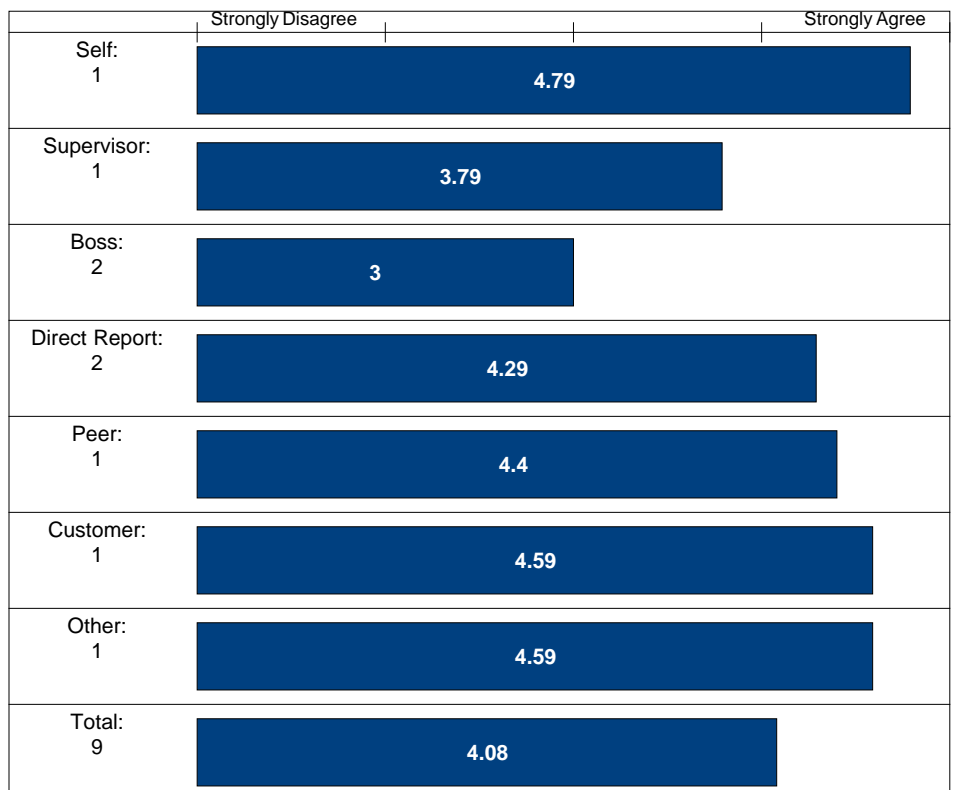
Tim Jones

Date: 5/22/2007

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



## Resiliency



# TriMetrix 360

Tim Jones

Date: 5/22/2007

87. Quick recovery from adversity.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	5			
Boss: 2	3.5			
Direct Report: 2	4			
Peer: 1	5			
Customer: 1	4			
Other: 1	5			
Total: 9	4.33			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	3			
Boss: 2	3.5			
Direct Report: 2	3.5			
Peer: 1	3			
Customer: 1	5			
Other: 1	5			
Total: 9	3.77			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

89. Handles criticism and rejection from others with objectivity.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	3			
Boss: 2	3			
Direct Report: 2	4			
Peer: 1	4			
Customer: 1	4			
Other: 1	5			
Total: 9	3.88			

90. Recovers quickly from personal setbacks.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	3			
Boss: 2	3			
Direct Report: 2	5			
Peer: 1	5			
Customer: 1	5			
Other: 1	4			
Total: 9	4.22			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

91. Moves past unforeseen obstacles without unnecessary delay.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	5			
Boss: 2	2			
Direct Report: 2	5			
Peer: 1	5			
Customer: 1	5			
Other: 1	4			
Total: 9	4.22			

## Teamwork

	Strongly Disagree			Strongly Agree
Self: 1	4.25			
Supervisor: 1	3.79			
Boss: 2	4			
Direct Report: 2	4.29			
Peer: 1	3.39			
Customer: 1	3.79			
Other: 1	4.79			
Total: 9	4.06			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

92. Cooperates with others to meet objectives.

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 2	3			
Direct Report: 2	4.5			
Peer: 1	4			
Customer: 1	4			
Other: 1	4			
Total: 9	4			

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

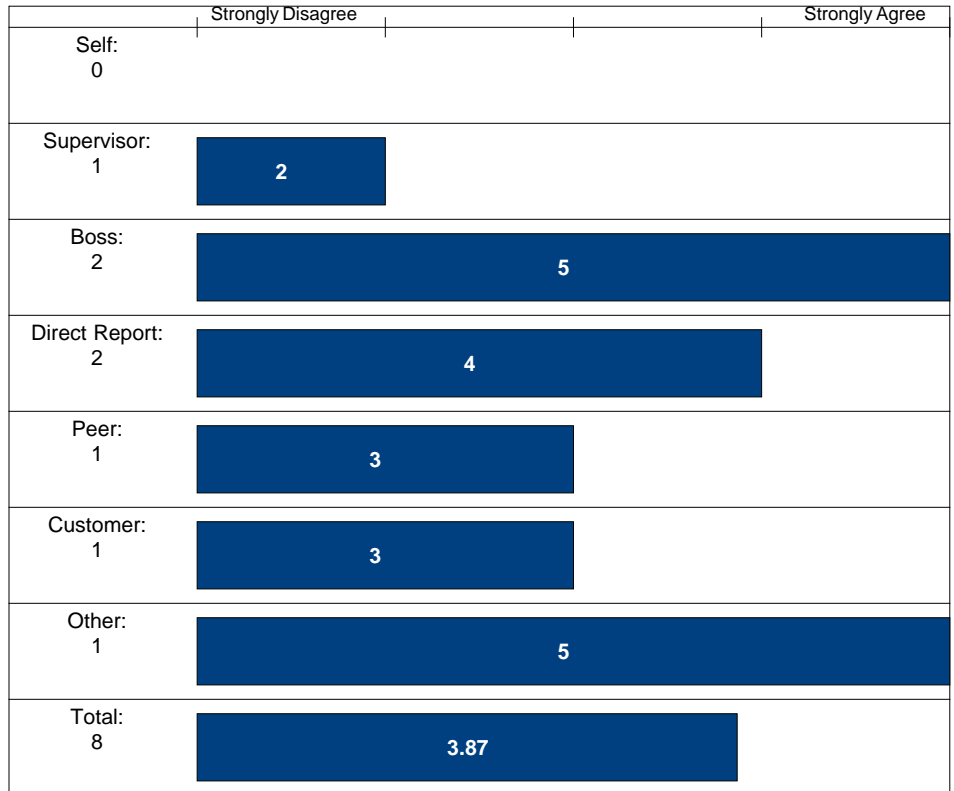
	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 2	3.5			
Direct Report: 2	4.5			
Peer: 1	3			
Customer: 1	3			
Other: 1	5			
Total: 9	4			

# TriMetrix 360

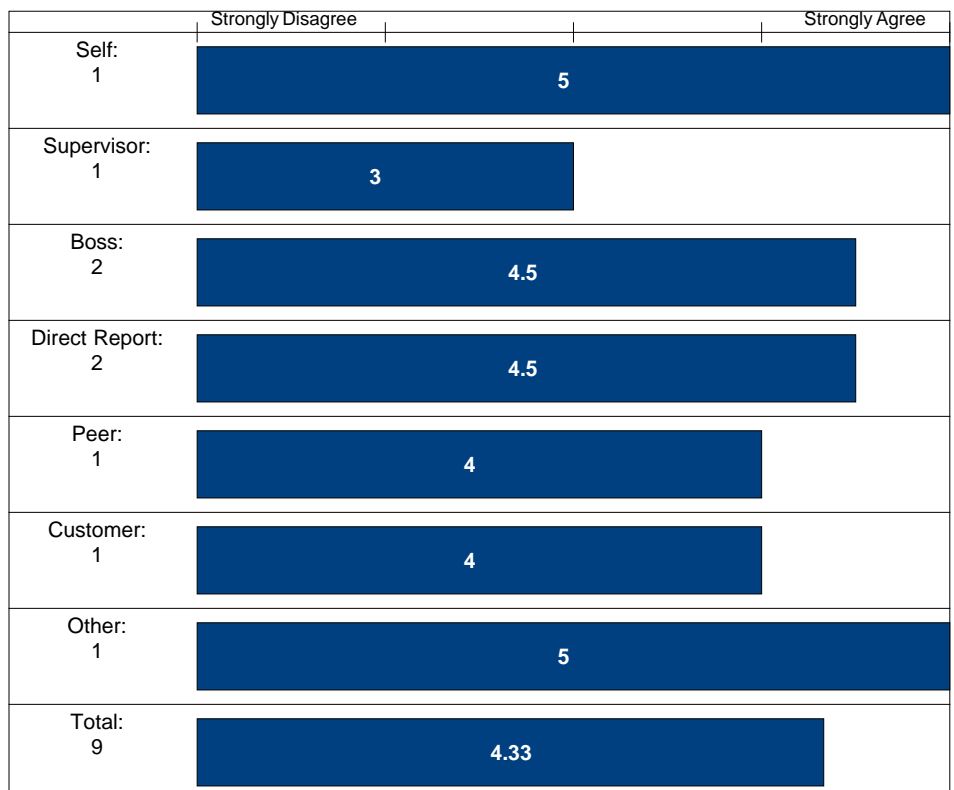
Tim Jones

Date: 5/22/2007

94. Contributes positively and productively to team projects.



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



# TriMetrix 360

Tim Jones

Date: 5/22/2007

96. Supports other team members and team decisions.

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	4			
Boss: 2	4			
Direct Report: 2	4			
Peer: 1	3			
Customer: 1	5			
Other: 1	5			
Total: 9	4.11			

## Continuous Learning

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	4.5			
Boss: 2	4.33			
Direct Report: 2	3.7			
Peer: 1	4			
Customer: 1	4.4			
Other: 1	4.4			
Total: 9	4.14			

# 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			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 2	4.5			
Direct Report: 2	2.5			
Peer: 1	5			
Customer: 1	4			
Other: 1	4			
Total: 9	4			

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

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 0				
Boss: 1	4			
Direct Report: 2	3			
Peer: 0				
Customer: 1	4			
Other: 1	4			
Total: 6	3.66			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

99. Continually updates business skills.

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 2	5			
Direct Report: 2	3.5			
Peer: 1	3			
Customer: 1	4			
Other: 1	5			
Total: 9	4.22			

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

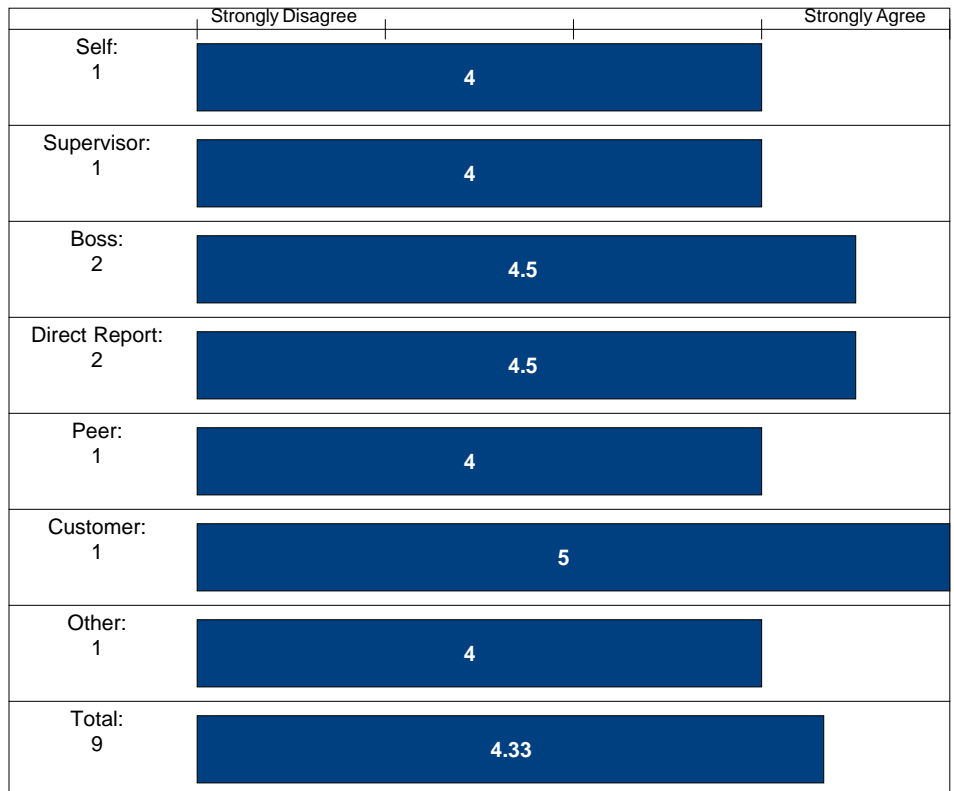
	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	4			
Boss: 2	3.5			
Direct Report: 2	5			
Peer: 1	4			
Customer: 1	5			
Other: 1	5			
Total: 9	4.33			

# TriMetrix 360

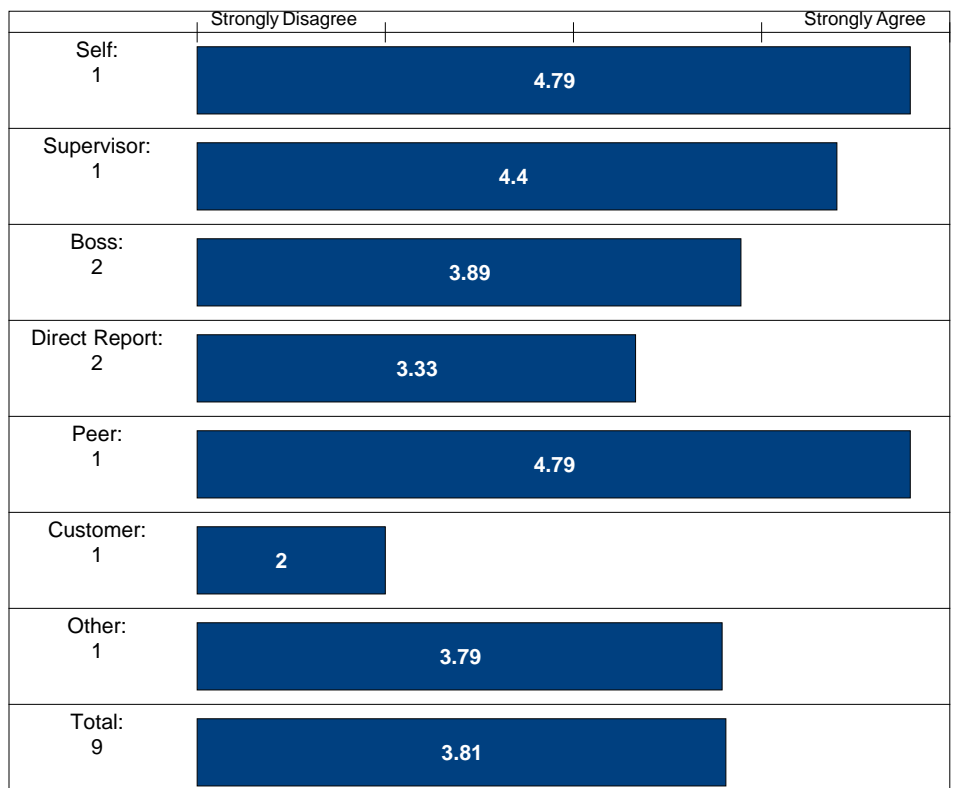
Tim Jones

Date: 5/22/2007

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



**Self-Starting Ability**

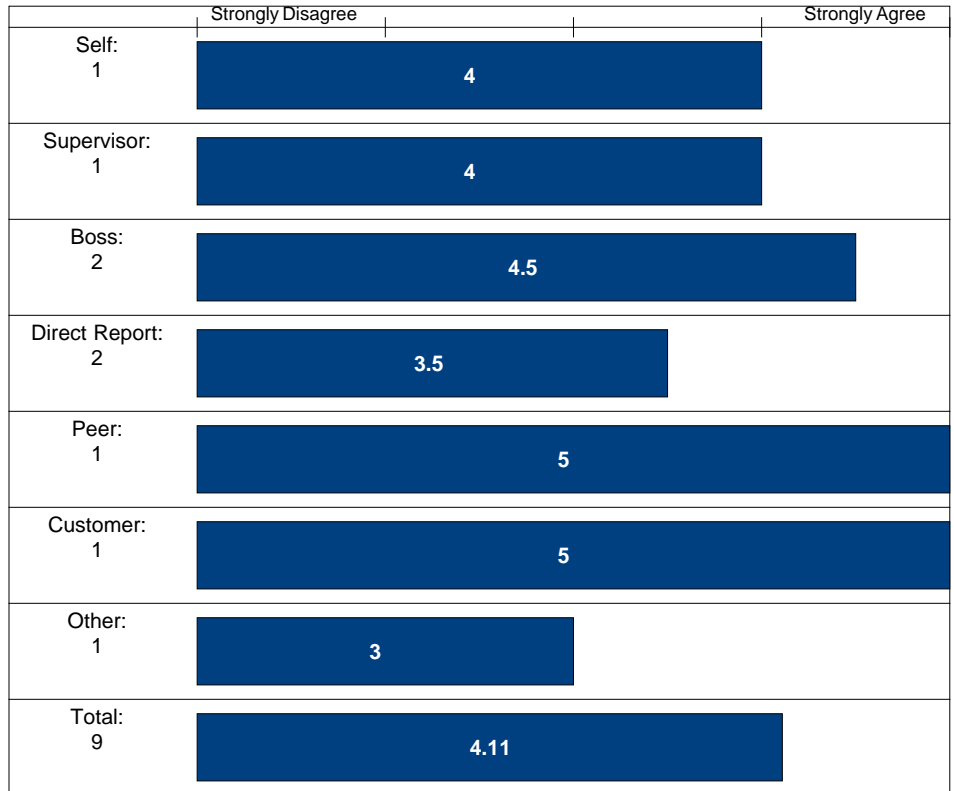


# TriMetrix 360

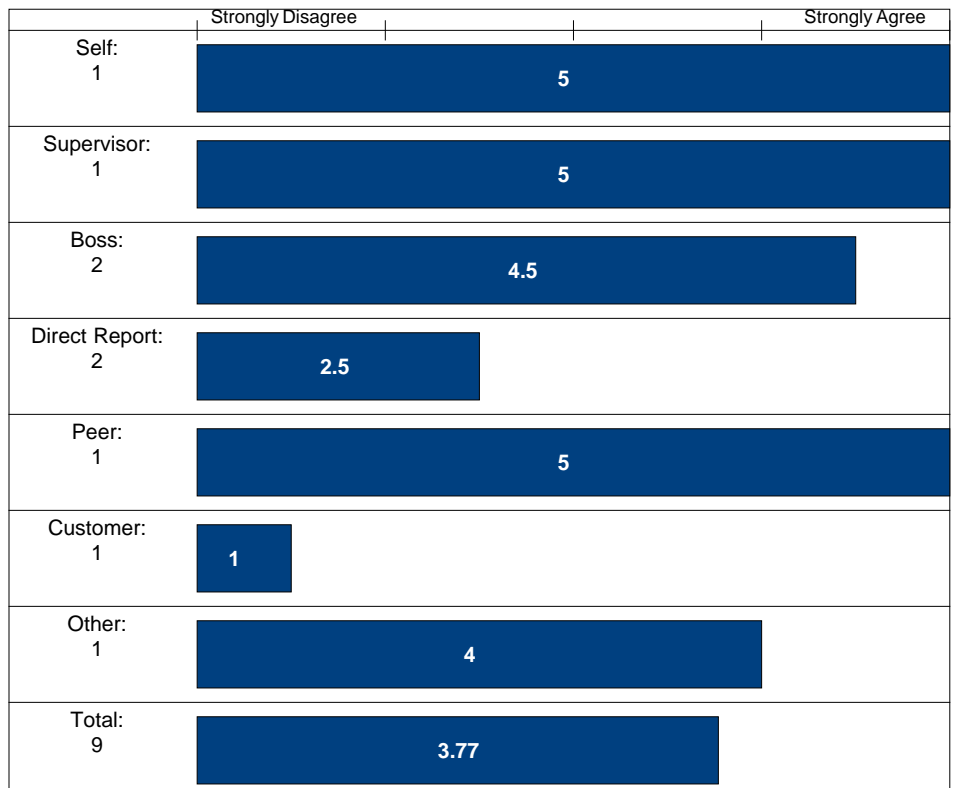
Tim Jones

Date: 5/22/2007

102. Initiates and sustains momentum without external stimulation.



103. Initiates relevant activities toward achieving business goals.



# TriMetrix 360

Tim Jones

Date: 5/22/2007

104. Independently completes projects and produces desired results.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	5			
Boss: 2	4			
Direct Report: 2	3			
Peer: 1	5			
Customer: 1	1			
Other: 1	5			
Total: 9	3.88			

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

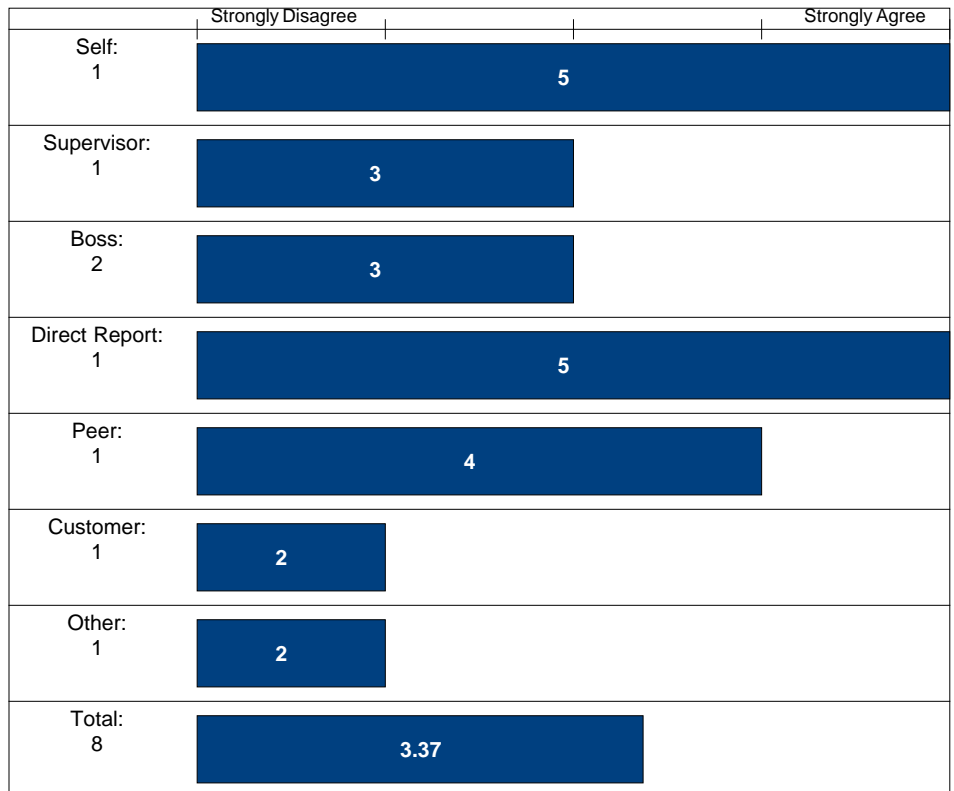
	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	5			
Boss: 2	3.5			
Direct Report: 2	3.5			
Peer: 1	5			
Customer: 1	1			
Other: 1	5			
Total: 9	3.88			

# TriMetrix 360

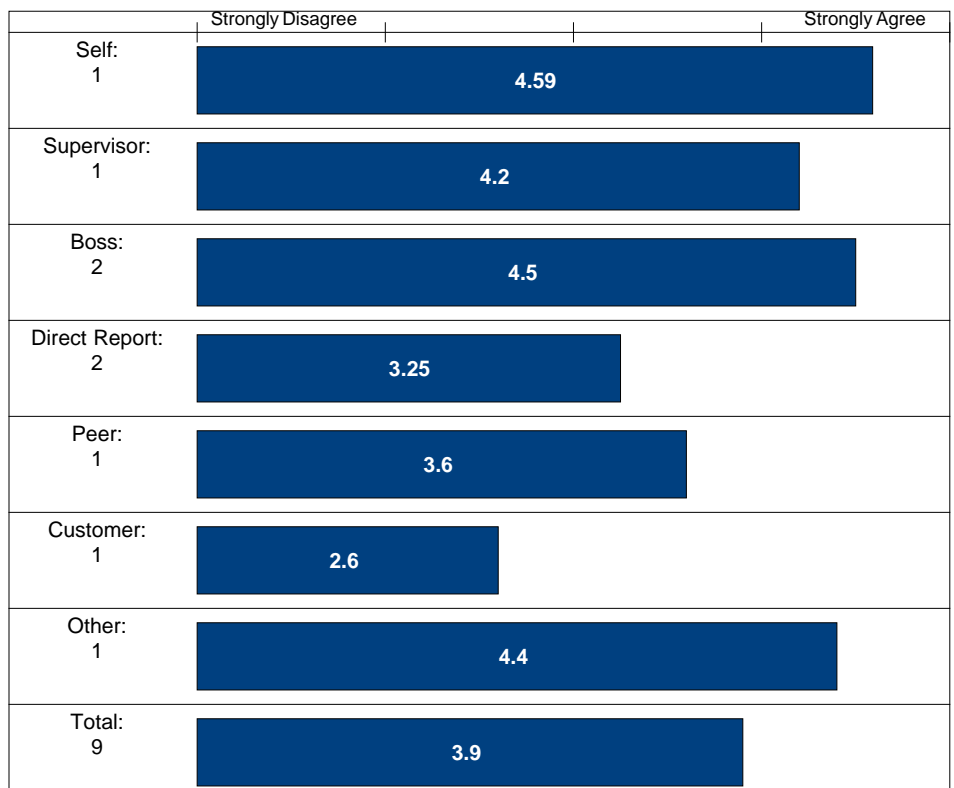
Tim Jones

Date: 5/22/2007

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



## Conflict Management

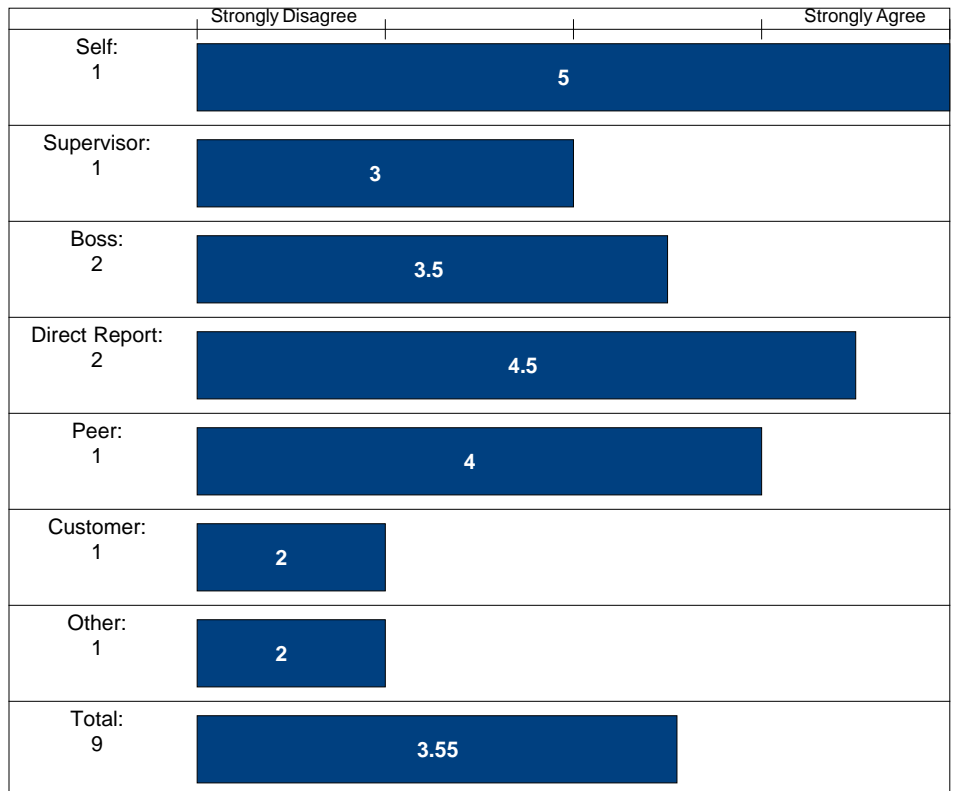


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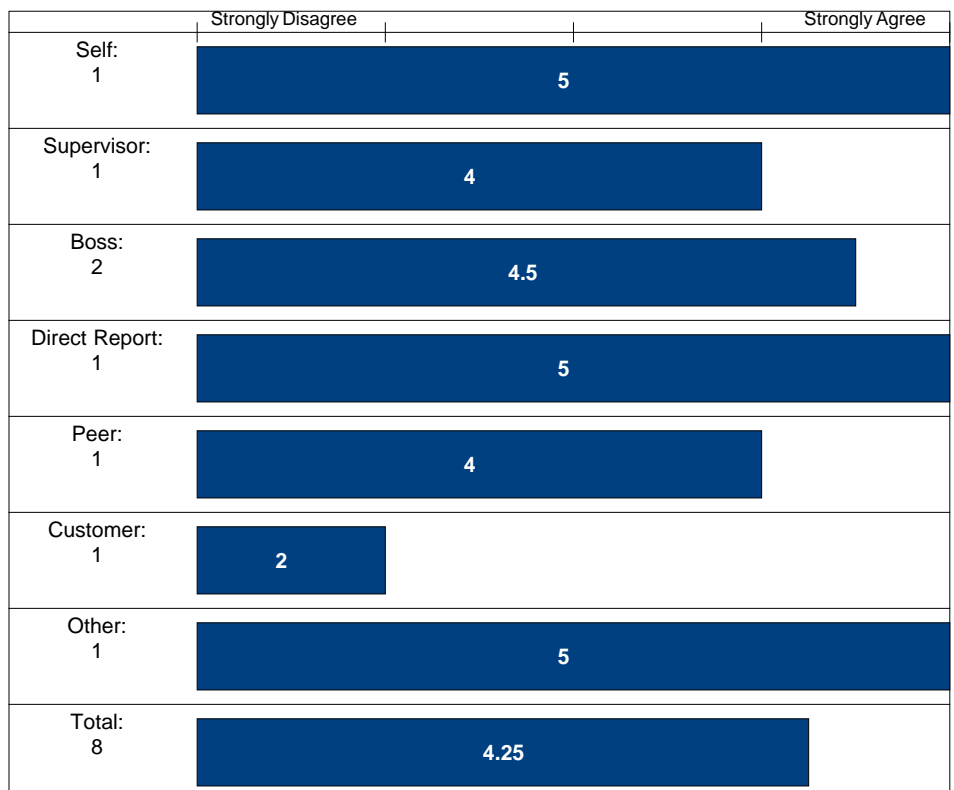
Tim Jones

Date: 5/22/2007

107. Resolves differing points of view constructively.



108. Faces difficult issues with objectivity.

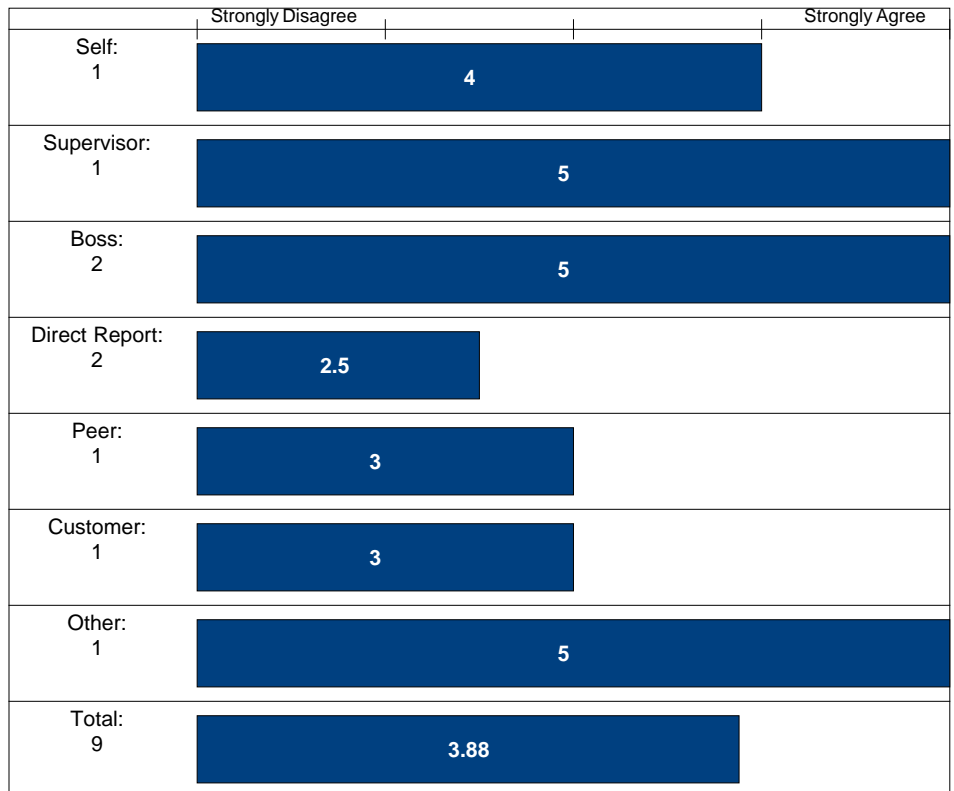


# TriMetrix 360

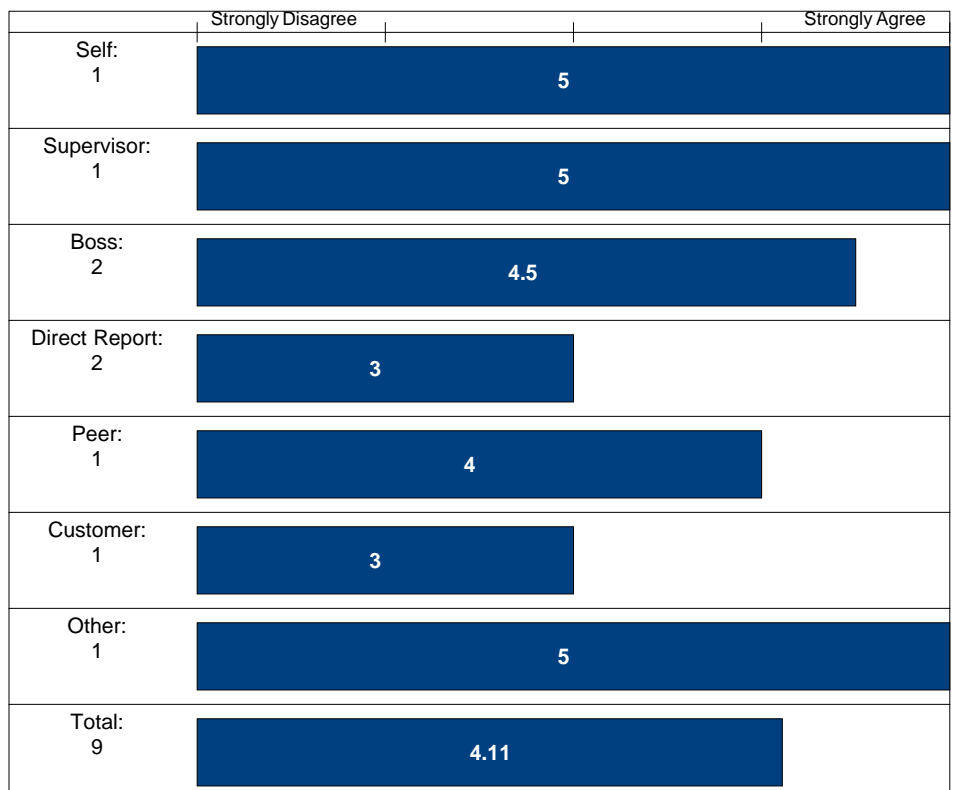
Tim Jones

Date: 5/22/2007

109. Considers all opinions and facts before drawing conclusions.



110. Identifies appropriate solutions for volatile situations.

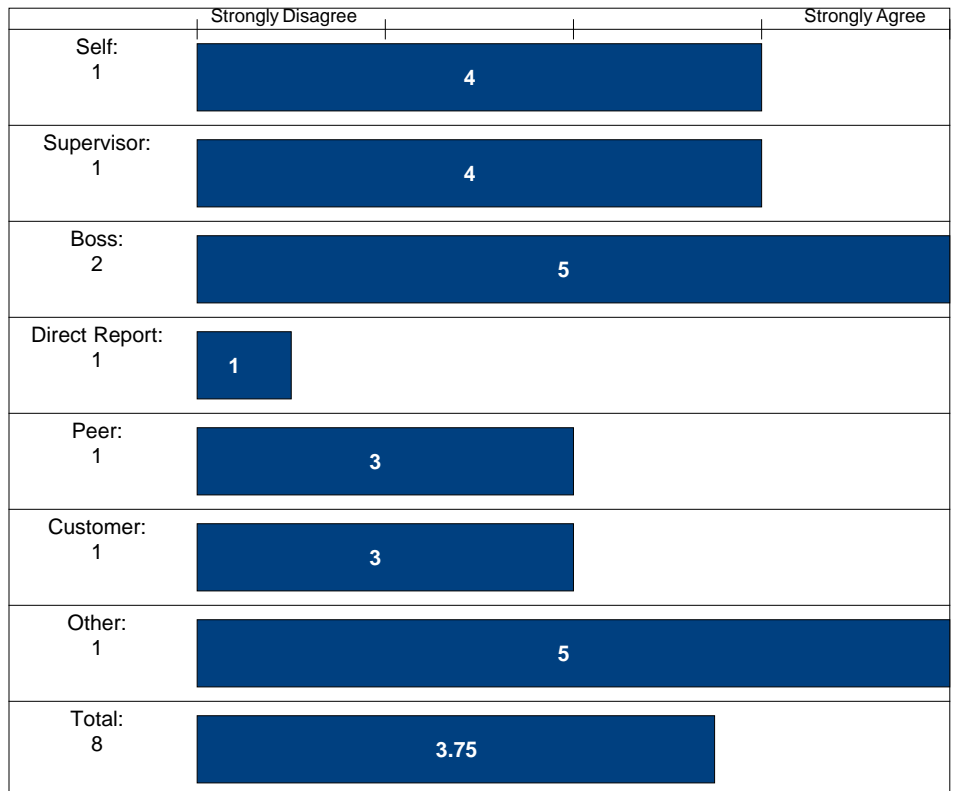


# TriMetrix 360

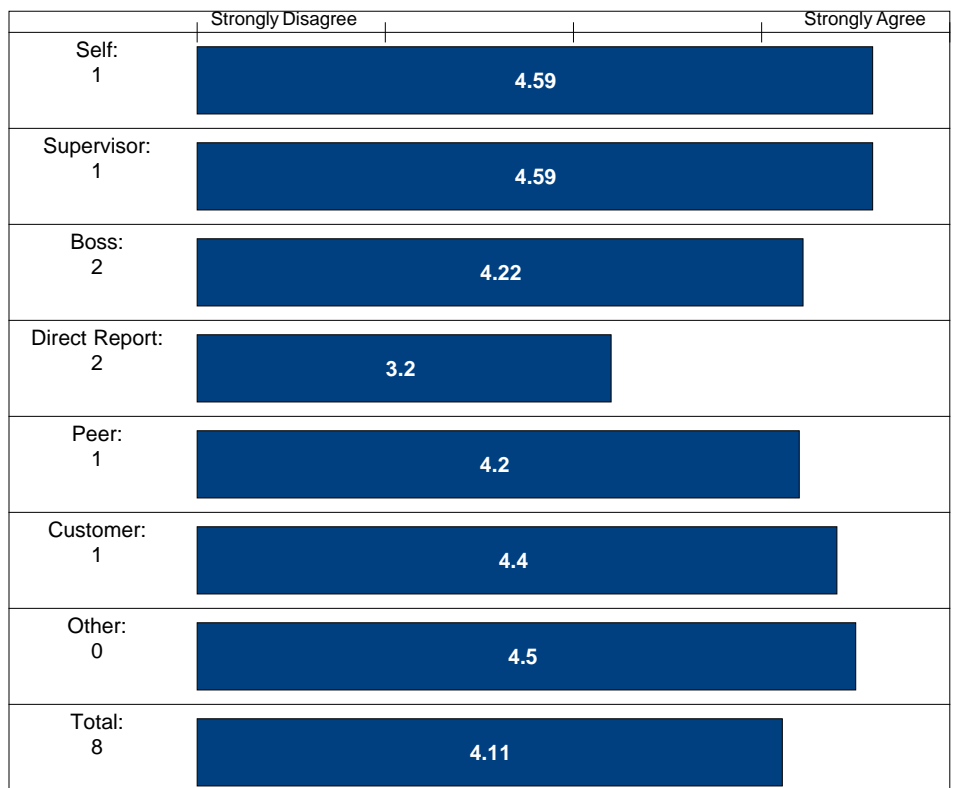
Tim Jones

Date: 5/22/2007

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



## Flexibility



# 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			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 2	4			
Direct Report: 2	3			
Peer: 1	4			
Customer: 1	4			
Other: 0				
Total: 8	3.87			

113. Adapts effectively to changing plans and priorities.

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 2	3.5			
Direct Report: 2	3			
Peer: 1	4			
Customer: 1	4			
Other: 1	5			
Total: 9	3.88			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

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

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	5			
Boss: 2	4.5			
Direct Report: 2	3.5			
Peer: 1	4			
Customer: 1	4			
Other: 1	4			
Total: 9	4.22			

115. Deals comfortably with ambiguity.

	Strongly Disagree			Strongly Agree
Self: 1	4			
Supervisor: 1	5			
Boss: 2	5			
Direct Report: 2	3			
Peer: 1	5			
Customer: 1	5			
Other: 1	4			
Total: 9	4.33			

# TriMetrix 360

Tim Jones

Date: 5/22/2007

116. Adjusts preset plans as necessary with minimal resistance.

	Strongly Disagree			Strongly Agree
Self: 1	5			
Supervisor: 1	4			
Boss: 1	4			
Direct Report: 2	3.5			
Peer: 1	4			
Customer: 1	5			
Other: 1	5			
Total: 8	4.25			