



Below are the results of your Discovery Leadership Profile for Public Health™ Plus

| | | | 1 | 2 | 3 | 4 | 5 | Average |
|---|----------|---------------|---|---|---|---|---|---------|
| | Example: | Range Before: | | | | | | 2.0 |
| | | Range After: | | | | | | 3.5 |
| Composes well written reports and emails | | | | | | | | 1.7 |
| | | | | | | | | 3.0 |
| Accurately assesses the strengths and developmental needs of others | | | | | | | | 2.0 |
| | | | | | | | | 3.0 |
| Encourages cross-functional training | | | | | | | | 2.7 |
| | | | | | | | | 4.0 |
| Respects others regardless of status or position | | | | | | | | 3.7 |
| | | | | | | | | 4.3 |
| Engages others in strategic, long-range planning | | | | | | | | 2.3 |
| | | | | | | | | 3.3 |
| Overall Assessment of Effectiveness | | | | | | | | 3.7 |
| | | | | | | | | 4.7 |

| | | | | | |
|---------------------|--------|--------------|-------|------------|--------|
| Scale: | 1 | 2 | 3 | 4 | 5 |
| | Rarely | Occasionally | Often | Very Often | Always |
| Number of Raters: 3 | | | | | |

Open-Ended Responses (Unedited):

What is the most significant improvement this person has made over the past 12 weeks?

- 1 - This person has become more effective at communicating her vision for the department to fellow employees around her.
- 2 - I think this person has shown vast improvement in creating and building relationships with those in the business community outside of this company.
- 3 - She has taken the time to ensure that her Direct Reports are receiving the necessary training to perform their jobs.

What would you like to see this person continue to work on?

- 1 - I would like to see her continue to work on communicating her goals for our division to both her superiors and employees more quickly.
- 2 - After this 12-week timeframe, I want her to keep improving her ability to foster positive and productive relationships inside this company.
- 3 - I want her to continue striving for high goals for her teams and division.

Can you provide any additional comments that give insight to your assessment of this person?

- 1 - I enjoy working with her and think that she is a good recent addition to this division.
- 2 - Not at this time.
- 3 - She needs to keep her confidence up as she works on her personal goals. She is effective and productive in her work and her confidence should reflect this.