


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



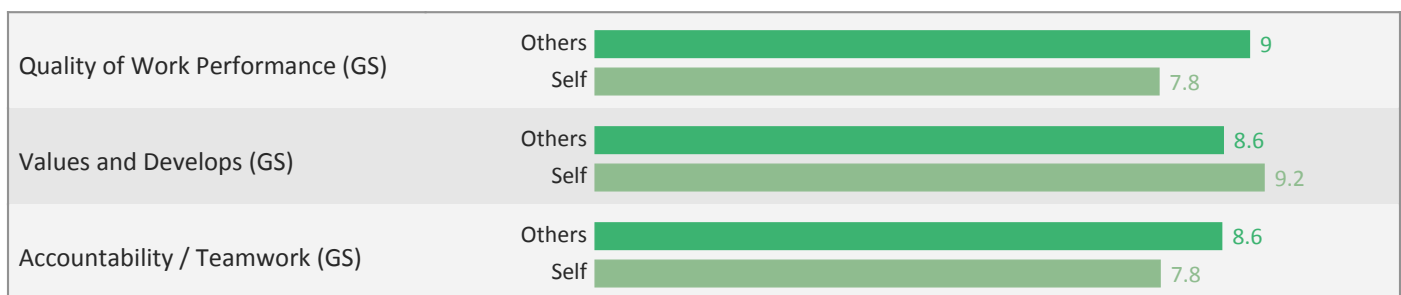
## Multi-Rater Feedback - Managers Report

An automated reference check collects input from one or more raters regarding a candidates job performance in their current and past roles. This report includes a summary or 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.

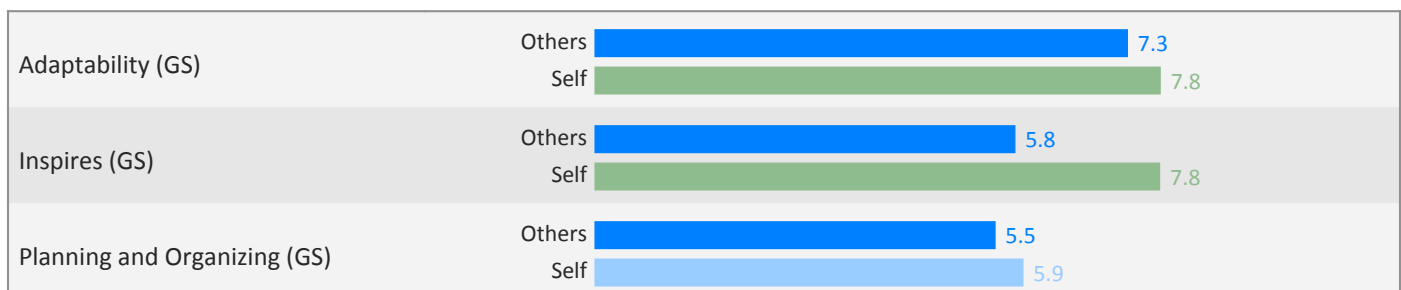
## Multi-Rater Review Information

Multi-Rater Review Information									
Employee:	sandy stiltz								
Status:	Completed								
Score:	<b>Suspicious Activity Detected. See table below.</b>								
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								

## Top Competencies (based on others ratings only)



## Bottom Competencies (based on others ratings only)



## Competency Summary

Competency	Employee	Others
Accountability / Teamwork (GS)	7.8	<b>8.6</b>
Adaptability (GS)	7.8	<b>7.3</b>
Analytical Skills (GS)	8.8	<b>8.6</b>
Communication (GS)	7.8	<b>8.5</b>
Conflict Management (GS)	7.8	<b>8.5</b>
Decision Making (GS)	8.9	<b>8.5</b>
Inspires (GS)	7.8	<b>5.8</b>
Planning and Organizing (GS)	5.9	<b>5.5</b>
Quality of Work Performance (GS)	7.8	<b>9</b>
Values and Develops (GS)	9.2	<b>8.6</b>

## Reviewers

Name	Role	Contact Info	Status	Score
Rater B	Peer		Completed 9/23/21, 4:40 PM	7.5
Rater C	Peer		Completed 9/23/21, 4:04 PM	7.8
Rater D	Subordinate		Completed 9/23/21, 1:43 PM	8.2
Rater E	Subordinate		Completed 9/23/21, 1:21 PM	8
Rater F	Manager		Completed 10/1/21, 1:12 PM	8
Rater G	Subordinate		Completed 9/23/21, 1:18 PM	8
Rater H	Peer		Completed 9/23/21, 1:11 PM	7.7

## Suspicious Activity













The following information contains indications that the candidate or employee may have collaborated with one or more of the raters.







Name	Description
<p><b>Multiple Raters</b></p>	<p>At least two raters used the same IP address to input their ratings. This can happen if they were both raters were the same wifi network and may be OK in certain circumstances (both work for the same company). However, it does indicate at least a fairly close proximity of the at least two raters to to one another. This finding applies to the following Raters:</p> <p>Maria Cucalon, 75.177.132.126, Mozilla/5.0 (Macintosh; Intel Mac OS X 10_15_7) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/92.0.4515.159 Safari/537.36</p> <p>Maria Cucalon, 75.177.132.126, Mozilla/5.0 (Macintosh; Intel Mac OS X 10_15_7) AppleWebKit/605.1.15 (KHTML, like Gecko) Version/14.1.2 Safari/605.1.15</p> <p>Mike Russiello, 108.16.59.46, Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/94.0.4606.61 Safari/537.36</p> <p>Cassandra Stiltz, 108.16.59.46, Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/93.0.4577.82 Safari/537.36</p> <p>Cassandra S, 108.16.59.46, Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/93.0.4577.82 Safari/537.36</p> <p>Steve Henson, 73.216.125.51, Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/93.0.4577.82 Safari/537.36</p> <p>Steve Henson, 73.216.125.51, Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/93.0.4577.82 Safari/537.36</p>
<p><b>Rater F</b></p>	<p>Rater and Candidate used the same IP address. This can happen if they were both were on the same wifi network and may be OK in certain circumstances (both work for the same company). However, it does indicate at least a fairly close proximity of the candidate and the rater to to one another. This finding applies to the following Raters:</p> <p>sandy stiltz, 108.16.59.46, Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/93.0.4577.82 Safari/537.36</p> <p>Mike Russiello, 108.16.59.46, Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/94.0.4606.61 Safari/537.36</p>
<p><b>Rater H</b></p>	<p>Rater and Candidate used the same IP address. This can happen if they were both were on the same wifi network and may be OK in certain circumstances (both work for the same company). However, it does indicate at least a fairly close proximity of the candidate and the rater to to one another. This finding applies to the following Raters:</p>

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<b>Rater G</b>	Rater and Candidate used the same IP address. This can happen if they were both were on the same wifi network and may be OK in certain circumstances (both work for the same company). However, it does indicate at least a fairly close proximity of the candidate and the rater to to one another. This finding applies to the following Raters:  sandy stiltz, 108.16.59.46, Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/93.0.4577.82 Safari/537.36 Cassandra S, 108.16.59.46, Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/93.0.4577.82 Safari/537.36

### Ratings by Question





Question	Score	Response Details	
<b>Accountability / Teamwork (GS) (overall)</b>	8.6	1 Superior(s) 8.7	
		3 Peer(s) 8.3	
		3 Subordinate(s) 8.9	
		Average (above) 8.6	
		Self 7.8	
		Gap -0.8	
<b>Accountability / Teamwork (GS):</b> Takes initiative.	8.4	stiltz 7.8	
		Rater B 7.7	
		Rater C 10	Sandy is on top of her work. Whenever she sees a problem, she takes the lead on trying to solve it.
		Rater D 8.2	
		Rater E 10	Sandy is a true leader and makes it clear early on that she is in control of the project at hand.
		Rater F 7.7	
		Rater G 7.7	
		Rater H 7.8	
<b>Accountability / Teamwork (GS):</b> Makes contributions to the common goal of their team.	8.8	stiltz 7.8	
		Rater B 7.7	
		Rater C 7.7	
		Rater D 9.1	
		Rater E 8.6	


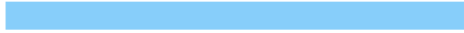





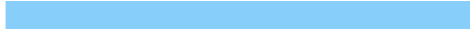



Question	Score	Response Details	
		Rater F	9.7
		Rater G	9.8
		Rater H	8.8 Sandy often has ideas of how to better contribute to the common goal of our organization.
<b>Inspires (GS) (overall)</b>	5.8	1 Superior(s)	8.7 
		3 Peer(s)	8 
		3 Subordinate(s)	2.6 
		Average (above)	6.4 
		Self	7.8 
		Gap	1.4 
<b>Inspires (GS):</b> Inspires others to do their best work.	5.6	stiltz	7.8 I think I do well to inspire others.
		Rater B	7.7
		Rater C	7.8
		Rater D	1.8 Although Sandy can inspire others to work harder, I don't think she is necessarily inspiring others to work their best.
		Rater E	2.4 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.
		Rater F	7.8
		Rater G	4.3 I don't always feel inspired by Sandy. However, she hasn't uninspired me.
		Rater H	7.8
<b>Inspires (GS):</b> Creates enthusiasm about the future of the organization.	5.9	stiltz	7.8
		Rater B	7.7
		Rater C	7.7
		Rater D	2.1
		Rater E	1 I have not heard her once mention that anything we accomplish would benefit the organization's future.
		Rater F	9.7
		Rater G	3.9 Again, I feel as though she hasn't done anything specific to create enthusiasm for the future.
		Rater H	9.2
<b>Decision Making (GS) (overall)</b>	8.5	1 Superior(s)	8.7 
		3 Peer(s)	8.1 
		3 Subordinate(s)	8.8 
		Average (above)	8.5 
		Self	8.9 
		Gap	0.4 
<b>Decision Making (GS):</b> Makes prompt choices that improve the organization.	8.4	stiltz	7.7
		Rater B	7.8







Question	Score	Response Details	
		Rater C	9.8 Sandy has innovative ideas and acts upon them to improve the organization.
		Rater D	8.1
		Rater E	8.2
		Rater F	9.7 She is very up to date on what is going on in the organization and actively seeks ways to improve it.
		Rater G	7.7
		Rater H	7.8
<b>Decision Making (GS):</b> Factors in different viewpoints when making decisions.	8.5	stiltz	10 I think it's important to get input from everyone before making any decision.
		Rater B	7.8
		Rater C	7.7
		Rater D	10 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.
		Rater E	8.9
		Rater F	7.7
		Rater G	10 I am always welcomed to share my viewpoint when she makes decisions.
		Rater H	7.7 She has factored in my opinion many times.
<b>Values and Develops (GS) (overall)</b>	8.6	1 Superior(s)	9 
		3 Peer(s)	8.4 
		3 Subordinate(s)	8.8 
		Average (above)	8.7 
		Self	9.2 
		Gap	0.5 
<b>Values and Develops (GS):</b> Is respectful to those around them.	9.3	stiltz	10
		Rater B	7.7
		Rater C	9.7 Sandy works well with others. She takes others' viewpoints into consideration when working with them.
		Rater D	8.8
		Rater E	9.3
		Rater F	9.7 She is always respectful.
		Rater G	10 Very respectful to me and others on the team.
		Rater H	10
<b>Values and Develops (GS):</b> Participates in activities that aid in their development.	8.2	stiltz	9.8 I try to attend trainings and seminars whenever I can.
		Rater B	7.8
		Rater C	7.8
		Rater D	8.2
		Rater E	8.4
		Rater F	9.6 She is often taking on development opportunities.

Question	Score	Response Details	
		Rater G	Skipped
		Rater H	7.6 She has mentioned going to a few seminars in the past.
<b>Values and Develops (GS):</b> Provides clear feedback in a timely manner.	8.4	stiltz	7.8
		Rater B	10 Sandy provides thoughtful feedback and truly cares about others and their development.
		Rater C	7.8
		Rater D	9.6
		Rater E	8
		Rater F	7.8
		Rater G	7.7
		Rater H	7.7
<b>Communication (GS) (overall)</b>	8.5	1 Superior(s)	7.8 
		3 Peer(s)	8.1 
		3 Subordinate(s)	9.3 
		Average (above)	8.4 
		Self	7.8 
		Gap	-0.6 
<b>Communication (GS):</b> Conveys messages clearly, concisely and directly to both individuals and groups.	8.4	stiltz	7.8
		Rater B	7.7
		Rater C	7.7
		Rater D	10 Her explanations are always very clear and concise, and this is helpful so that questions don't need to be asked later.
		Rater E	10 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.
		Rater F	7.8
		Rater G	7.9
		Rater H	7.8
<b>Communication (GS):</b> Actively listens to what others have to say.	8.7	stiltz	7.8
		Rater B	7.8
		Rater C	9.8 Sandy is a good listener. She truly cares about others' opinions.
		Rater D	9.4
		Rater E	8.3
		Rater F	7.8
		Rater G	10
		Rater H	7.8
<b>Quality of Work Performance (GS) (overall)</b>	9	1 Superior(s)	9.8 
		3 Peer(s)	8.8 



Question	Score	Response Details	
		3 Subordinate(s)	8.7 
		Average (above)	9.1 
		Self	7.8 
		Gap	-1.3 
<b>Quality of Work Performance (GS):</b> Creates high quality work.	9.1	<b>stiltz</b>	<b>7.7</b>
		Rater B	10 Sandy shows consistently great results.
		Rater C	9.8 Sandy's work is outstanding.
		Rater D	9.5
		Rater E	9.5
		Rater F	9.8
		Rater G	7.7
		Rater H	7.7
<b>Quality of Work Performance (GS):</b> Completes their work in a timely manner.	8.8	<b>stiltz</b>	<b>7.8</b>
		Rater B	7.7
		Rater C	10 Sandy submits all her work on time.
		Rater D	8.4
		Rater E	9.5
		Rater F	9.7
		Rater G	7.7
		Rater H	Skipped
<b>Planning and Organizing (GS) (overall)</b>	5.5	1 Superior(s)	7.8 
		3 Peer(s)	2.2 
		3 Subordinate(s)	8 
		Average (above)	6 
		Self	5.9 
		Gap	-0.1 
<b>Planning and Organizing (GS):</b> Organizes their time and time with others effectively.	5.6	<b>stiltz</b>	<b>4</b> Sometimes I have difficulty organizing my time because I feel I have a lot to organize at once.
		Rater B	2.1 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.
		Rater C	2.3 Sandy doesn't organize her time well, especially when she works with others in a team.
		Rater D	7.9
		Rater E	8.1
		Rater F	7.8
		Rater G	7.8
		Rater H	3.2 She isn't always organized but she gets the job done.
<b>Planning and Organizing (GS):</b> Creates clear/measurable goals and	5.4	<b>stiltz</b>	<b>7.8</b>

Question	Score	Response Details	
timelines.		Rater B	1.2 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.
		Rater C	1.1 Sandy doesn't set any goals for herself.
		Rater D	9
		Rater E	7.8
		Rater F	7.8
		Rater G	7.6
		Rater H	3.2 I have never seen a timeline from her. However, goals are often reached with her and her subordinates.
		<b>Adaptability (GS) (overall)</b>	7.3
		3 Peer(s)	7.9 
		3 Subordinate(s)	8.4 
		Average (above)	6.2 
		Self	7.8 
		Gap	1.6 
<b>Adaptability (GS):</b> Remains emotionally stable in high pressure situations.	7.7	<b>stiltz</b>	7.8
		Rater B	8.1
		Rater C	7.8
		Rater D	8.3
		Rater E	9.3 Sandy handles pressure remarkably well. I know she has tough deadlines to meet, and she always seems calm and never flustered.
		Rater F	3.2 She tends to get flustered in high pressure situations.
		Rater G	9.7 She holds herself well regardless of the situation.
		Rater H	7.7
<b>Adaptability (GS):</b> Responds quickly to changing ideas and responsibilities.	6.9	<b>stiltz</b>	7.8
		Rater B	8.3
		Rater C	7.7
		Rater D	8.1
		Rater E	7.5
		Rater F	1.3 She takes her time to respond to changing ideas and responsibilities.
		Rater G	7.8
		Rater H	7.7
<b>Analytical Skills (GS) (overall)</b>	8.6	1 Superior(s)	8.8 
		3 Peer(s)	8.5 
		3 Subordinate(s)	8.6 
		Average (above)	8.6 
		Self	8.8 
		Gap	0.2 

Question	Score	Response Details		
		Gap	0.2 	
<b>Analytical Skills (GS):</b> Identifies and solves complex problems.	8.7	stiltz	7.7	
		Rater B	8.3	
		Rater C	7.8	
		Rater D	10	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.
		Rater E	9.2	
		Rater F	7.6	
		Rater G	7.7	
		Rater H	10	
		<b>Analytical Skills (GS):</b> Evaluates their solutions to see if the solutions worked.	8.5	stiltz
Rater B	7.6			
Rater C	7.8			
Rater D	8.6			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.
Rater E	8.1			
Rater F	10			I often see her follow through.
Rater G	7.8			
Rater H	9.8			I have seen her check to make sure her solutions helped.
<b>Conflict Management (GS) (overall)</b>	8.5			1 Superior(s)
		3 Peer(s)	8.4 	
		3 Subordinate(s)	8.8 	
		Average (above)	8.4 	
		Self	7.8 	
		Gap	-0.6 	
		<b>Conflict Management (GS):</b> Resolves conflict quickly and effectively.	8.1	stiltz
Rater B	7.9			
Rater C	9.8			Sandy is a problem-solver. She works well with her peers in resolving any conflict that may come her way.
Rater D	8			
Rater E	9.4			
Rater F	6.2			
Rater G	7.8			
Rater H	7.7			
<b>Conflict Management (GS):</b> Accepts others' ideas.	9			stiltz

Question	Score	Response Details
	Rater B	9.8 Sandy takes others' ideas into consideration when working with them on the same project. She is a team player.
	Rater C	7.7
	Rater D	10 We are often asked to evaluate and discuss ways to solve issues, and many times a solution we provided will be implemented.
	Rater E	7.5
	Rater F	10 She is very accepting and open to other people's ideas regardless if she agrees or not.
	Rater G	10 Always is accepting of differing ideas.
	Rater H	7.7

### Report Preparation Notes

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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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