

Employee: **sandy stiltz**
Template: Multi-Rater Feedback - General (short)
Completed: Oct 1, 2021
Company:



Multi-Rater Feedback - Employee Report

An automated reference check collects input from one or more raters regarding a candidate's job performance in their current and past roles. This report includes a summary of collected ratings and comments, with an embedded interview guide. Note that these results should always be used as a part of a balanced candidate selection process that includes independent evaluation steps, such as interviews and assessments.

Multi-Rater Review Information

This report provides summary information gathered from you and others regarding your performance. The purposes of this information is to assist you in evaluating your own strengths and weaknesses, and allow you to compare how you see yourself with how others perceive you.

| Multi-Rater Review Information | | | | | | | | | |
|--------------------------------|---|------------------------|---|-------|---|--------------|---|-------------------|---|
| Employee: | sandy stiltz | | | | | | | | |
| Status: | Completed | | | | | | | | |
| Score: | 8 | | | | | | | | |
| Email: | sandy@hravatar.com | | | | | | | | |
| Country: | United States | | | | | | | | |
| Template: | Multi-Rater Feedback - General (short) | | | | | | | | |
| Candidate Complete Date: | 9/23/21, 12:57 PM | | | | | | | | |
| Candidate Time to Complete: | 5 Minutes, 6 Seconds | | | | | | | | |
| Completed: | 10/1/21, 1:12 PM | | | | | | | | |
| Initiated By: | sandy stiltz | | | | | | | | |
| Organization: | | | | | | | | | |
| Reviewers by Role: | <table border="0"> <tr> <td>Supervisor or Manager:</td> <td>1</td> </tr> <tr> <td>Peer:</td> <td>3</td> </tr> <tr> <td>Subordinate:</td> <td>3</td> </tr> <tr> <td>Other or Unknown:</td> <td>0</td> </tr> </table> | Supervisor or Manager: | 1 | Peer: | 3 | Subordinate: | 3 | Other or Unknown: | 0 |
| Supervisor or Manager: | 1 | | | | | | | | |
| Peer: | 3 | | | | | | | | |
| Subordinate: | 3 | | | | | | | | |
| Other or Unknown: | 0 | | | | | | | | |

Competency Summary












| Competency | Employee | Others |
|----------------------------------|----------|--------|
| Accountability / Teamwork (GS) | 8 | 9 |
| Adaptability (GS) | 8 | 7 |
| Analytical Skills (GS) | 9 | 9 |
| Communication (GS) | 8 | 9 |
| Conflict Management (GS) | 8 | 9 |
| Decision Making (GS) | 9 | 8 |
| Inspires (GS) | 8 | 6 |
| Planning and Organizing (GS) | 6 | 5 |
| Quality of Work Performance (GS) | 8 | 9 |
| Values and Develops (GS) | 9 | 9 |



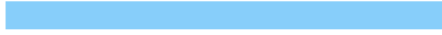







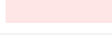
Ratings by Question

This section summarizes how you have been rated by various (groups of) raters on each question. If you filled out a rating questionnaire yourself, this will enable you to see at a glance how your self-perception compares with how others see you.

| Question | Score | Response Details | | |
|--|-------|------------------|----|--|
| Accountability / Teamwork (GS) (overall) | 9 | 1 Superior(s) | 9 | |
| | | 3 Peer(s) | 8 | |
| | | 3 Subordinate(s) | 9 | |
| | | Average (above) | 9 | |
| | | Self | 8 | |
| | | Gap | -1 | |
| Accountability / Teamwork (GS): Takes initiative. | 8 | | | |
| Rater Comments | | | | |
| Sandy is on top of her work. Whenever she sees a problem, she takes the lead on trying to solve it. Sandy is a true leader and makes it clear early on that she is in control of the project at hand. | | | | |
| Accountability / Teamwork (GS): Makes contributions to the common goal of their team. | 9 | | | |
| Rater Comments | | | | |
| Sandy often has ideas of how to better contribute to the common goal of our organization. | | | | |
| Inspires (GS) (overall) | 6 | 1 Superior(s) | 9 | |
| | | 3 Peer(s) | 8 | |
| | | 3 Subordinate(s) | 3 | |
| | | Average (above) | 7 | |
| | | Self | 8 | |
| | | Gap | 1 | |
| Inspires (GS): Inspires others to do their best work. | 6 | | | |
| Rater Comments | | | | |
| I think I do well to inspire others. Because of her take charge demeanor, it often appears that she is more interested in getting the task done quickly instead of inspiring others to do a good job. Although Sandy can inspire others to work harder, I don't think she is necessarily inspiring others to work their best. I don't always feel inspired by Sandy. However, she hasn't uninspired me. | | | | |
| Inspires (GS): Creates enthusiasm about the future of the organization. | 6 | | | |
| Rater Comments | | | | |

| Question | Score | | | Response Details |
|--|-------|------------------|---|------------------|
| <p>Again, I feel as though she hasn't done anything specific to create enthusiasm for the future. I have not heard her once mention that anything we accomplish would benefit the organization's future.</p> | | | | |
| Decision Making (GS) (overall) | 8 | 1 Superior(s) | 9 | |
| | | 3 Peer(s) | 8 | |
| | | 3 Subordinate(s) | 9 | |
| | | Average (above) | 9 | |
| | | Self | 9 | |
| | | Gap | 0 | |
| Decision Making (GS): Makes prompt choices that improve the organization. | 8 | | | |
| Rater Comments | | | | |
| <p>She is very up to date on what is going on in the organization and actively seeks ways to improve it. Sandy has innovative ideas and acts upon them to improve the organization.</p> | | | | |
| Decision Making (GS): Factors in different viewpoints when making decisions. | 9 | | | |
| Rater Comments | | | | |
| <p>I think it's important to get input from everyone before making any decision.</p> <p>She has factored in my opinion many times. I've witnessed Sandy ask several colleagues at a meeting if they thought the project goals were obtainable, and she considered their views when setting the final goals. I am always welcomed to share my viewpoint when she makes decisions.</p> | | | | |
| Values and Develops (GS) (overall) | 9 | 1 Superior(s) | 9 | |
| | | 3 Peer(s) | 8 | |
| | | 3 Subordinate(s) | 9 | |
| | | Average (above) | 9 | |
| | | Self | 9 | |
| | | Gap | 0 | |
| Values and Develops (GS): Is respectful to those around them. | 9 | | | |
| Rater Comments | | | | |
| <p>She is always respectful. Sandy works well with others. She takes others' viewpoints into consideration when working with them. Very respectful to me and others on the team.</p> | | | | |
| Values and Develops (GS): Participates in activities that aid in | 8 | | | |

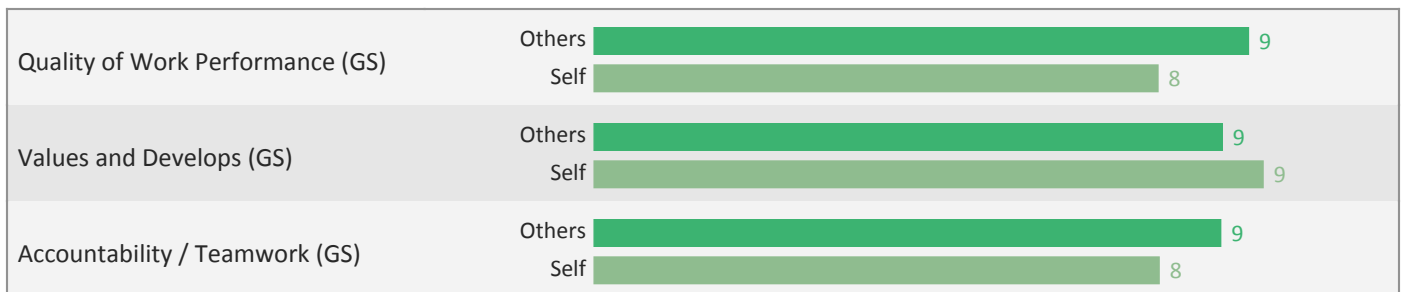
| Question | Score | Response Details | | |
|--|-------|------------------|----|--|
| their development. | | | | |
| Rater Comments | | | | |
| I try to attend trainings and seminars whenever I can. | | | | |
| She is often taking on development opportunities. | | | | |
| She has mentioned going to a few seminars in the past. | | | | |
| Values and Develops (GS): Provides clear feedback in a timely manner. | 8 | | | |
| Rater Comments | | | | |
| Sandy provides thoughtful feedback and truly cares about others and their development. | | | | |
| Communication (GS) (overall) | 9 | 1 Superior(s) | 8 |  |
| | | 3 Peer(s) | 8 |  |
| | | 3 Subordinate(s) | 9 |  |
| | | Average (above) | 8 |  |
| | | Self | 8 |  |
| | | Gap | 0 | |
| Communication (GS): Conveys messages clearly, concisely and directly to both individuals and groups. | 8 | | | |
| Rater Comments | | | | |
| Her explanations are always very clear and concise, and this is helpful so that questions don't need to be asked later. | | | | |
| Sandy is very clear in her communications. She always explains the process well and makes sure we understand what needs to be done before we proceed with the project. | | | | |
| Communication (GS): Actively listens to what others have to say. | 9 | | | |
| Rater Comments | | | | |
| Sandy is a good listener. She truly cares about others' opinions. | | | | |
| Quality of Work Performance (GS) (overall) | 9 | 1 Superior(s) | 10 |  |
| | | 3 Peer(s) | 9 |  |
| | | 3 Subordinate(s) | 9 |  |
| | | Average (above) | 9 |  |
| | | Self | 8 |  |
| | | Gap | -1 |  |
| Quality of Work Performance (GS): Creates high quality work. | 9 | | | |

| Question | Score | Response Details | |
|---|-------|------------------|--|
| Rater Comments | | | |
| Sandy shows consistently great results. Sandy's work is outstanding. | | | |
| Quality of Work Performance (GS): | 9 | | |
| Completes their work in a timely manner. | | | |
| Rater Comments | | | |
| Sandy submits all her work on time. | | | |
| Planning and Organizing (GS) (overall) | 5 | 1 Superior(s) | 8  |
| | | 3 Peer(s) | 2  |
| | | 3 Subordinate(s) | 8  |
| | | Average (above) | 6  |
| | | Self | 6  |
| | | Gap | 0 |
| Planning and Organizing (GS): | 6 | | |
| Organizes their time and time with others effectively. | | | |
| Rater Comments | | | |
| Sometimes I have difficulty organizing my time because I feel I have a lot to organize at once. | | | |
| She isn't always organized but she gets the job done. | | | |
| Sandy needs to better organize herself so that she can do the same for others. On multiple occasions, she did not submit her work on time, which also negatively reflected on those that were part of that project. | | | |
| Sandy doesn't organize her time well, especially when she works with others in a team. | | | |
| Planning and Organizing (GS): | 5 | | |
| Creates clear/measurable goals and timelines. | | | |
| Rater Comments | | | |
| Sandy doesn't set any goals for herself. | | | |
| Sandy doesn't set any goals for herself. This limits her in her professional development. Because of that she doesn't reach any of her project deadlines and consistently submits work too late. | | | |
| I have never seen a timeline from her. However, goals are often reached with her and her subordinates. | | | |
| Adaptability (GS) (overall) | 7 | 1 Superior(s) | 2  |
| | | 3 Peer(s) | 8  |
| | | 3 Subordinate(s) | 8  |
| | | Average (above) | 6  |
| | | Self | 8  |
| | | Gap | 2  |

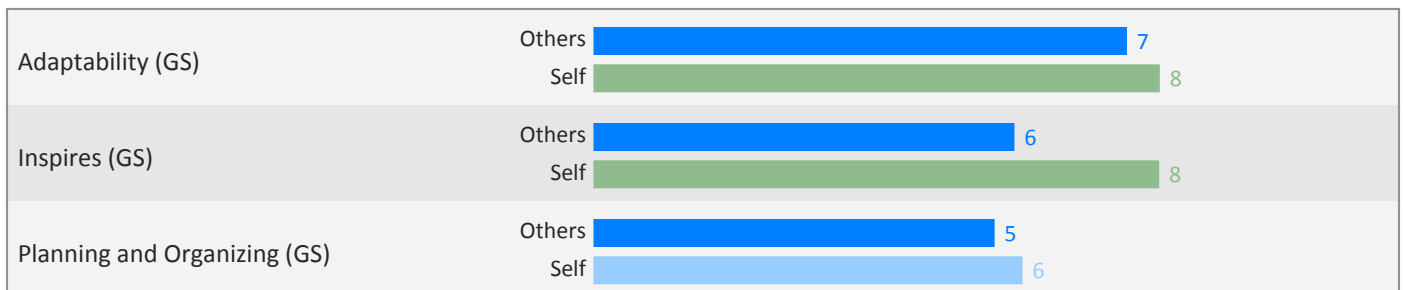
| Question | Score | Response Details | | |
|---|-------|------------------|---|--|
| Adaptability (GS): Remains emotionally stable in high pressure situations. | 8 | | | |
| Rater Comments | | | | |
| Sandy handles pressure remarkably well. I know she has tough deadlines to meet, and she always seems calm and never flustered. | | | | |
| She holds herself well regardless of the situation. | | | | |
| She tends to get flustered in high pressure situations. | | | | |
| Adaptability (GS): Responds quickly to changing ideas and responsibilities. | 7 | | | |
| Rater Comments | | | | |
| She takes her time to respond to changing ideas and responsibilities. | | | | |
| Analytical Skills (GS) (overall) | 9 | 1 Superior(s) | 9 | |
| | | 3 Peer(s) | 9 | |
| | | 3 Subordinate(s) | 9 | |
| | | Average (above) | 9 | |
| | | Self | 9 | |
| | | Gap | 0 | |
| Analytical Skills (GS): Identifies and solves complex problems. | 9 | | | |
| Rater Comments | | | | |
| Sandy will take a complex project, organize it into smaller chunks, and distribute these to several of us on the team. This makes it easier to digest, and when we solve our part, the entire project comes together. | | | | |
| Analytical Skills (GS): Evaluates their solutions to see if the solutions worked. | 9 | | | |
| Rater Comments | | | | |
| I'm always checking in on if my solutions really improved the organization. | | | | |
| I often see her follow through. | | | | |
| I have seen her check to make sure her solutions helped. | | | | |
| When some projects are finished, Sandy often provides us with information that lets us know if a solution she designed worked well, and if not, we can make suggestions for future solutions. | | | | |
| Conflict Management (GS) (overall) | 9 | 1 Superior(s) | 8 | |
| | | 3 Peer(s) | 8 | |
| | | 3 Subordinate(s) | 9 | |
| | | Average (above) | 8 | |
| | | Self | 8 | |

| Question | Score | Response Details |
|---|-------|------------------|
| | Gap | 0 |
| Conflict Management (GS): Resolves conflict quickly and effectively. | 8 | |
| Rater Comments Sandy is a problem-solver. She works well with her peers in resolving any conflict that may come her way. | | |
| Conflict Management (GS): Accepts others' ideas. | 9 | |
| Rater Comments Sandy takes others' ideas into consideration when working with them on the same project. She is a team player. She is very accepting and open to other people's ideas regardless if she agrees or not. Always is accepting of differing ideas. We are often asked to evaluate and discuss ways to solve issues, and many times a solution we provided will be implemented. | | |

Your Top Competencies (based on others ratings only)



Your Bottom Competencies (based on others ratings only)



Report Preparation Notes

- HR Avatar Use Only: Rc: 1233, R: 83, loc: en_US, 2023-01-17 23:55 UTC
User-Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/93.0.4577.82 Safari/537.36

Notes

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