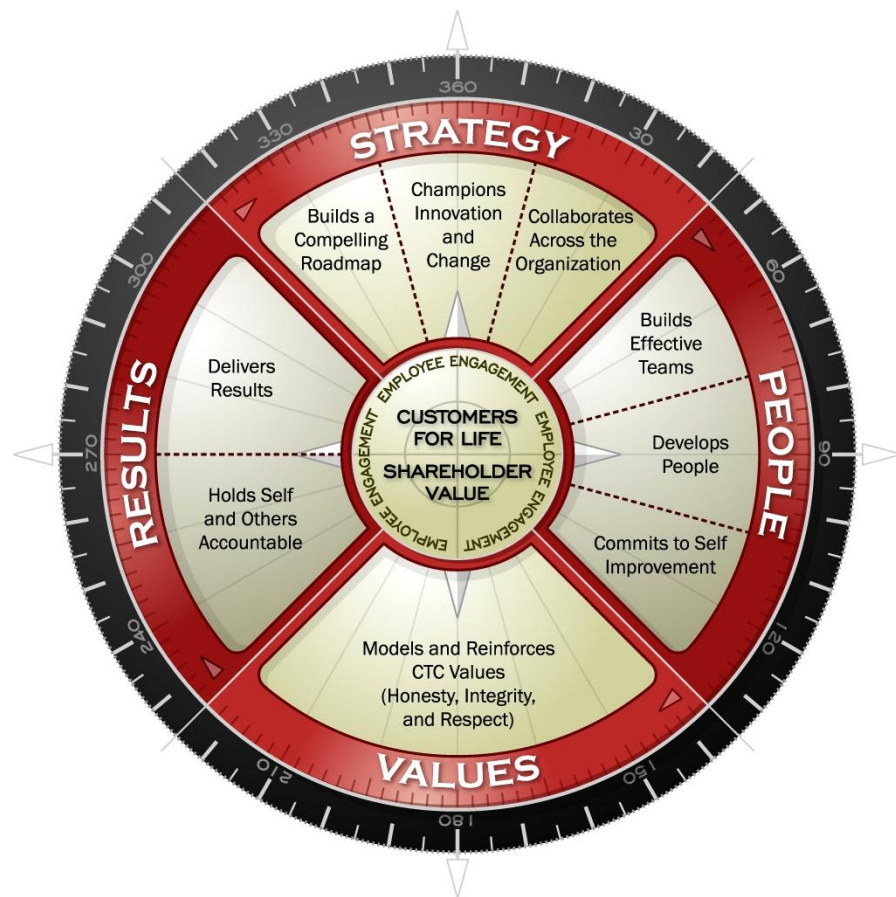




CTC Leadership Survey - Manager

360 Feedback Report

AJ Mazepa



Section 2: Dimensions Overview

Legend

Response	Description
5	Towering Strength - in the top 10%
4	Strength - in the top 25%
3	Effective
2	Gap
1	Significant Gap

Strategy

Rater	Score	1	2	3	4	5
Total	4.09					
Manager	4.00					
Peers	4.38					
Direct Reports	4.18					
Others	3.57					
Self	3.35					

Results

Rater	Score	1	2	3	4	5
Total	4.09					
Manager	3.73					
Peers	4.50					
Direct Reports	4.08					
Others	3.42					
Self	3.57					

People

Rater	Score	1	2	3	4	5
Total	4.05					
Manager	3.67					
Peers	4.19					
Direct Reports	4.08					
Others	3.65					
Self	3.58					

Values

Rater	Score	1	2	3	4	5
Total	4.05					
Manager	4.00					
Peers	4.13					
Direct Reports	4.22					
Others	3.67					
Self	3.67					

Section 3: The 9 Leadership Capabilities Summary

This section provides an overview of your capability scores. Use this section to obtain an overall understanding of what others feel are your strengths and developmental needs. To better understand the composition of each capability, review the behavioural statements used to assess each capability in section 4.

Legend

Response	Description
5	Towering Strength - in the top 10%
4	Strength - in the top 25%
3	Effective
2	Gap
1	Significant Gap

Strategy

	Score	1	2	3	4	5
Strategy	4.09					
Builds a Compelling Roadmap	3.92					
Champions Innovation and Change	4.10					
Collaborates Across the Organization	4.19					

Results

	Score	1	2	3	4	5
Results	4.09					
Delivers Results	4.23					
Holds Self and Others Accountable	3.89					

People

	Score	1	2	3	4	5
People	4.05					
Builds Effective Teams	4.04					
Develops People	3.77					
Commits to Self Improvement	4.32					

Values

	Score	1	2	3	4	5
Values	4.05					
Models & Reinforces CTC Values (Honesty, Integrity, and Respect)	4.05					

Section 9: Written Comments

This section displays verbatim the written comments provided by your respondents. You are encouraged to read the comments without trying to individually identify the respondent. Use this section as supplemental information to clarify the numeric data and provide other perspectives not addressed in the survey.

Peers

There are no identifiable gaps in AJ's behaviour or role. He should continue to demonstrate technical skills and provide support to those who need assistance.

Continue to encourage and support independent thinking and give himself credit for being a supportive and active team lead.

AJ demonstrates unmatched technical and organizational skills. He prioritizes issues in the right order so that the most urgent requests are dealt with first. AJ always finds time to assist others with their requests and development goals.

AJ's skills and dedication to the team is what makes him an effective peer and team lead. Every day he continues to deliver a professional and positive attitude regardless of tight deadlines and unforeseen challenges. He knows how the team and system works too well, that he can always figure things out and find alternative ways to provide solutions to a problem.

I can see AJ running the Learning Ecosystem department in a few years. I believe he will make a great manager with his positive attitude, unquestionable skills and passion for the job.

Direct Reports

Self-assessment, Sharp perception, Responsive to the group's needs, Vision and goal setting, positive attitude.

He is able to explain the task to be done in a clear and precise manner. He is always willing to provide help to team members when they face a stumbling block. He believes in his team members and his communication skill is excellent.

AJ has a clear vision as a team leader, he is passionate about his position with very good communication skills.

He is committed to his responsibilities and always finds new technologies that would make the team's goals achievable.