

Sample Mean Score

360

Date: 9/1/2004

Resilience

	Strongly Disagree			Strongly Agree
Self: 1	3.16			
Boss: 2	4.08			
Direct Report: 1	3.66			
Peer: 3	2.83			
Customer: 2	3.75			
Other: 1	2.66			
Total: 10	3.36			

1. Demonstrates flexibility when responding to uncertainty, ambiguity, and change.

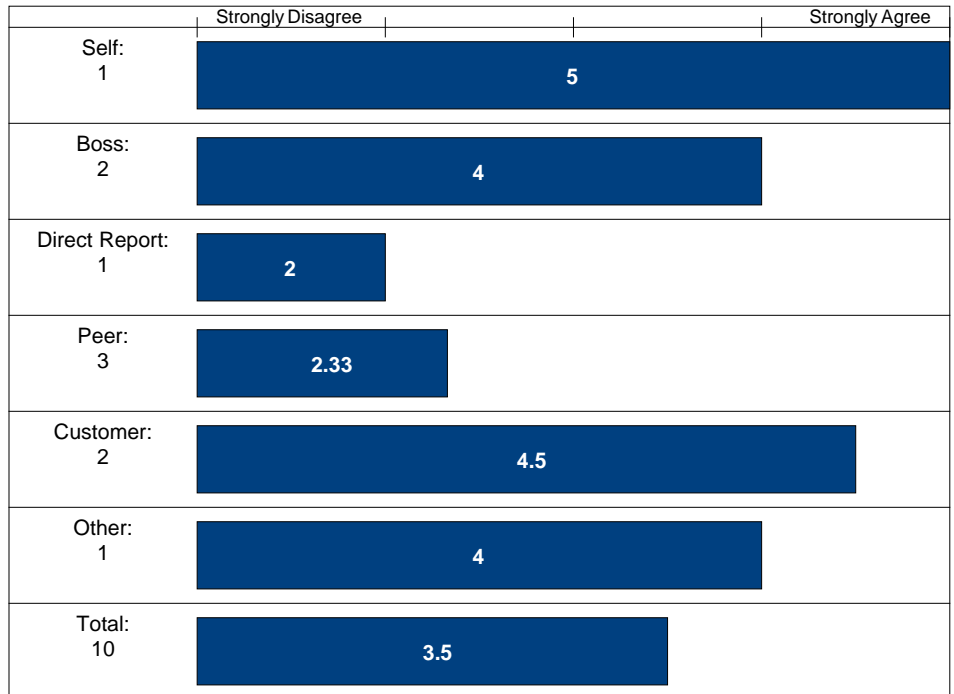
	Strongly Disagree			Strongly Agree
Self: 1	2			
Boss: 2	4			
Direct Report: 1	5			
Peer: 3	1			
Customer: 2	3			
Other: 1	2			
Total: 10	2.6			

Sample Mean Score

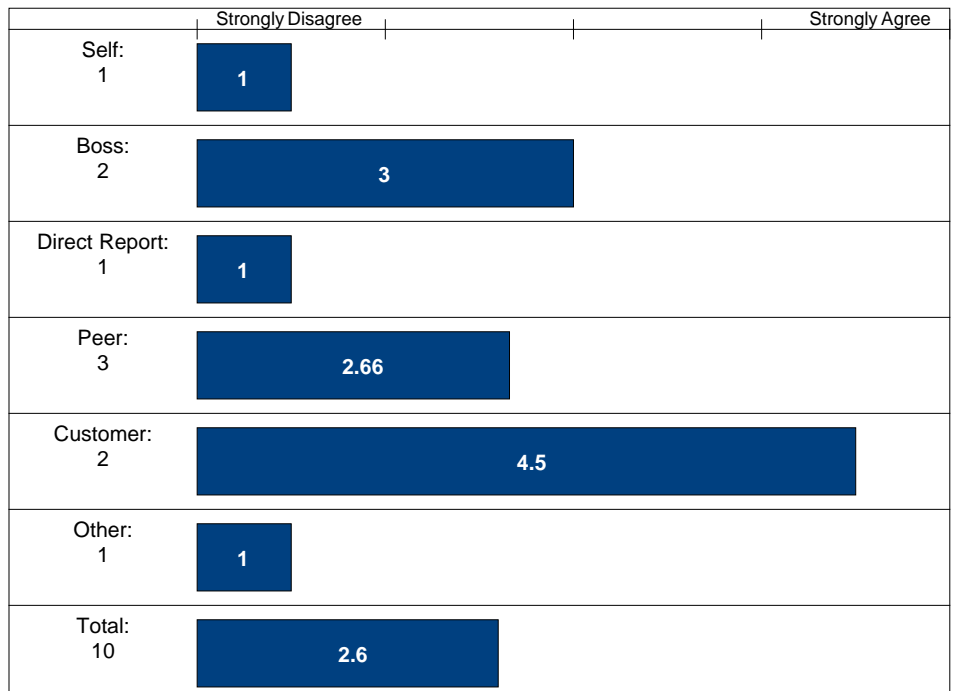
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Date: 9/1/2004

2. Develops structured or organized approaches to managing ambiguity.



3. Displays a sense of security and self-assurance.



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4. Has a clear vision of what he/she wants to achieve.

	Strongly Disagree			Strongly Agree
Self: 1	4			
Boss: 2	5			
Direct Report: 1	5			
Peer: 3	3.33			
Customer: 2	4.5			
Other: 1	1			
Total: 10	3.9			

5. Manages change rather than fighting against it.

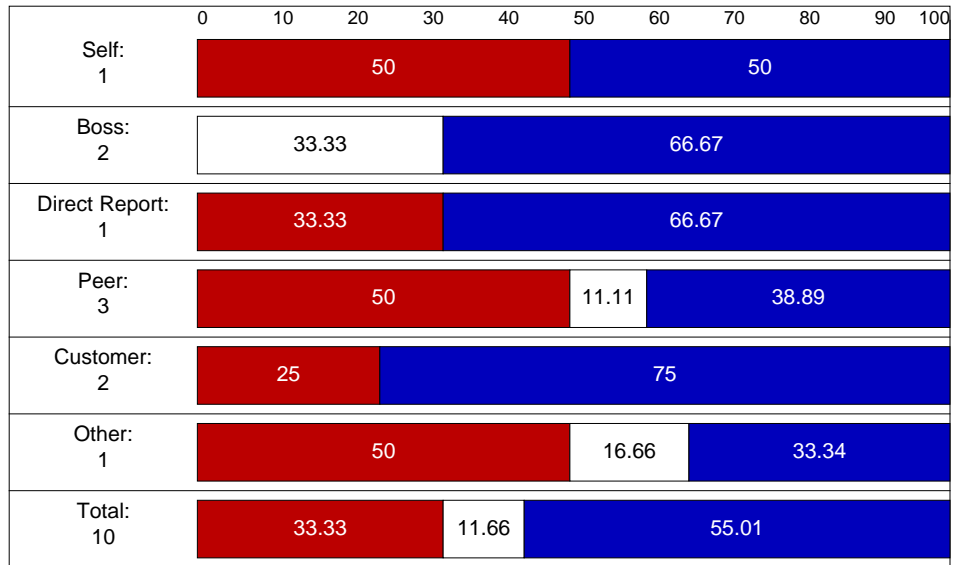
	Strongly Disagree			Strongly Agree
Self: 1	2			
Boss: 2	5			
Direct Report: 1	4			
Peer: 3	4.66			
Customer: 2	3.5			
Other: 1	3			
Total: 10	4			

Sample Favorable vs Unfavorable

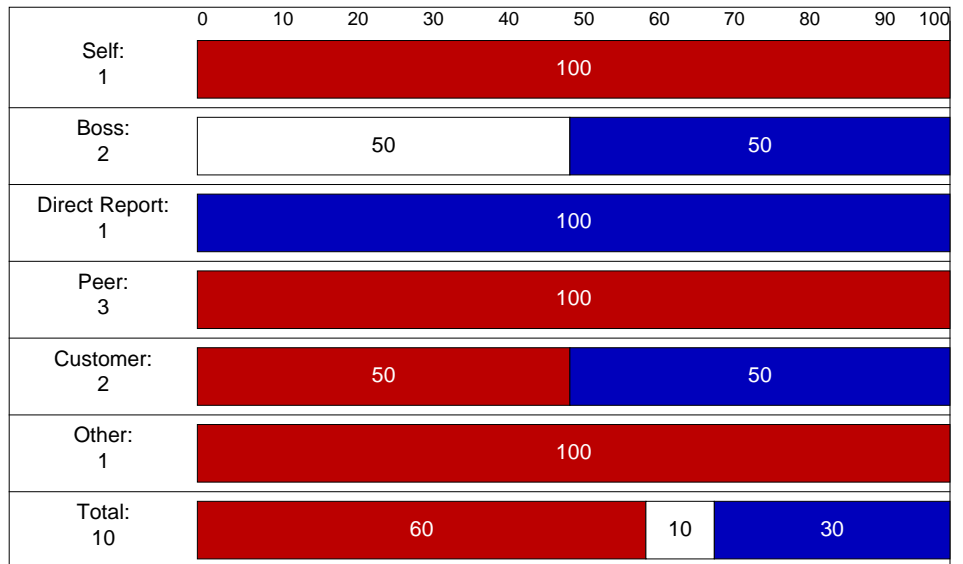
360

Date: 9/1/2004

Resilience



1. Demonstrates flexibility when responding to uncertainty, ambiguity, and change.

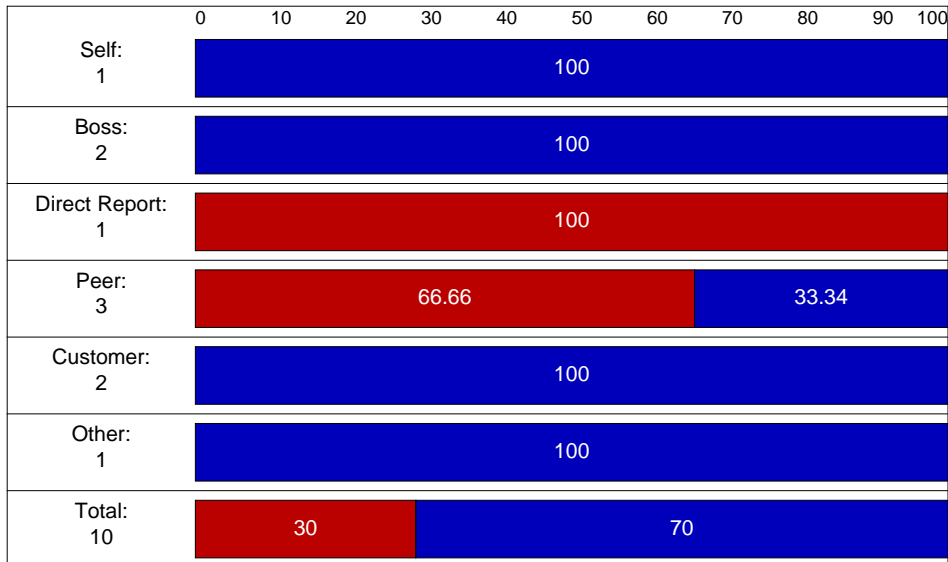


Sample Favorable vs Unfavorable

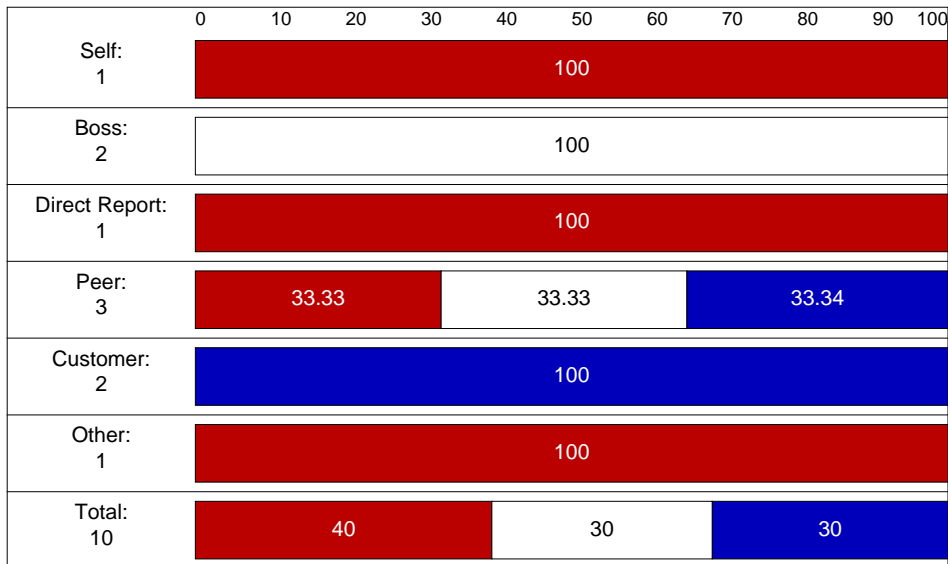
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Date: 9/1/2004

2. Develops structured or organized approaches to managing ambiguity.



3. Displays a sense of security and self-assurance.

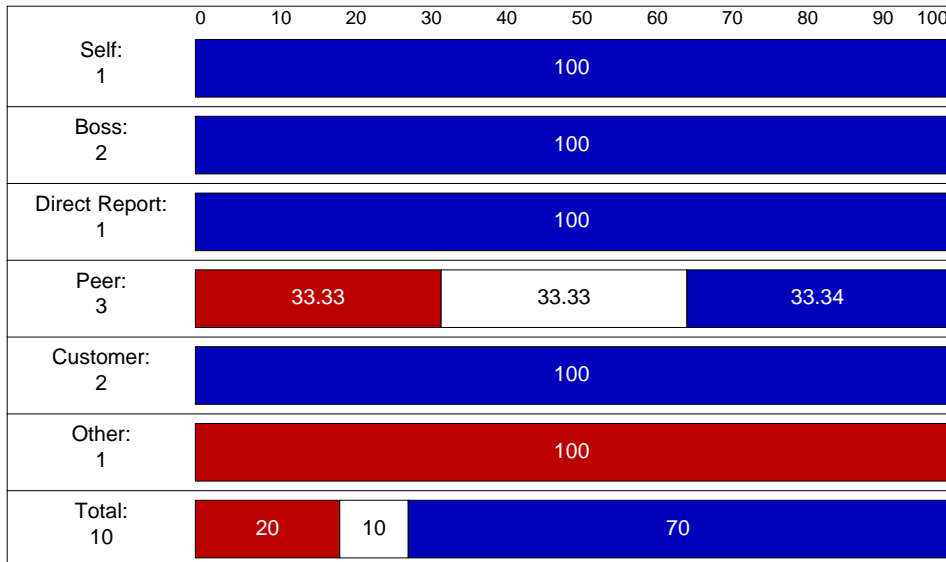


Sample Favorable vs Unfavorable

360

Date: 9/1/2004

4. Has a clear vision of what he/she wants to achieve.



5. Manages change rather than fighting against it.

