

360 Summary Report: Eric Bloom

Personal Attributes: Internal

Attribute Name	Importance	Self	Mgmt	Peers	Staff	Other	Same as 360	Higher than 360	Lower than 360
Builds respect									
Confident	4.21	5.00	5.00	2.00	5.00	5.00		+0.75	
Trustworthy	4.80	2.00	2.00	4.50	5.00	4.00			-1.88
Respectful	4.42	5.00	5.00	1.50	2.00	3.00		+2.13	
Humble	3.78	4.00		2.00	3.00	2.00		+1.67	
Optimistic	3.92	4.00	4.00	3.00	5.00	1.00		+0.75	
OpenMinded	4.31	3.00		4.00	5.00	2.00			-0.67
Average Scores	4.24	3.83	4.00	2.83	4.17	2.83		+0.37	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
<ul style="list-style-type: none"> 1) This is really important and he does a great job respecting others 2) Ya, respect is good to have 									
Comments entered for this category by your Staff:									
<ul style="list-style-type: none"> 1) Is good at building respect 									
Comments entered by unknown category:									
Builds trust									
Empathy	3.92	4.00			1.00	3.00		+2.00	
Loyalty	3.79	5.00			2.00	4.00		+2.00	
Transparency	4.39	4.00			1.00	5.00		+1.00	
Authentic	4.39	4.00			2.00			+2.00	
Average Scores	4.12	4.25	0.00	0.00	1.00	4.00		+1.75	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
<ul style="list-style-type: none"> 1) Trustworthiness is wizard important 									
Comments entered for this category by your Staff:									
<ul style="list-style-type: none"> 1) This is about trust 									
Comments entered by unknown category:									
Builds admiration									
Calmness	3.82	2.00			1.00			+1.00	
Humor	3.32	4.00			1.00			+3.00	
Courage	3.76	2.00			1.00			+1.00	
Average Scores	3.63	2.67	0.00	0.00	1.00	0.00		+1.67	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
<ul style="list-style-type: none"> 1) He truly understands the difference between humor and trying to be funny. 									
Comments entered for this category by your Staff:									
<ul style="list-style-type: none"> 1) Is a very impressive person 									
Comments entered by unknown category:									

360 Summary Report: Eric Bloom Personal Attributes: Internal (continued)

Attribute Name	Importance	Self	Mgmt	Peers	Staff	Other	Same as 360	Higher than 360	Lower than 360
Personal Internal Attributes: Reputation as a change-agent									
Vision	4.40	3.00		2.00	1.00			+1.50	
Motivation	4.44	2.00		2.00	2.00		Same		
Proactive	4.40	5.00		2.00	1.00			+3.50	
Creative	3.86	4.00		4.00	2.00			+1.00	
Average Scores	4.28	3.50	0.00	2.50	1.50	0.00		+1.50	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
1) He is not very creative and knows it, but a few of us on the team are and he is very supportive of our ideas									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									
Personal Internal Attributes: Ability to get the job done									
Commitment	4.56	3.00		5.00	1.00		Same		
Flexibility	4.28	5.00		2.00	2.00			+3.00	
Determination	4.33	5.00		3.00	1.00			+3.00	
Accountability	4.60	3.00		4.00	2.00		Same		
Responsiveness	4.35	2.00		5.00	2.00				-1.50
Average Scores	4.42	3.60	0.00	3.80	1.60	0.00		+0.90	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
1) He is not very flexible unless you give him a really good reason to change direction.									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									

360 Summary Report: Eric Bloom Personal Attributes: External

Attribute Name	Importance	Self	Mgmt	Peers	Staff	Other	Same as 360	Higher than 360	Lower than 360
Personal External Attributes: Social connections									
DelegatedAuthority	3.87	5.00		3.00	1.00			+3.00	
FriendsAllies	3.77	4.00		3.00	2.00			+1.50	
AcademicContacts	2.99	4.00		3.00	1.00			+2.00	
AcademicContacts	2.99	4.00		3.00	1.00			+2.00	
Average Scores	0.00	0.00	0.00	3.00	1.33	0.00			-2.17
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									
Personal External Attributes: Social activities									
ThoughtLeadership	3.97	5.00			2.00			+3.00	
IndustryActivism	3.22	3.00			1.00			+2.00	
Average Scores	3.60	4.00	0.00	0.00	1.50	0.00		+2.50	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									
Personal External Attributes: Your actions									
FollowThrough	4.63	5.00			1.00			+4.00	
ShowingYouCare	4.28	4.00			1.00			+3.00	
LeadingByExample	4.61	4.00			1.00			+3.00	
Average Scores	4.51	4.33	0.00	0.00	1.00	0.00		+3.33	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
<ol style="list-style-type: none"> 1) Truly leads by example 									
Comments entered by unknown category:									

360 Summary Report: Eric Bloom Professional Stature

Attribute Name	Importance	Self	Mgmt	Peers	Staff	Other	Same as 360	Higher than 360	Lower than 360
Professional Stature: Credentials									
Degrees	3.03	5.00		4.00	1.00			+2.50	
Certifications	3.02	5.00		4.00	2.00			+2.00	
JobTitle		5.00		4.00	3.00			+1.50	
Average Scores	2.02	5.00	0.00	4.00	2.00	0.00		+2.00	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									
Professional Stature: Achievements									
Awards	2.73	5.00			2.00			+3.00	
Accomplishments	3.83	5.00			1.00			+4.00	
Average Scores	3.28	5.00	0.00	0.00	1.50	0.00		+3.50	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
1) Has a major industry award!									
Comments entered by unknown category:									
Professional Stature: Knowledge									
Experience	4.47	4.00			1.00			+3.00	
LearnedSkills	4.27	4.00			1.00			+3.00	
LearnedInformation	4.18	5.00			2.00			+3.00	
Average Scores	4.31	4.33	0.00	0.00	1.33	0.00		+3.00	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									

360 Summary Report: Eric Bloom Interpersonal Communication

Attribute Name	Importance	Self	Mgmt	Peers	Staff	Other	Same as 360	Higher than 360	Lower than 360
Interpersonal Skills: Understanding and empathy									
EmotionalIntelligence	4.45	5.00							
BodyLanguage	3.96	5.00							
Average Scores	4.21	5.00	0.00	0.00	0.00	0.00			
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									
Interpersonal Skills: Fact finding and rapport									
AskingPurposefulQuestions	4.45	4.00			1.00			+3.00	
ActiveListening	4.68	4.00			1.00			+3.00	
Average Scores	4.57	4.00	0.00	0.00	1.00	0.00		+3.00	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									
Interpersonal Skills: Conflict and difficult conversations									
ConflictResolution	4.33	4.00			2.00			+2.00	
DifficultConversations	4.33	5.00			2.00			+3.00	
Average Scores	4.33	4.50	0.00	0.00	2.00	0.00		+2.50	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									
Interpersonal Skills: Visability and upward mobility									
PublicSpeaking	3.90	4.00			1.00			+3.00	
WrittenCommunication	4.16	4.00			1.00			+3.00	
Average Scores	4.03	4.00	0.00	0.00	1.00	0.00		+3.00	
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									

360 Summary Report: Eric Bloom Business Skills

Attribute Name	Importance	Self	Mgmt	Peers	Staff	Other	Same as 360	Higher than 360	Lower than 360
Business Skills: Team Development									
TeamBuilding	4.31	5.00		1.00	1.00			+4.00	
RunningMeetings	3.94	5.00			1.00			+4.00	
Mentoring	4.27	4.00			2.00			+2.00	
Average Scores	0.00	0.00	0.00	1.00	1.33	0.00			-1.17
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									
Business Skills: Productivity and effectiveness									
Negotiation	4.05	2.00			3.00				-1.00
StrategicPlanning	4.24	2.00			3.00				-1.00
GoalSetting	4.24	2.00			2.00		Same		
TimeManagement	4.23	1.00			1.00		Same		
Average Scores	4.19	1.75	0.00	0.00	2.25	0.00			-0.50
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									
Final thoughts on your assessment									
Comments entered for this category by your management:									
Comments entered for this category by your peers:									
1) I don't have any final thoughts, but if I did I would put them here :)									
Comments entered for this category by your Staff:									
Comments entered by unknown category:									