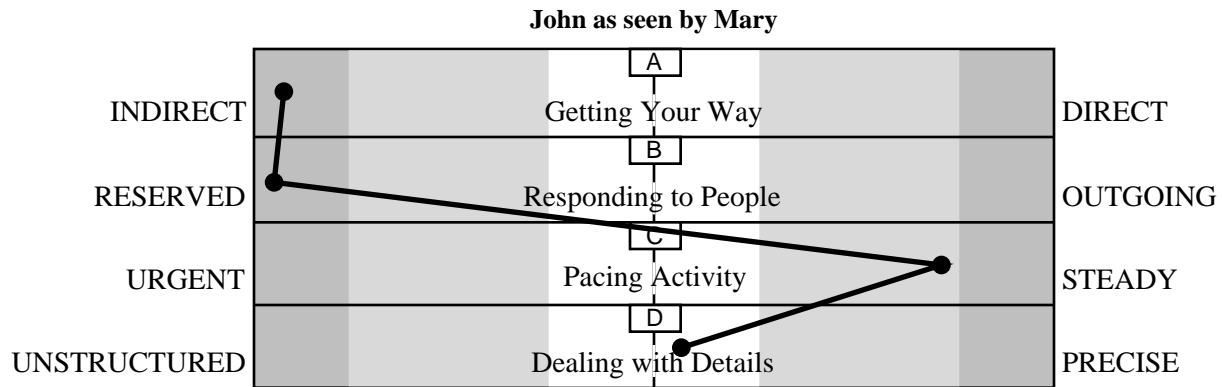




# 360° FEEDBACK SNAPSHOT

**John Doe as seen by Mary Sample**  
 Feedback Completed on: 11/22/2004

The following chart shows how John is seen by Mary Sample at work. Mary's perceptions of John may be different from his view of himself and may also vary from how others see him.



A number of factors could influence Mary's perception of John. These include the nature of her job, work responsibilities, and their working relationship; whether they are co-workers, team members, friends, or family, etc.

## Mary's ratings of John

### SCALE A: Getting Your Way (Indirect or Direct)

At work, Mary sees you as using a very diplomatic, tactful, and rather Indirect style of influencing others and presenting your thoughts and opinions.

### SCALE B: Responding to Others (Reserved or Outgoing)

When responding to others, she sees you as very Reserved and private, tending to think issues through alone before talking or sharing your feelings.

### SCALE C: Pacing Activity (Urgent or Steady)

When it comes to making decisions and taking action, Mary sees you as fairly Steady, preferring to consider numerous options and then move ahead only after careful deliberation.

### SCALE D: Dealing with Details (Unstructured or Precise)

Mary perceives you as slightly Precise, structured, and organized in how you schedule time and attend to details.

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