

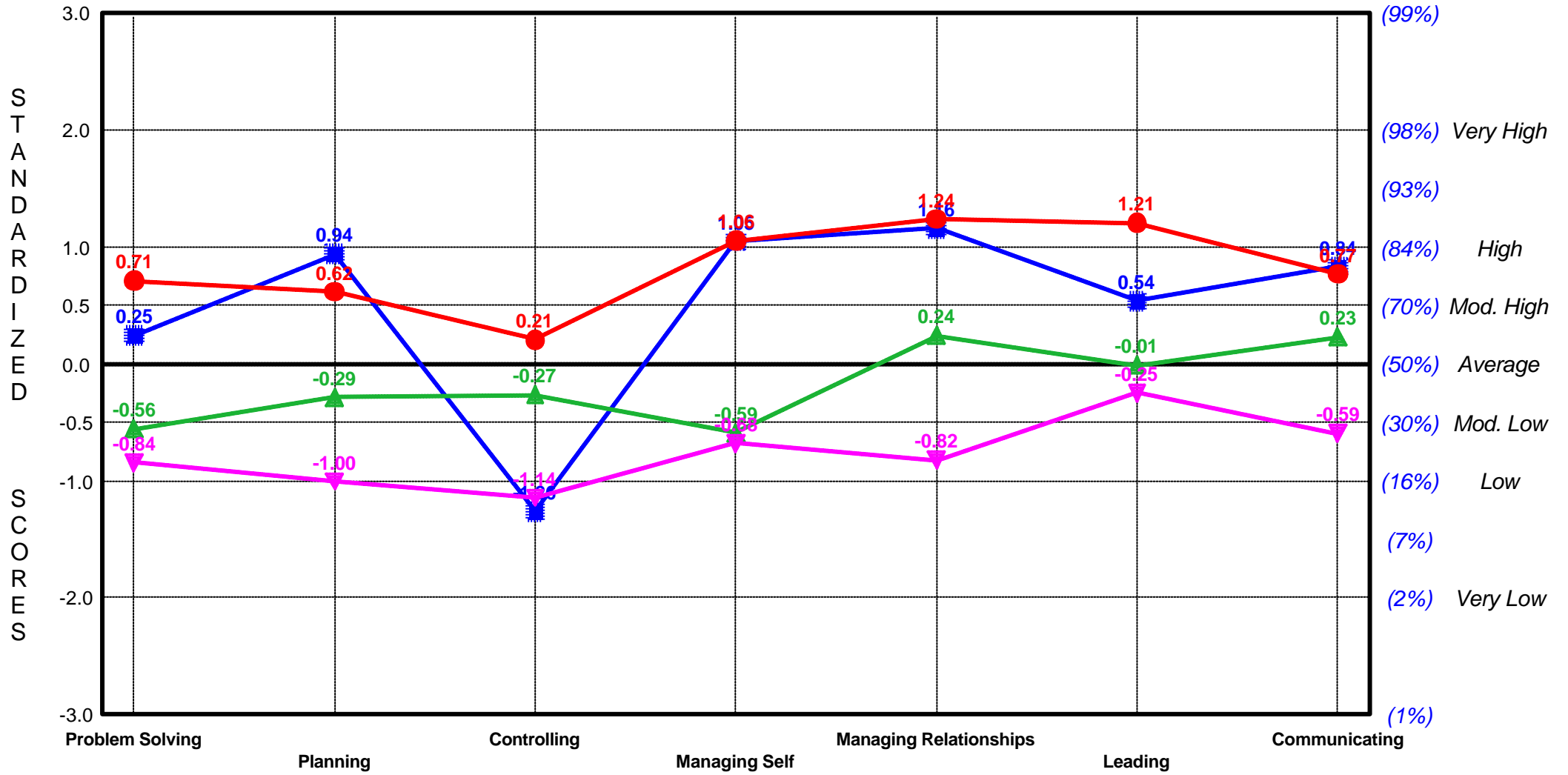


LeaderView360 Profile for

**Rona Cantalon
Sample Hospital**

1st Assessment: 02-07-02

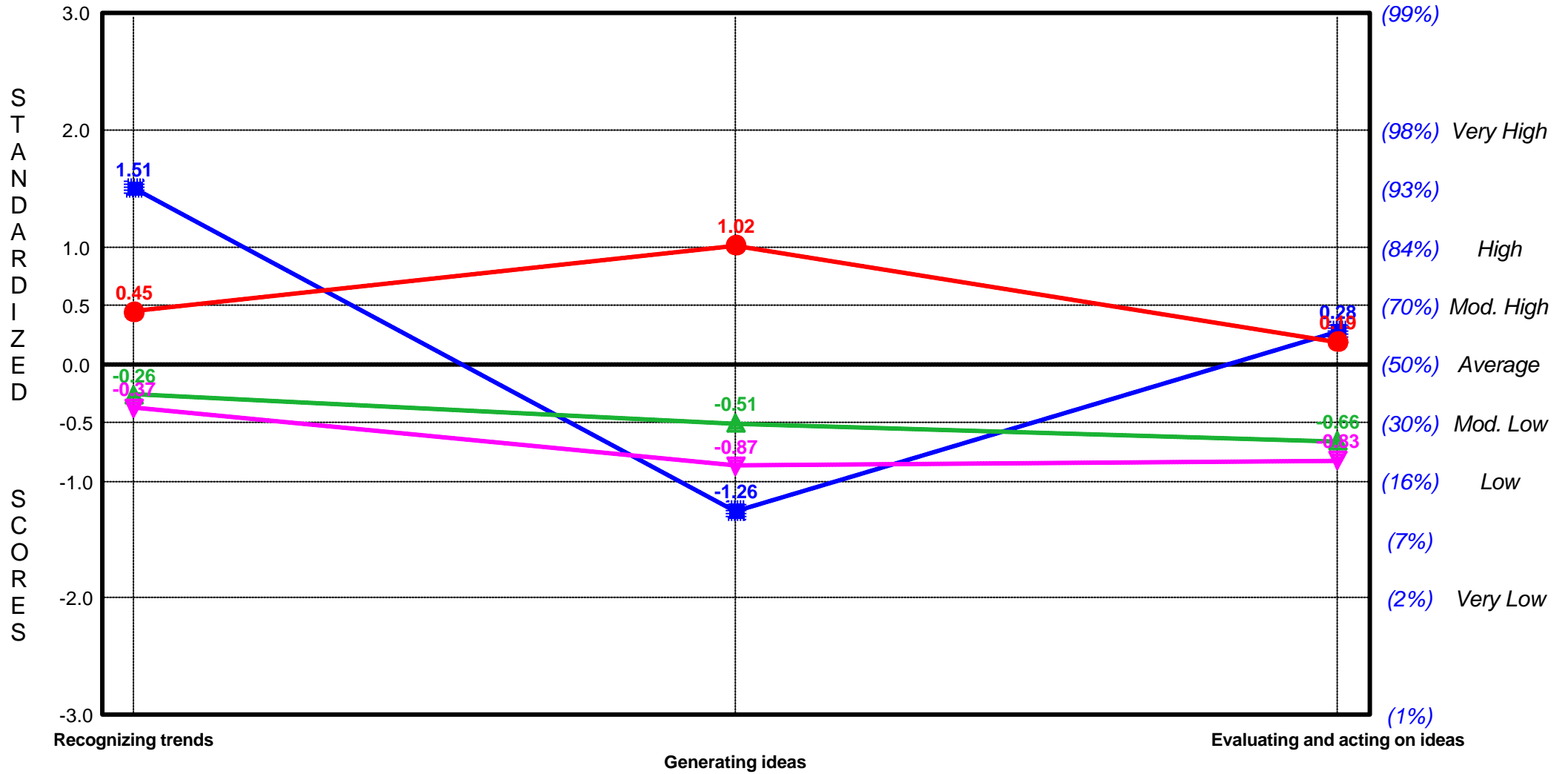
Performance Factors



1st Assessment
02-07-02



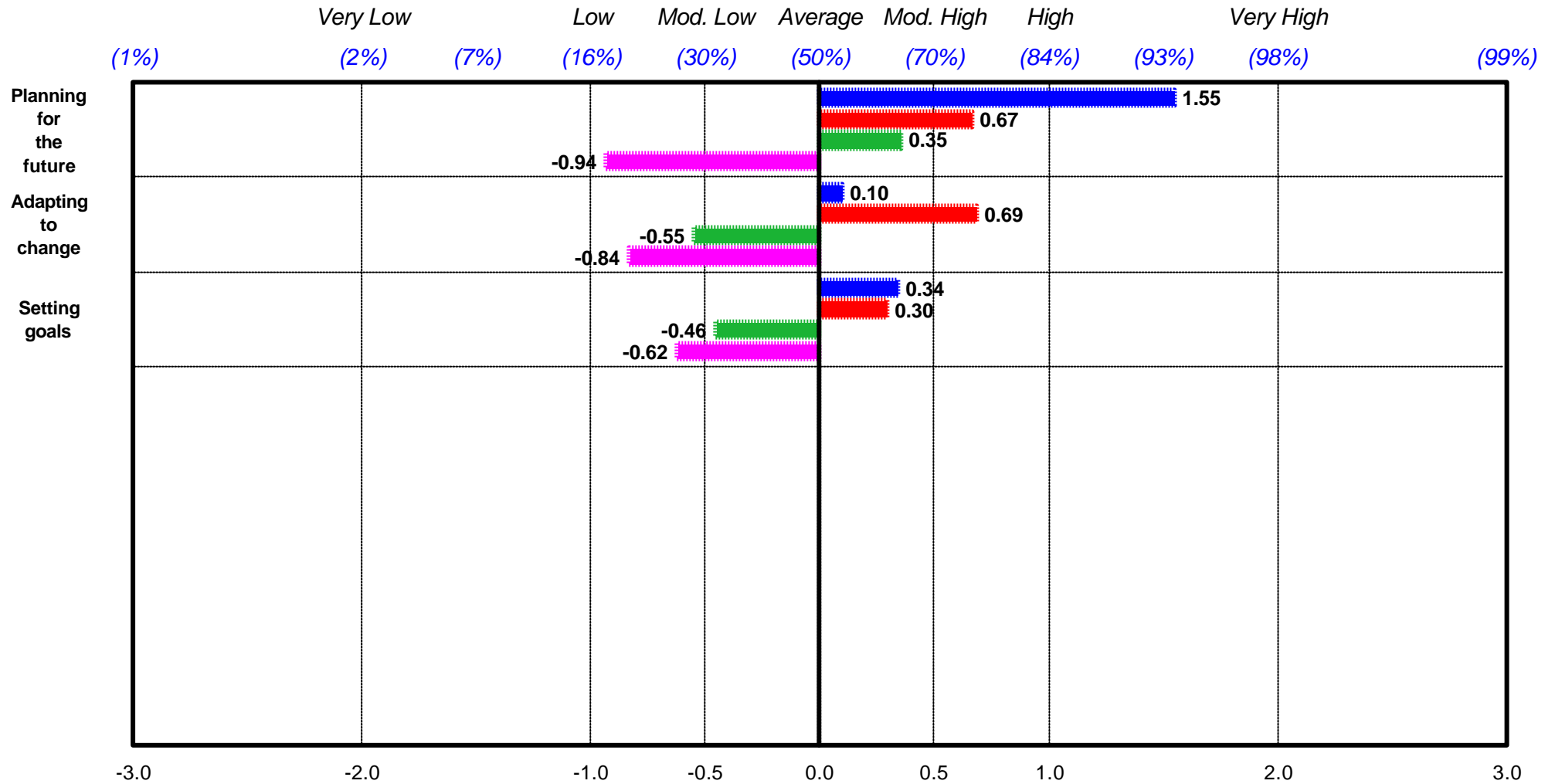
Problem Solving



1st Assessment
02-07-02



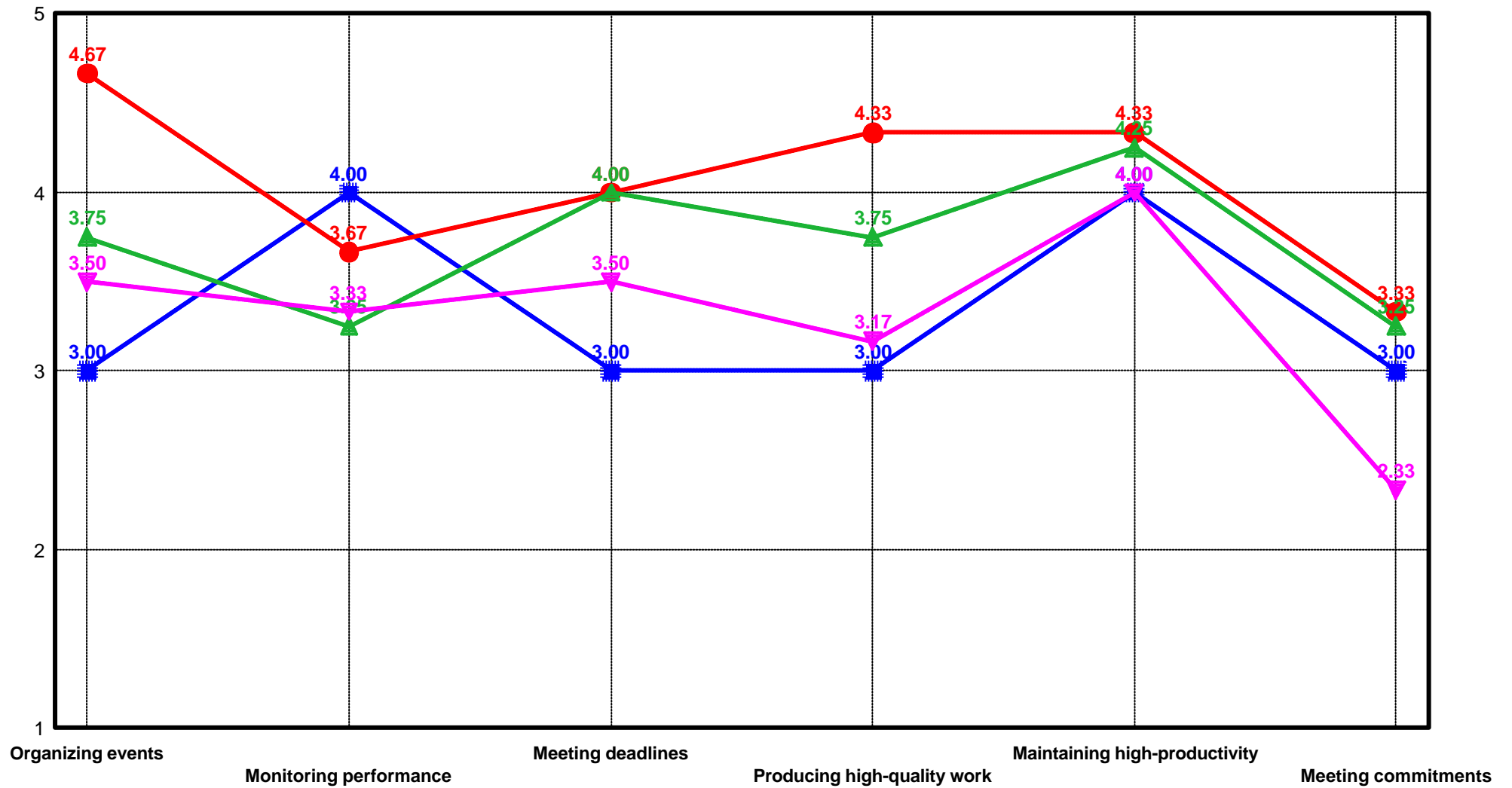
Planning



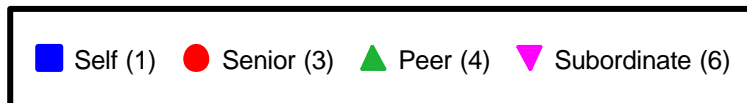
1st Assessment
02-07-02



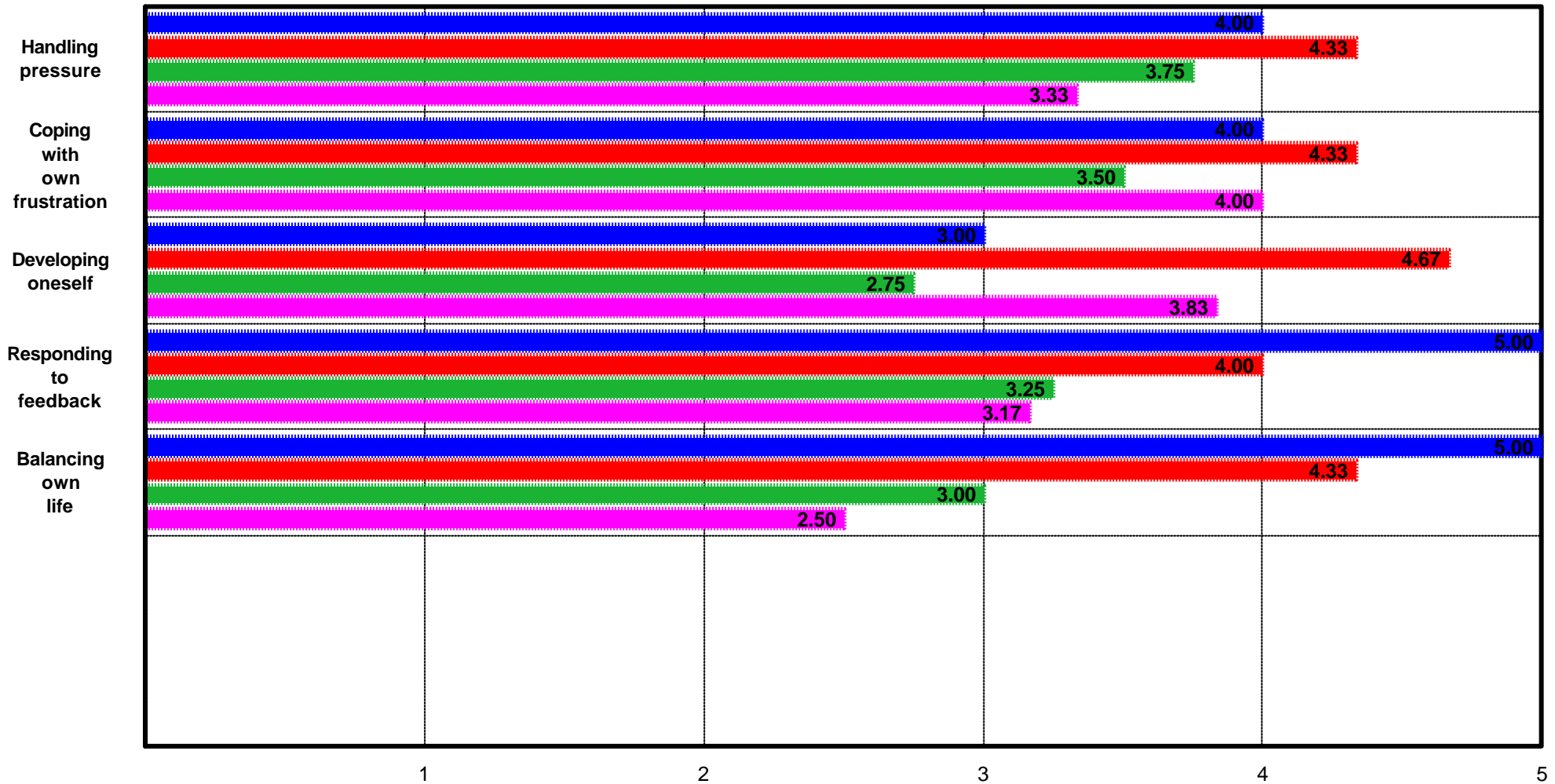
Controlling



1st Assessment
02-07-02



Managing Self



1st Assessment
02-07-02



Top & Bottom Five Behaviors - Self

These behaviors were identified by you on the LBQ as your greatest strengths. They are rank ordered so the first item is the behavior you rated your most effective. These are the areas in which you believe you contribute most to the success of the organization. You should compare these self-ratings with the ratings given by the others. If these behaviors are self-rated considerably higher than the ratings rendered by the others, these may be your blind spots and you may want to focus your developmental activities on them.

Score	Behavior	Performance Factor
5.00	Developing others	Leading
5.00	Recognizing trends	Problem Solving
5.00	Giving performance feedback	Communicating
5.00	Planning for the future	Planning
5.00	Maintaining relationships	Managing Relationships

You identified the following five behaviors on the LBQ as those in which your performance is least effective. They are rank ordered so the first item is the behavior you rated lowest. We suggest you pay particular attention to these five behaviors and compare them with those behaviors rated lowest by your other raters.

Score	Behavior	Performance Factor
3.00	Organizing events	Controlling
3.00	Meeting commitments	Controlling
3.00	Delegating responsibility	Leading
3.00	Producing high-quality work	Controlling
3.00	Developing oneself	Managing Self

Top & Bottom Five Behaviors - Senior

The following five behaviors were identified on the LBQ by your Seniors as your greatest strengths. They are rank ordered so the first item is viewed as your most effective behavior. These are the areas in which you contribute most to the success of your organization.

Score	Behavior	Performance Factor
4.67	Co-operating	Managing Relationships
4.67	Generating ideas	Problem Solving
4.67	Organizing events	Controlling
4.67	Developing others	Leading
4.67	Facilitating meetings	Leading

The following five behaviors were identified on the LBQ by your Seniors as those in which your performance is least effective. They are rank ordered so the first item is the behavior that received the lowest score. We suggest you pay particular attention to these five and focus your immediate developmental activities on them.

Score	Behavior	Performance Factor
3.33	Meeting commitments	Controlling
3.67	Motivating others	Leading
3.67	Monitoring performance	Controlling
4.00	Responding to feedback	Managing Self
4.00	Expressing Visions	Communicating

Top & Bottom Five Behaviors - Peer

The following five behaviors were identified on the LBQ by your Peers as your greatest strengths. They are rank ordered so the first item is viewed as your most effective behavior. These are the areas in which you contribute most to the success of your organization.

Score	Behavior	Performance Factor
4.50	Expressing Visions	Communicating
4.25	Maintaining high-productivity	Controlling
4.25	Articulating ideas	Communicating
4.00	Co-operating	Managing Relationships
4.00	Planning for the future	Planning

The following five behaviors were identified on the LBQ by your Peers as those in which your performance is least effective. They are rank ordered so the first item is the behavior that received the lowest score. We suggest you pay particular attention to these five and focus your immediate developmental activities on them.

Score	Behavior	Performance Factor
2.75	Developing oneself	Managing Self
3.00	Balancing own life	Managing Self
3.00	Maintaining relationships	Managing Relationships
3.25	Motivating others	Leading
3.25	Responding to feedback	Managing Self

Top & Bottom Five Behaviors - Subordinate

The following five behaviors were identified on the LBQ by your Subordinates as your greatest strengths. They are rank ordered so the first item is viewed as your most effective behavior. These are the areas in which you contribute most to the success of your organization.

Score	Behavior	Performance Factor
4.50	Facilitating meetings	Leading
4.00	Maintaining high-productivity	Controlling
4.00	Coping with own frustration	Managing Self
3.83	Expressing Visions	Communicating
3.83	Developing oneself	Managing Self

The following five behaviors were identified on the LBQ by your Subordinates as those in which your performance is least effective. They are rank ordered so the first item is the behavior that received the lowest score. We suggest you pay particular attention to these five and focus your immediate developmental activities on them.

Score	Behavior	Performance Factor
2.33	Meeting commitments	Controlling
2.50	Balancing own life	Managing Self
2.67	Co-operating	Managing Relationships
2.83	Listening	Communicating
2.83	Responding to others' needs	Managing Relationships