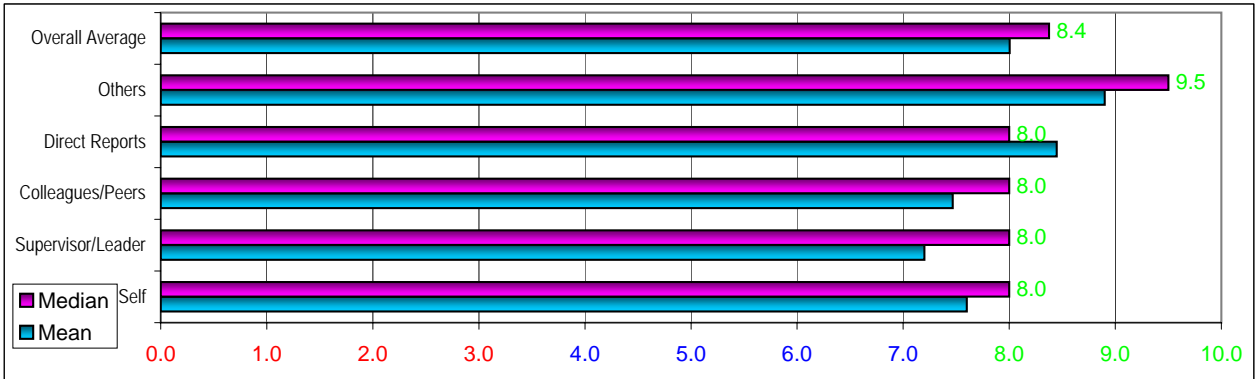


<h1>Problem Solving</h1>		Mean	Median
Self		7.6	8.0
Supervisor/Leader		7.2	8.0
Colleagues/Peers		7.5	8.0
Direct Reports		8.4	8.0
Others		8.9	9.5
Overall Average		8.0	8.4



Number	Mean	Minimum	Maximum
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1. Focuses on the most critical issues.

	#	Mean	Min	Max
Self	1	8.0	8	8
Supervisor/Leader	1	9.0	9	9
Colleague/Peer	3	7.3	7	8
Direct Report	7	8.6	7	10
Others	4	8.0	5	10

2. Demonstrates analytical abilities/skills.

	#	Mean	Min	Max
Self	1	9.0	9	9
Supervisor/Leader	1	9.0	9	9
Colleague/Peer	3	9.3	9	10
Direct Report	7	8.7	8	10
Others	4	9.5	8	10

3. Exhibits good judgment (i.e. makes accurate and correct decisions).

	#	Mean	Min	Max
Self	1	7.0	7	7
Supervisor/Leader	1	8.0	8	8
Colleague/Peer	3	6.7	3	9
Direct Report	7	8.3	7	10
Others	4	8.5	7	10

4. Encourages creativity and innovation.

	#	Mean	Min	Max
Self	1	8.0	8	8
Supervisor/Leader	1	6.0	6	6
Colleague/Peer	3	6.3	3	9
Direct Report	6	8.7	7	10
Others	4	9.0	7	10

5. A conceptual thinker.

	#	Mean	Min	Max
Self	1	6.0	6	6
Supervisor/Leader	1	4.0	4	4
Colleague/Peer	3	7.7	5	10
Direct Report	7	8.0	6	10
Others	4	9.5	9	10