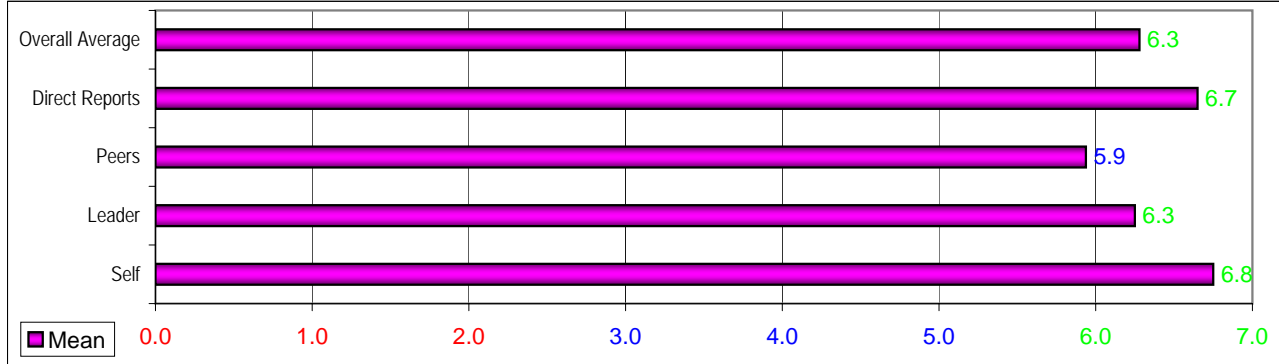


<b>JOB EXPERTISE</b>		<b>Mean</b>
<b>Self</b>		<b>6.8</b>
<b>Leader</b>		<b>6.3</b>
<b>Peers</b>		<b>5.9</b>
<b>Direct Reports</b>		<b>6.7</b>
<b>Overall Average</b>		<b>6.3</b>



Number	Mean	Minimum	Maximum
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37. Has a broad scope of job specific knowledge, skills and abilities.

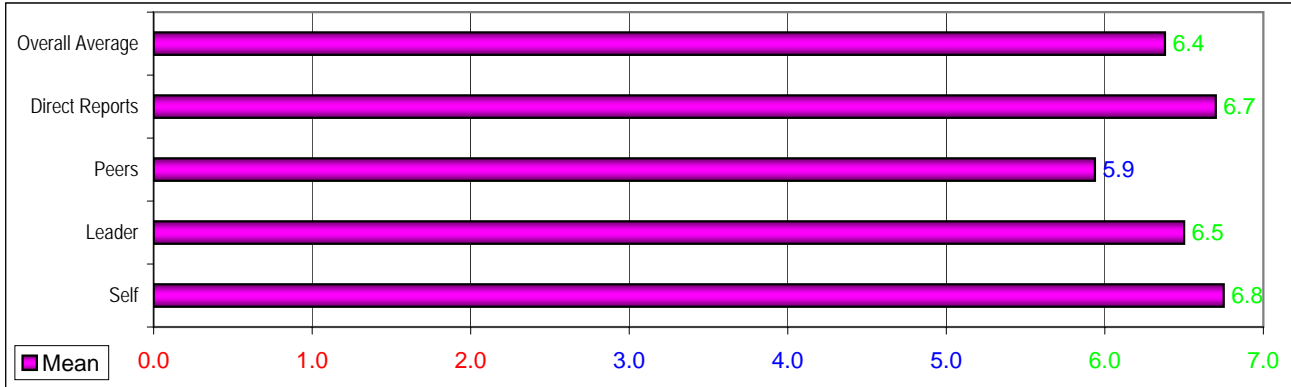
	#	Mean	Min	Max
Self	1	7.0	7.0	7.0
Leader	1	6.0	6.0	6.0
Peers	4	5.8	5.0	7.0
Direct Reports	5	6.8	6.0	7.0

38. Others look to this person for job expertise.

	#	Mean	Min	Max
Self	1	7.0	7.0	7.0
Leader	1	7.0	7.0	7.0
Peers	4	5.3	5.0	6.0
Direct Reports	5	6.6	5.0	7.0

39. Is current in their field and understands what is happening in the

<b>ENTHUSIASM</b>		<b>Mean</b>
<b>Self</b>	<b>6.8</b>	
<b>Leader</b>	<b>6.5</b>	
<b>Peers</b>	<b>5.9</b>	
<b>Direct Reports</b>	<b>6.7</b>	
<b>Overall Average</b>	<b>6.4</b>	



Number	Mean	Minimum	Maximum
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41. Exudes a positive outlook for the future.

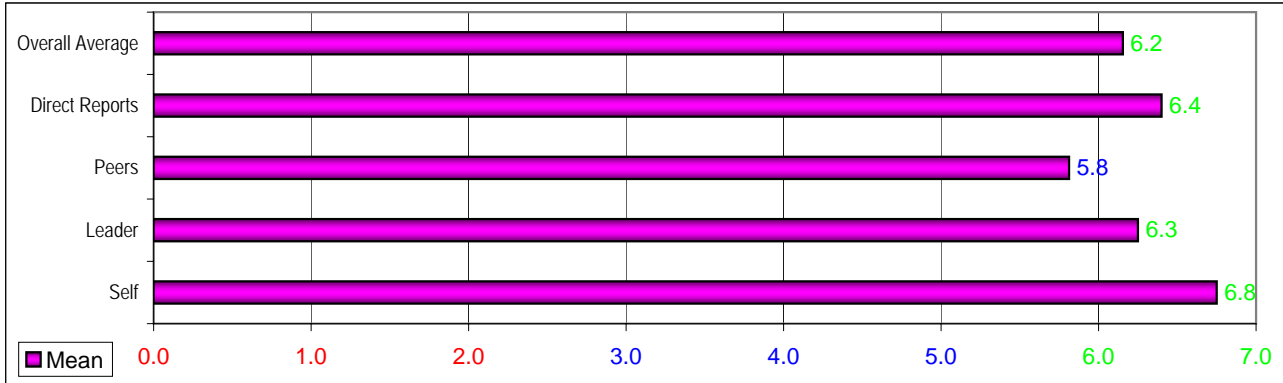
	#	Mean	Min	Max
Self	1	7.0	7.0	7.0
Leader	1	6.0	6.0	6.0
Peers	4	6.3	6.0	7.0
Direct Reports	5	6.8	6.0	7.0

42. Shows others how things can be achieved and how the difficult can be accomplished.

	#	Mean	Min	Max
Self	1	6.0	6.0	6.0
Leader	1	7.0	7.0	7.0
Peers	4	5.3	3.0	6.0
Direct Reports	5	6.6	6.0	7.0

43. Does not expect things to be challenging, with growth and expansion.

<b>INTEGRITY</b>		<b>Mean</b>
<b>Self</b>		<b>6.8</b>
<b>Leader</b>		<b>6.3</b>
<b>Peers</b>		<b>5.8</b>
<b>Direct Reports</b>		<b>6.4</b>
<b>Overall Average</b>		<b>6.2</b>



Number	Mean	Minimum	Maximum
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45. Can be trusted with complete confidence.

	#	Mean	Min	Max
Self	1	7.0	7.0	7.0
Leader	1	6.0	6.0	6.0
Peers	4	5.3	4.0	7.0
Direct Reports	5	6.2	5.0	7.0

46. Is fair and even-handed with others.

	#	Mean	Min	Max
Self	1	6.0	6.0	6.0
Leader	1	6.0	6.0	6.0
Peers	4	6.0	4.0	7.0
Direct Reports	5	6.4	6.0	7.0

47. Shows respect for the unique qualities that make others different.

#	Mean	Min	Max
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