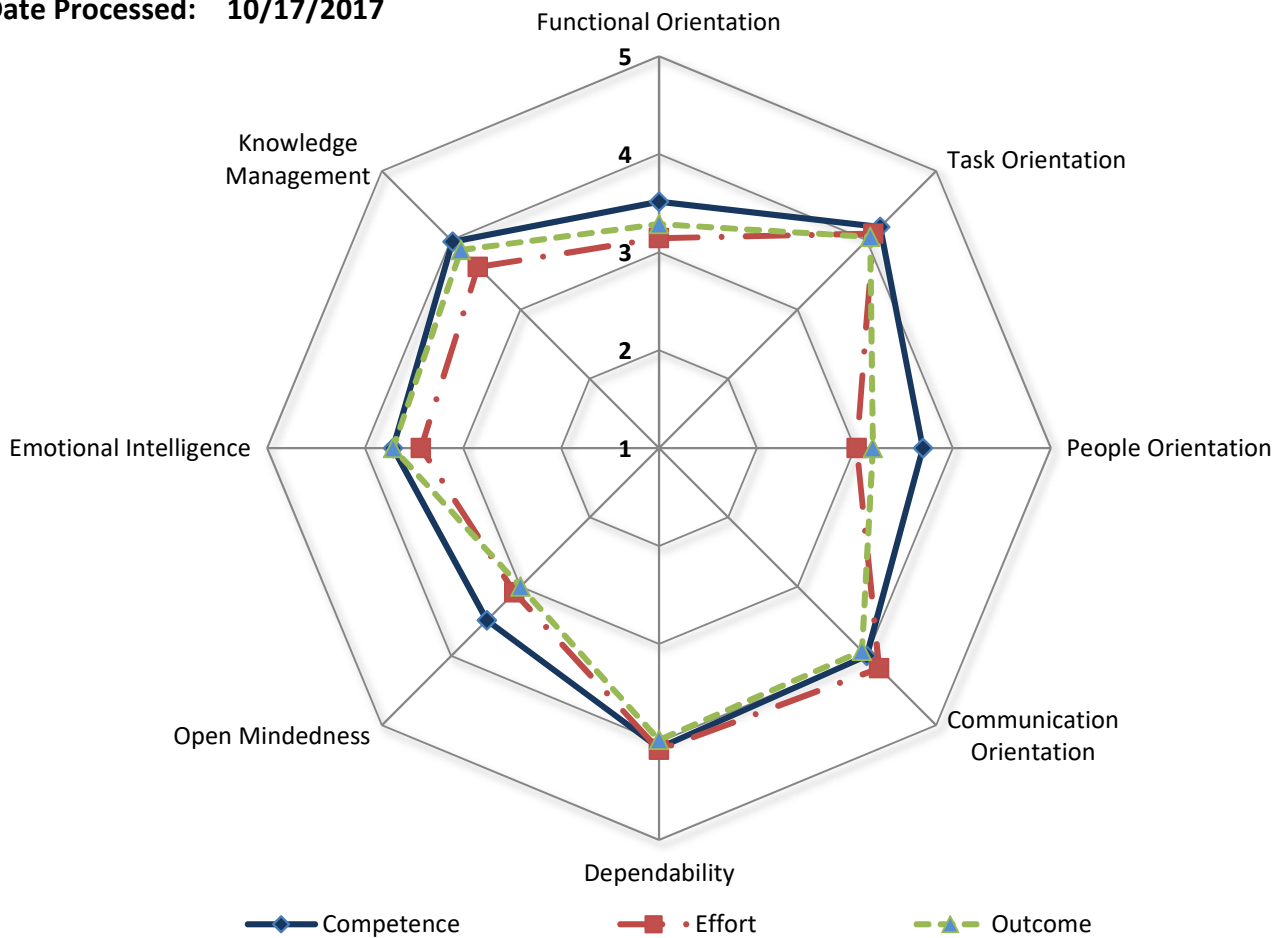


J Brown Group - Multilateral 360³ Assessment Summary

Subject Name: Robert Johnson
Company: Delta Sound Services, LLC
Num of Raters: 7
Date Processed: 10/17/2017



This report details the results of the Multilateral 360³ Assessment. It provides graphical presentations of the summary feedback from raters across 44 leadership/ management behavioral competencies, grouped into eight domains:

- Functional Orientation
- Task Orientation
- People Orientation
- Communication Orientation
- Dependability
- Open Mindedness
- Emotional Intelligence
- Knowledge Management

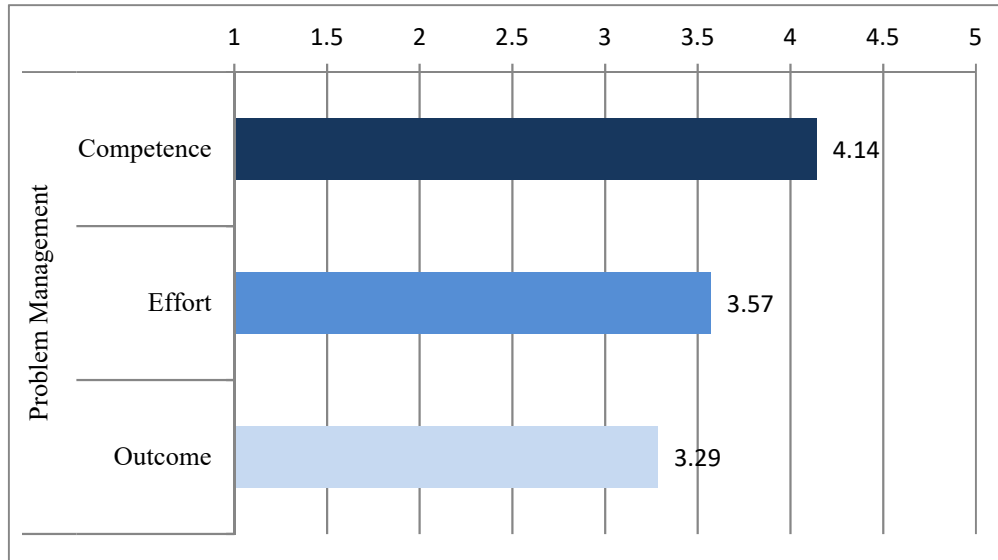
The intent of this report is to provide the ratee and their leadership with the ability to quickly identify strengths and opportunities for improvement. It is intended for professional development purposes only and should not be used for selection and/or promotion decisions.

J Brown Group - Multilateral 360³ Assessment

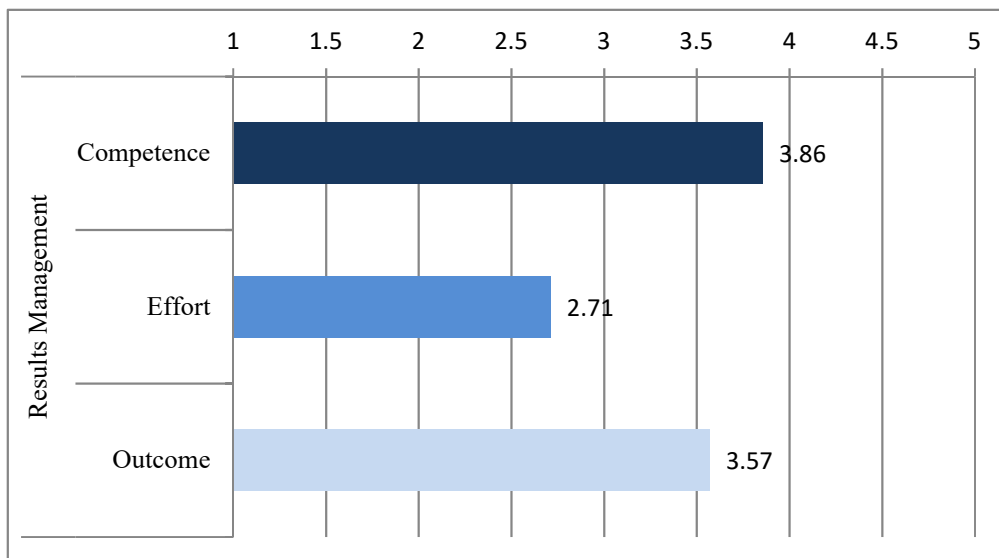
Functional Orientation

Robert Johnson
Delta Sound Services, LLC

Problem Management: Accurately perceives situations that may require attention, and uses rigorous logic and methods to develop solutions.



Results Management: Drives self and team to achieve desired organizational goals and outcomes.

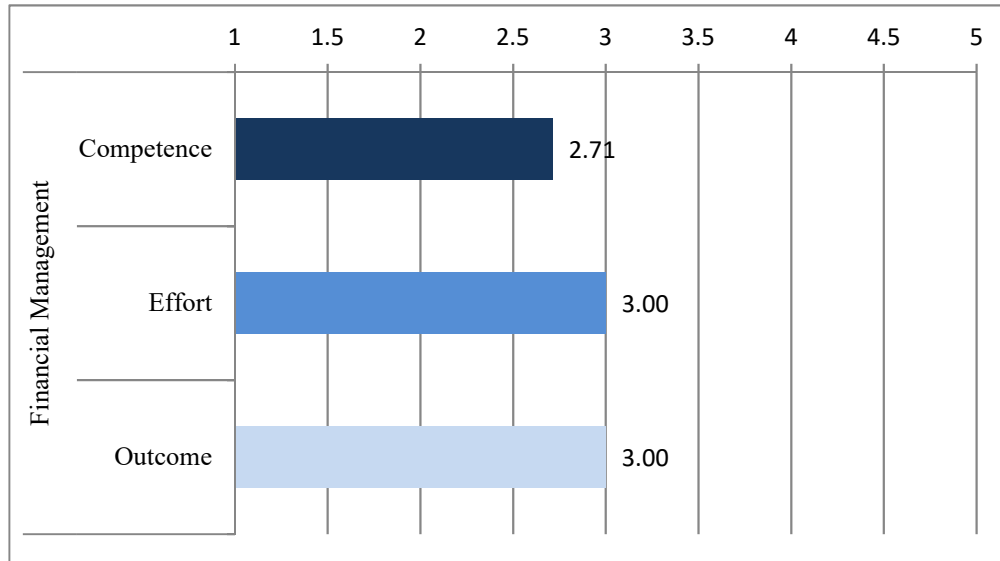


J Brown Group - Multilateral 360³ Assessment

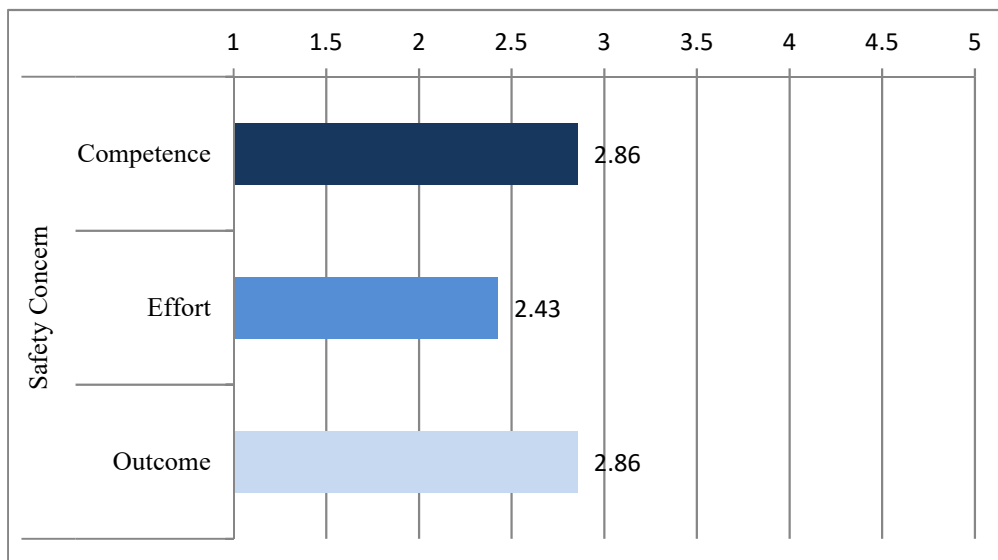
Functional Orientation

Robert Johnson
Delta Sound Services, LLC

Financial Management: Exercises appropriate financial judgment in job related matters, and follows the organization's rules related to financial issues.



Safety Concern: Exercises appropriate judgment to promote a safe workplace environment, is knowledgeable of organization's safety rules.

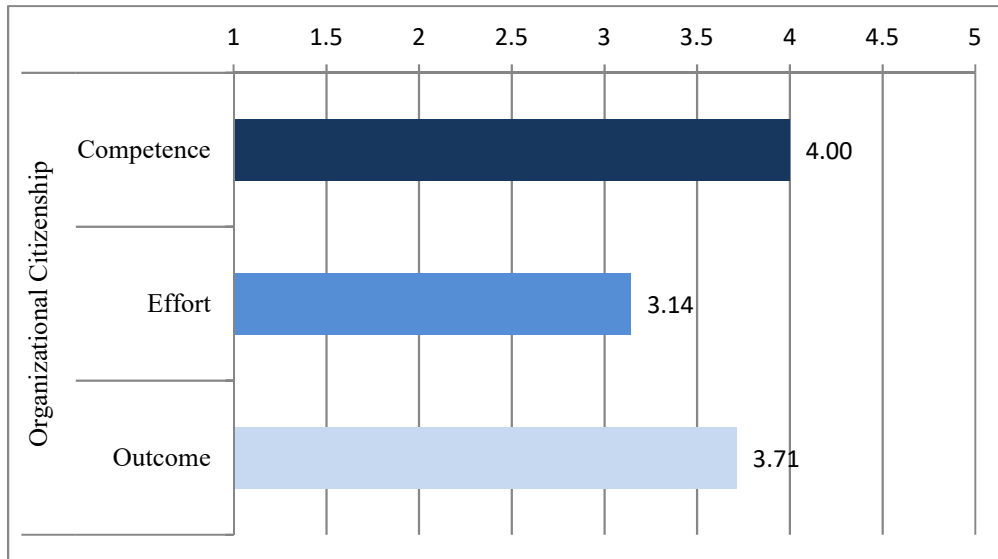


J Brown Group - Multilateral 360³ Assessment

Functional Orientation

Robert Johnson
Delta Sound Services, LLC

Organizational Citizenship: Considers how actions or events could impact company interests, and encourages the same in others.

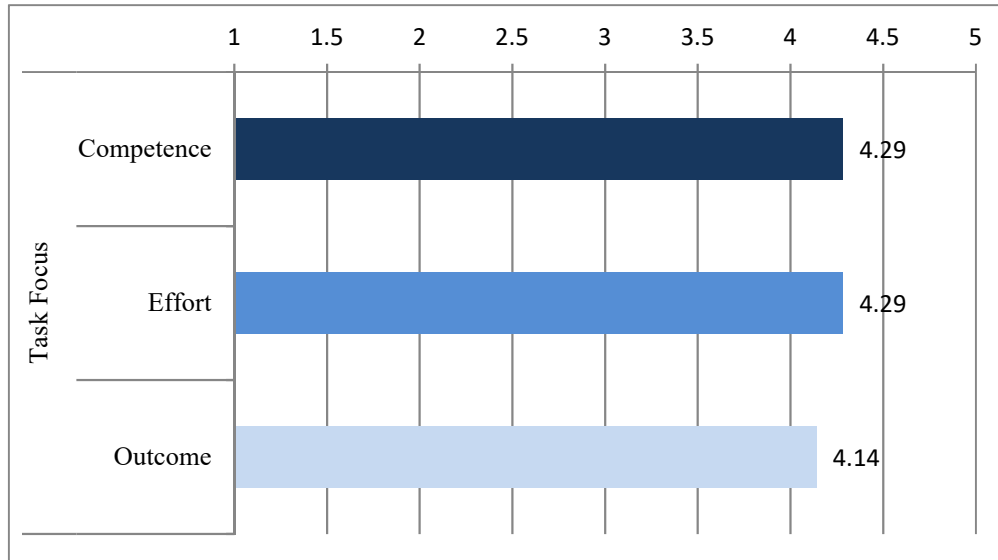


J Brown Group - Multilateral 360³ Assessment

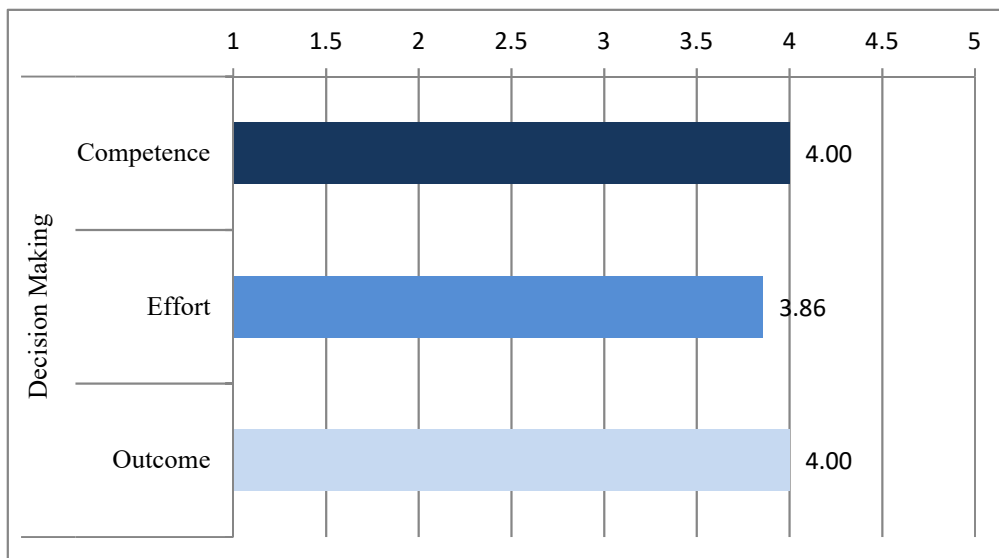
Task Orientation

Robert Johnson
Delta Sound Services, LLC

Task Focus: Stays on task despite complexity and/or ambiguity, and encourages the same in others.



Decision Making: Exercises good judgment in resolving problems, even with incomplete information and under tight deadlines and pressure.

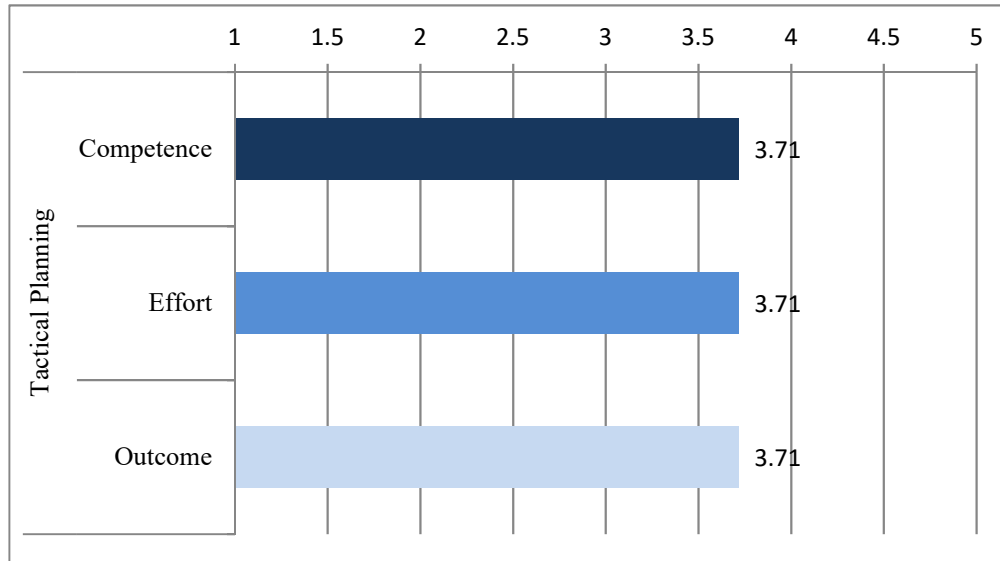


J Brown Group - Multilateral 360³ Assessment

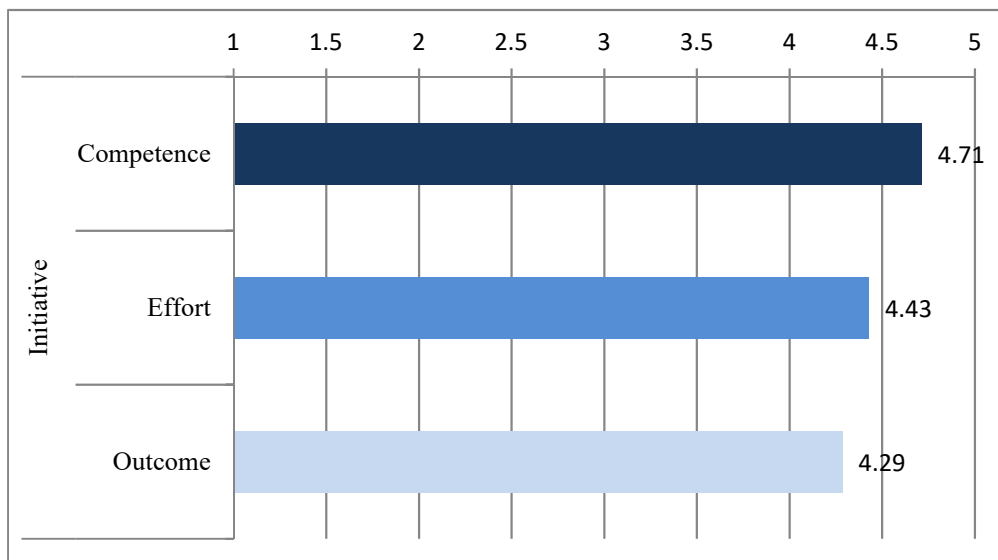
Task Orientation

Robert Johnson
Delta Sound Services, LLC

Tactical Planning: Accurately scopes length and difficulty of tasks and projects; sets objectives and goals, defines steps needed to complete tasks before action is taken.



Initiative: Takes appropriate action to accomplish organizational goals, even with little or no direction.

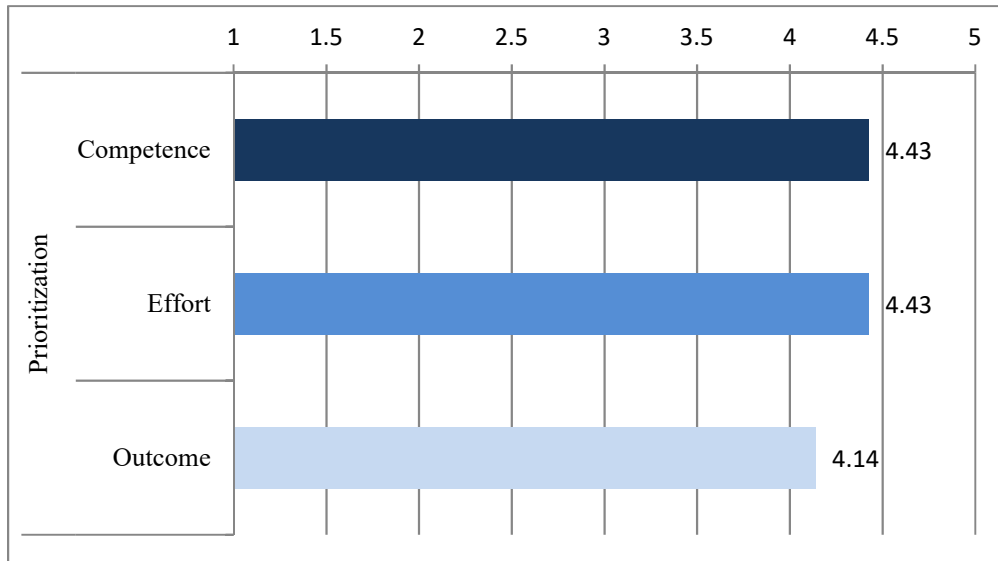


J Brown Group - Multilateral 360³ Assessment

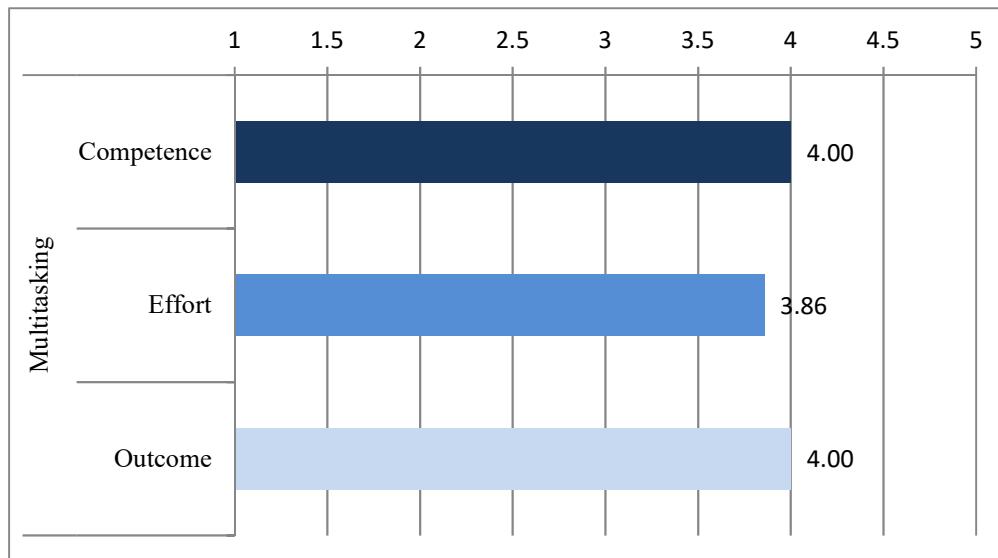
Task Orientation

Robert Johnson
Delta Sound Services, LLC

Prioritization: Recognizes how conflicting tasks impact organizational priorities and responds appropriately.



Multitasking: Manages multiple projects and competing priorities effectively.

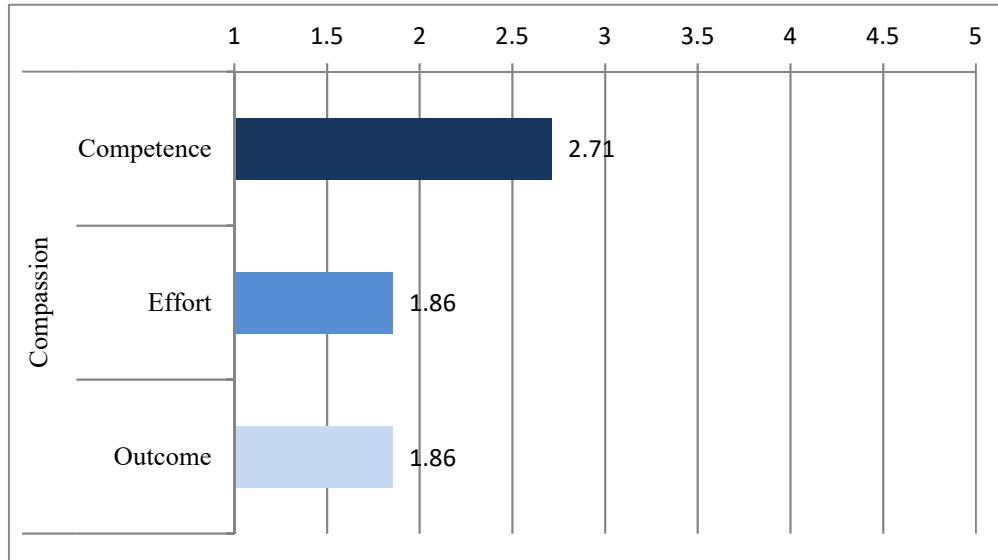


J Brown Group - Multilateral 360³ Assessment

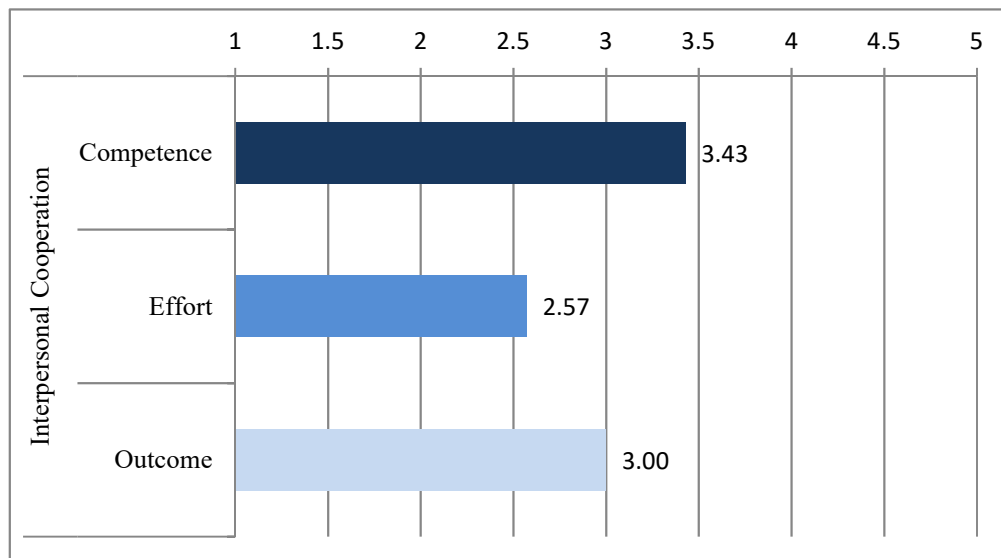
People Orientation

Robert Johnson
Delta Sound Services, LLC

Compassion: Shows genuine concern for coworkers' welfare. Willing to consider both work and non-work problems, and is available and ready to help as appropriate.



Interpersonal Cooperation: Works with other individuals appropriately.

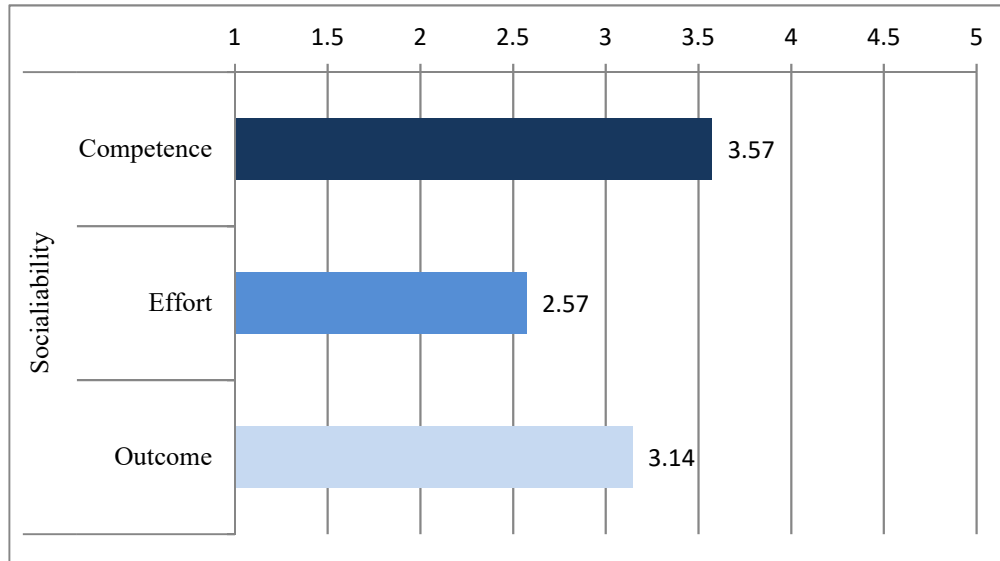


J Brown Group - Multilateral 360³ Assessment

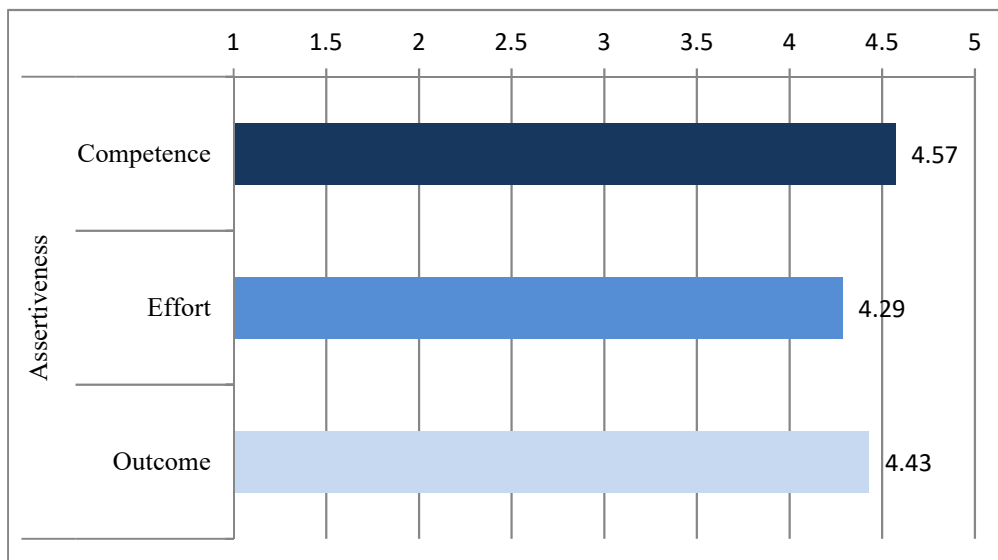
People Orientation

Robert Johnson
Delta Sound Services, LLC

Socialiability: Maintains friendly interactions with coworkers and business associates, and demonstrates proper manners when dealing with others.



Assertiveness: States views confidently, and is direct and forcefully when appropriate.

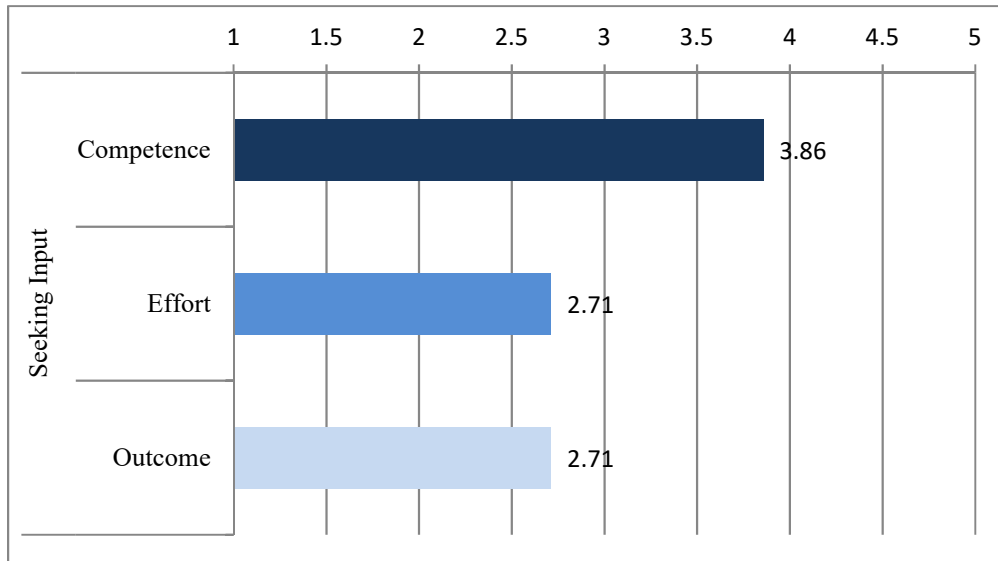


J Brown Group - Multilateral 360³ Assessment

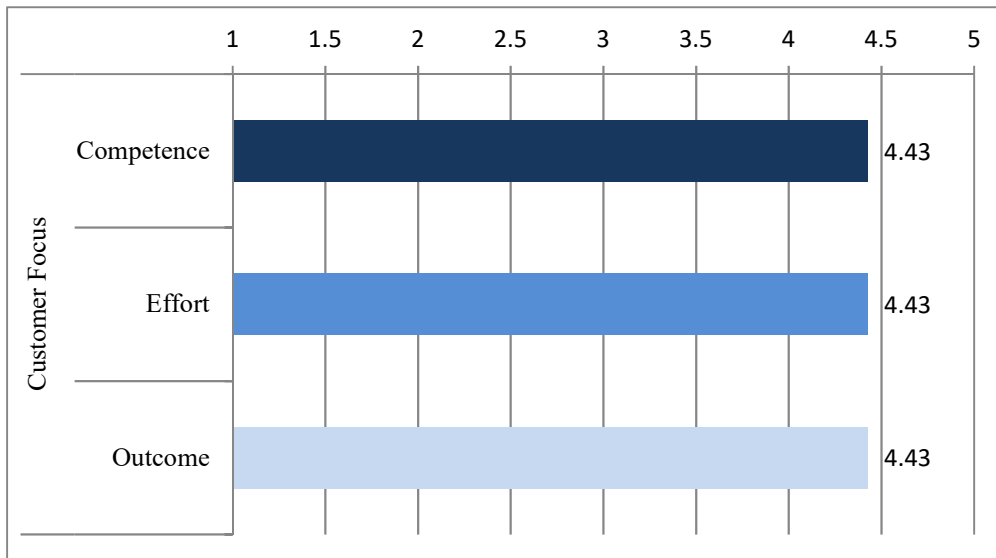
People Orientation

Robert Johnson
Delta Sound Services, LLC

Seeking Input: Actively encourages others to contribute to work-related discussions.



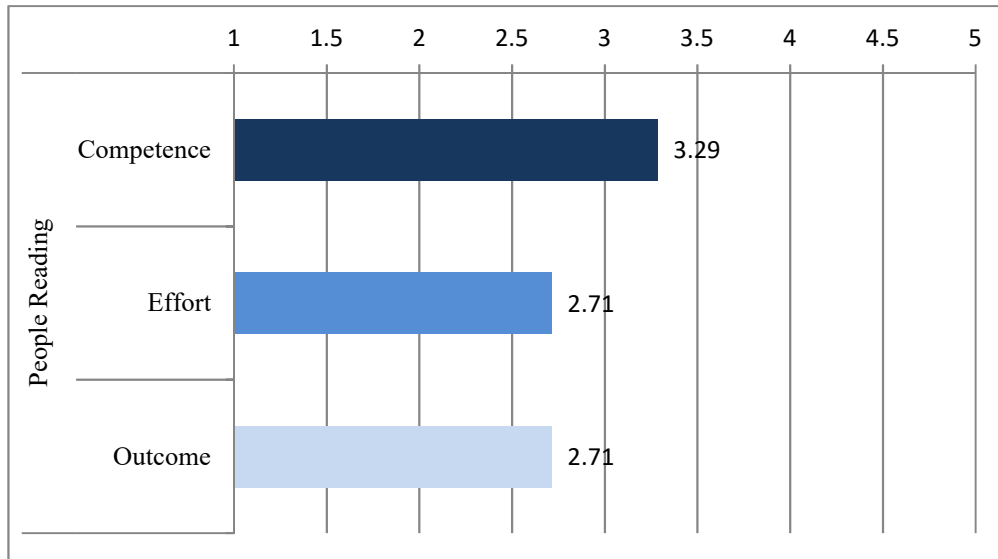
Customer Focus: Manages and meets the expectations of both internal and external customers, and seeks to maintain or enhance customer satisfaction.



J Brown Group - Multilateral 360³ Assessment
People Orientation

Robert Johnson
Delta Sound Services, LLC

People Reading: Senses others' feelings and views based on both verbal and non-verbal cues.

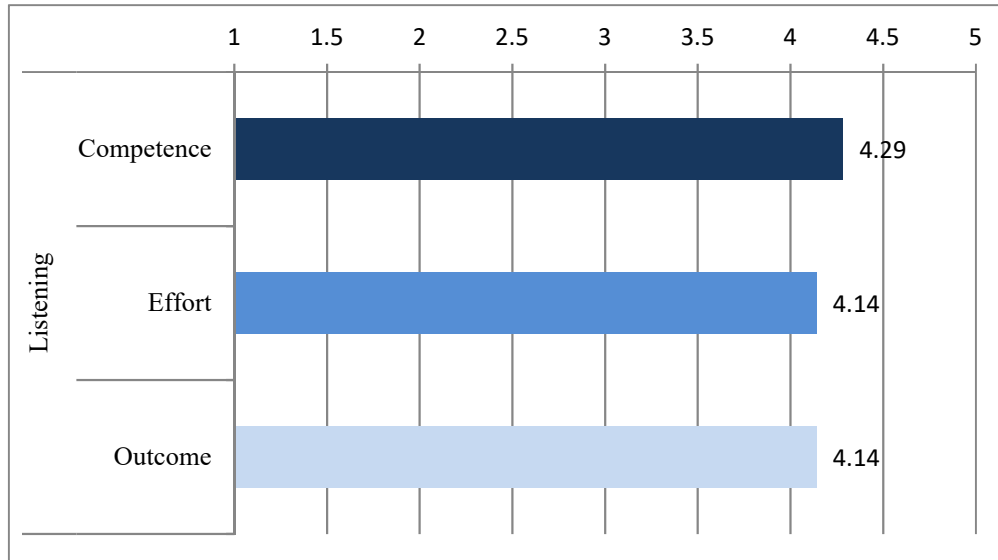


J Brown Group - Multilateral 360³ Assessment

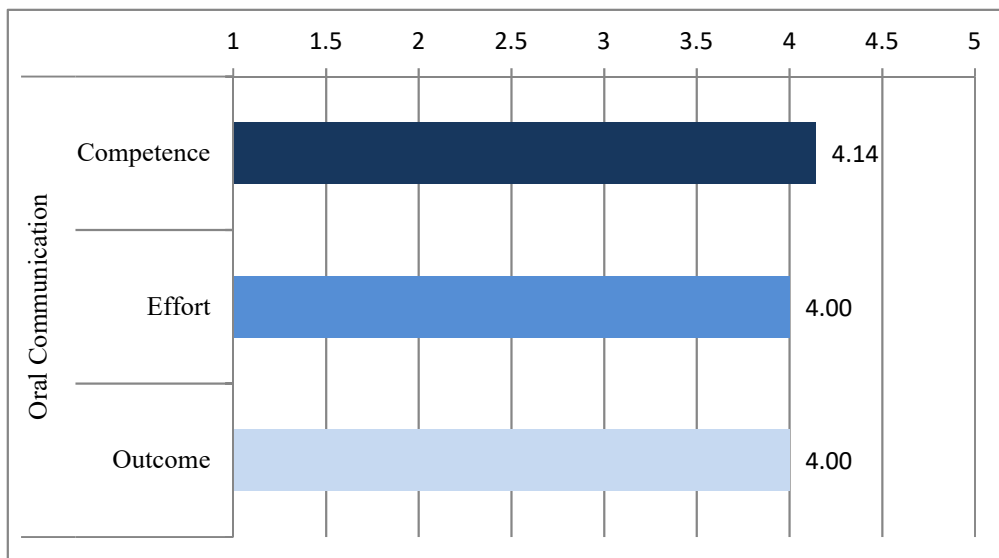
Communication Orientation

Robert Johnson
Delta Sound Services, LLC

Listening: Practices attentive and active listening with people at all levels of the organization.



Oral Communication: Verbally expresses thoughts and ideas to individuals and small groups in a clear and straightforward manner.

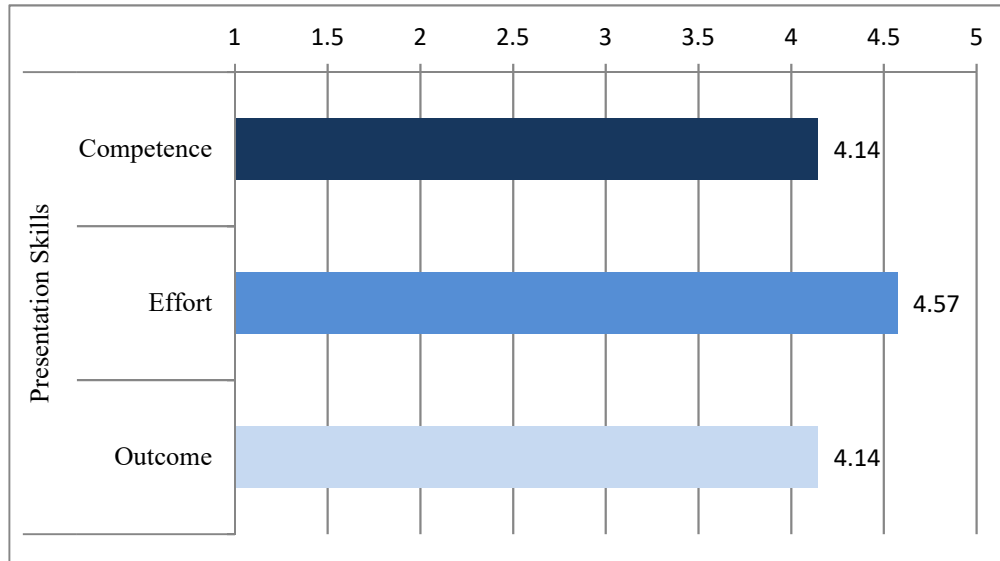


J Brown Group - Multilateral 360³ Assessment

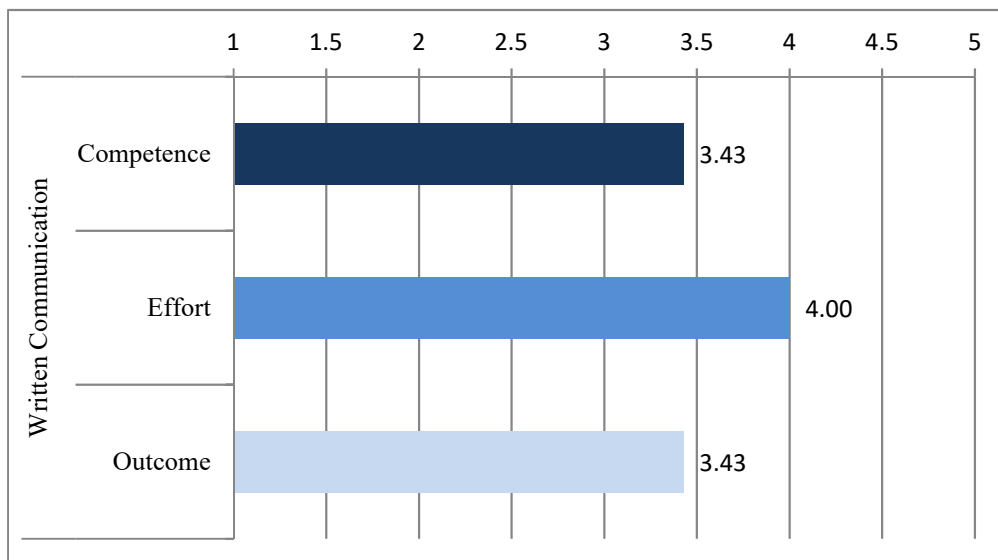
Communication Orientation

Robert Johnson
Delta Sound Services, LLC

Presentation Skills: Effectively presents material to groups of people in a variety of settings both inside and outside of the organization.



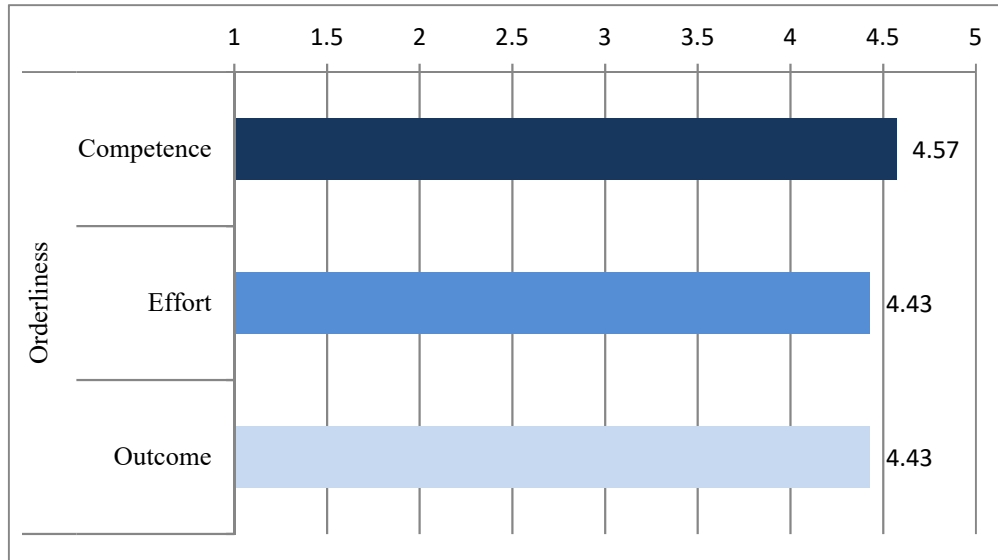
Written Communication: Expresses self clearly and succinctly in writing. Varies written communication style as appropriate for intended audience.



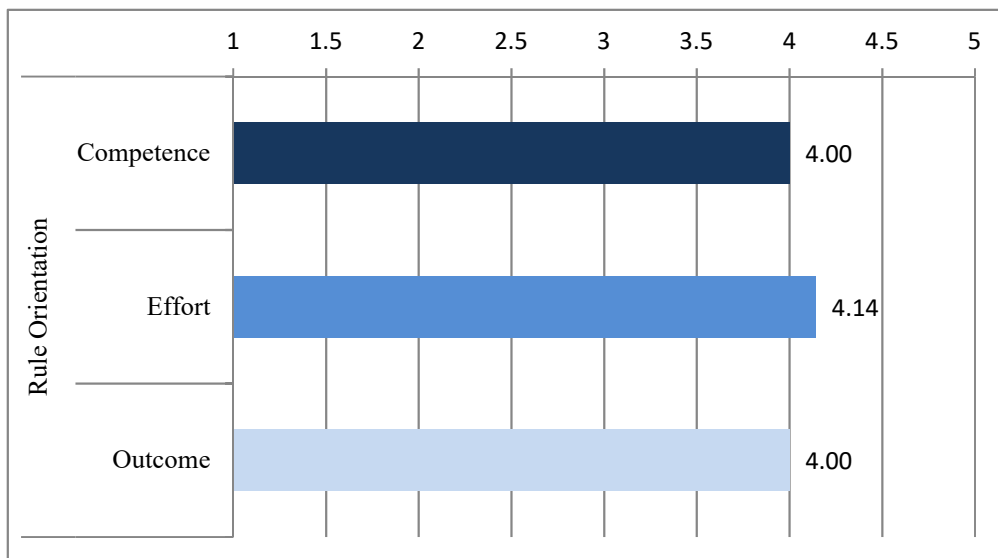
J Brown Group - Multilateral 360³ Assessment
Dependability

Robert Johnson
Delta Sound Services, LLC

Orderliness: Maintains a high degree of organization in their physical work environment.



Rule Orientation: Understands the organization's rules and policies, and willingly follows them.

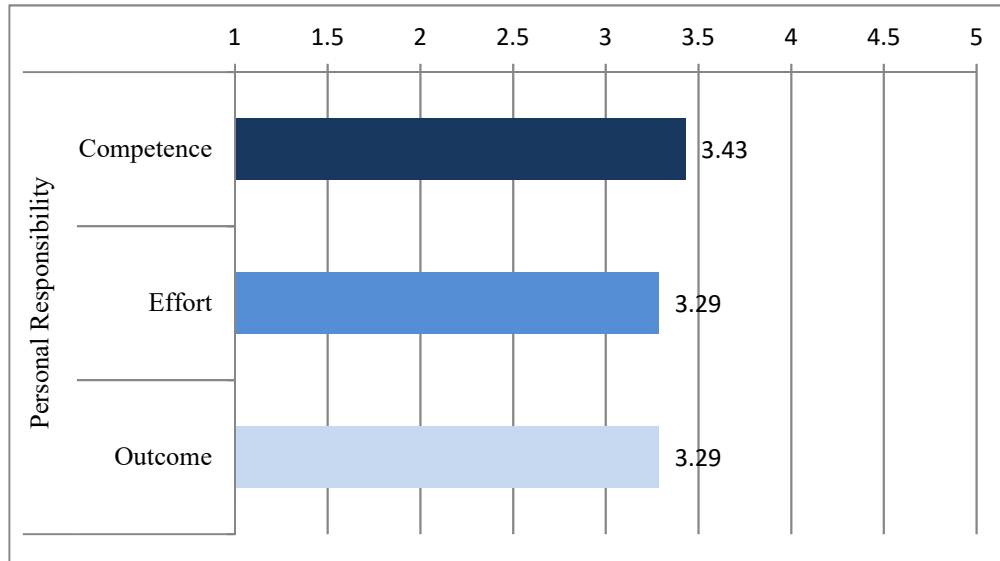


J Brown Group - Multilateral 360³ Assessment

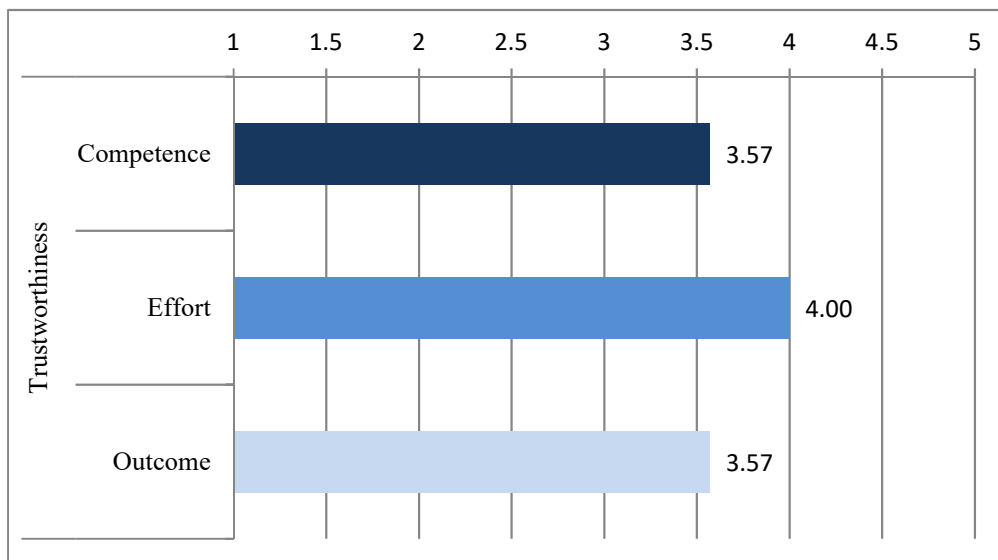
Dependability

Robert Johnson
Delta Sound Services, LLC

Personal Responsibility: Willing to accept responsibility for own actions and decisions, as well as directions to co-workers and subordinates.



Trustworthiness: Considered to be truthful and honest, maintains confidentiality in dealing with sensitive information. Does not misrepresent themselves or the organization.

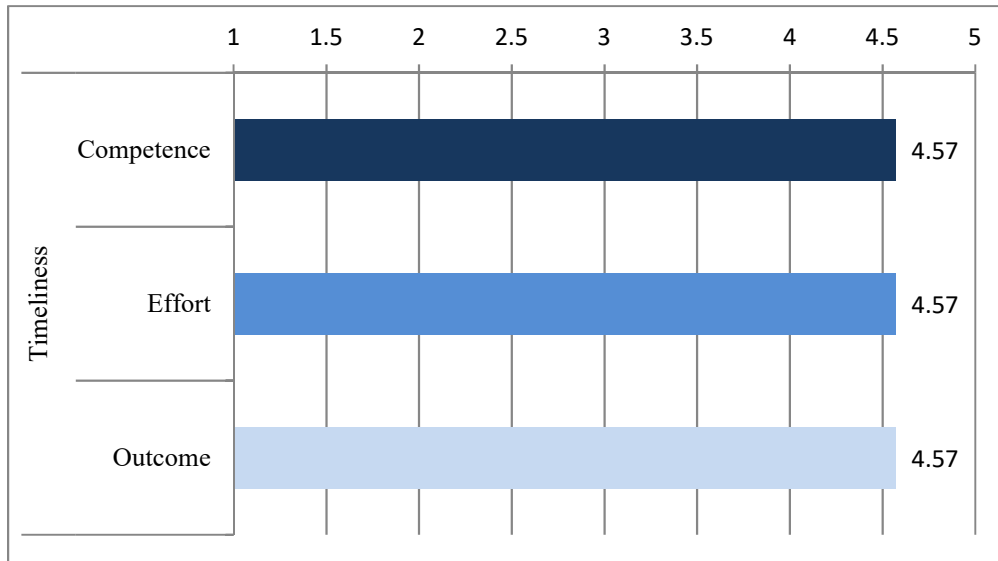


J Brown Group - Multilateral 360³ Assessment

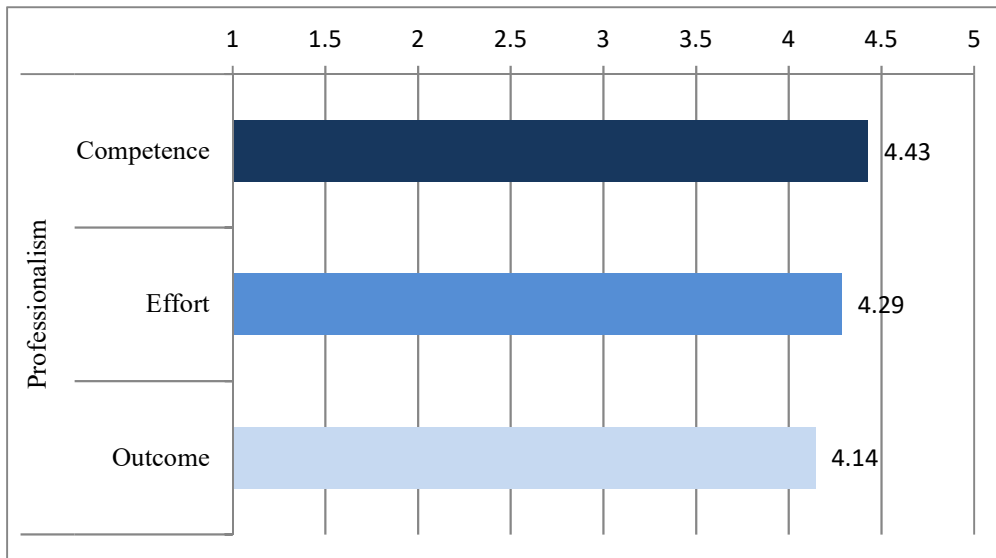
Dependability

Robert Johnson
Delta Sound Services, LLC

Timeliness: Strives to meet job-related time limits, and encourages the same from team.



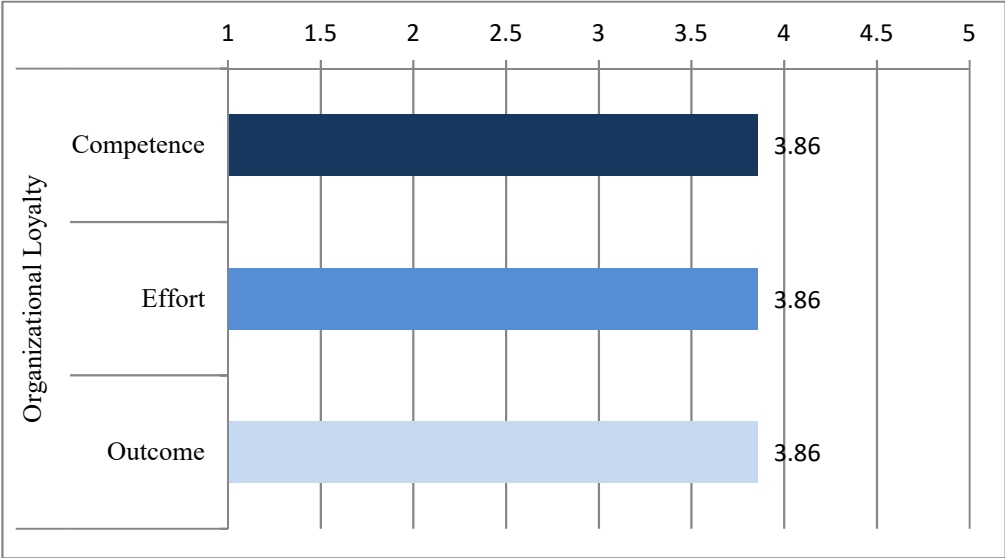
Professionalism: Demonstrates appropriate professional standards.



J Brown Group - Multilateral 360³ Assessment
Dependability

Robert Johnson
Delta Sound Services, LLC

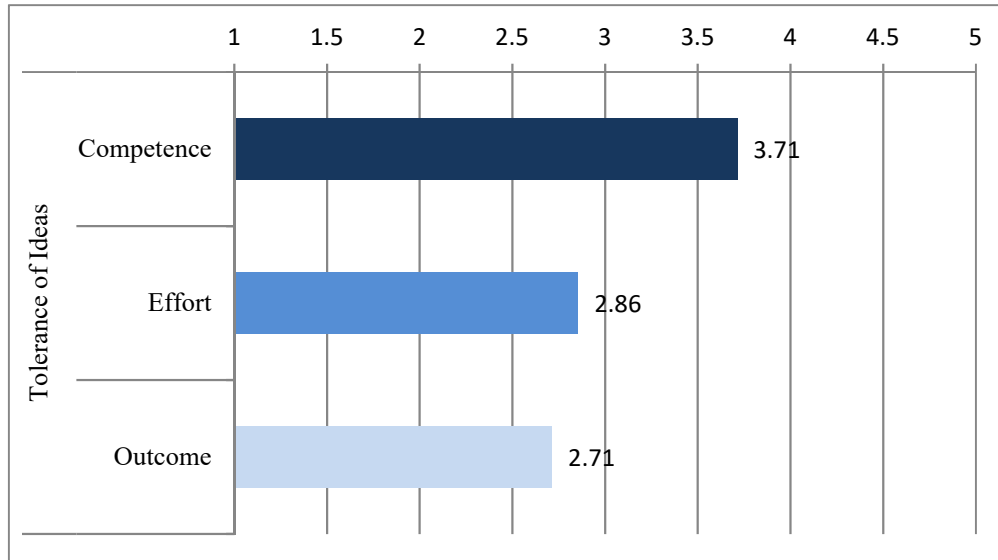
Organizational Loyalty: Demonstrates support for the organization’s goals and values.



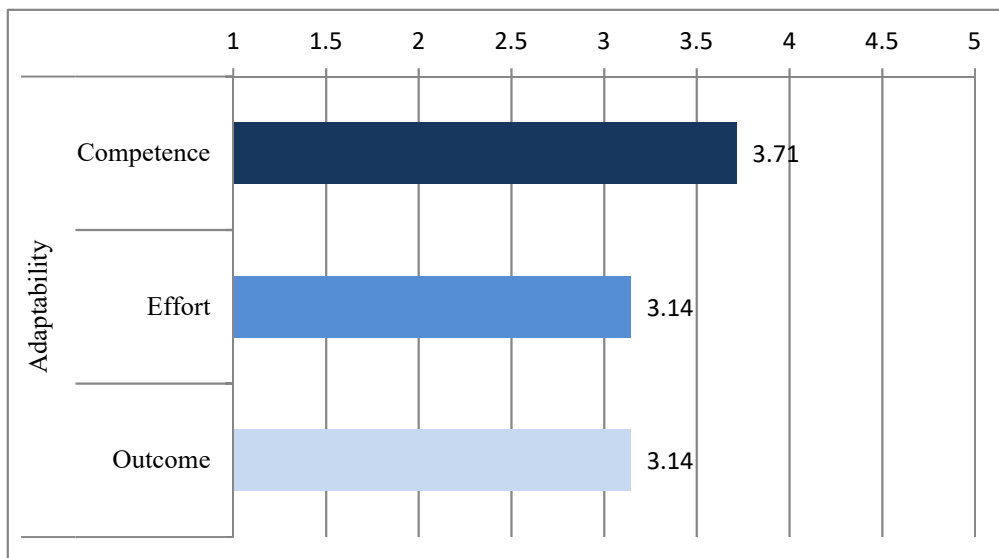
J Brown Group - Multilateral 360³ Assessment
Open Mindedness

Robert Johnson
Delta Sound Services, LLC

Tolerance of Ideas: Values divergent views and opinions.



Adaptability: Effectively deals with change and shifting priorities, demonstrates the ability to appropriately handle risk and uncertainty.

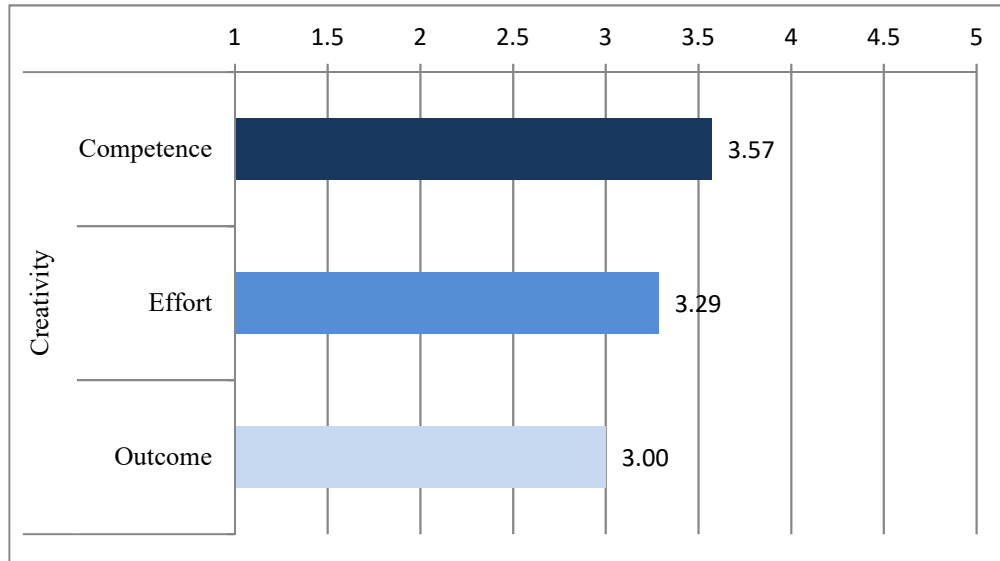


J Brown Group - Multilateral 360³ Assessment

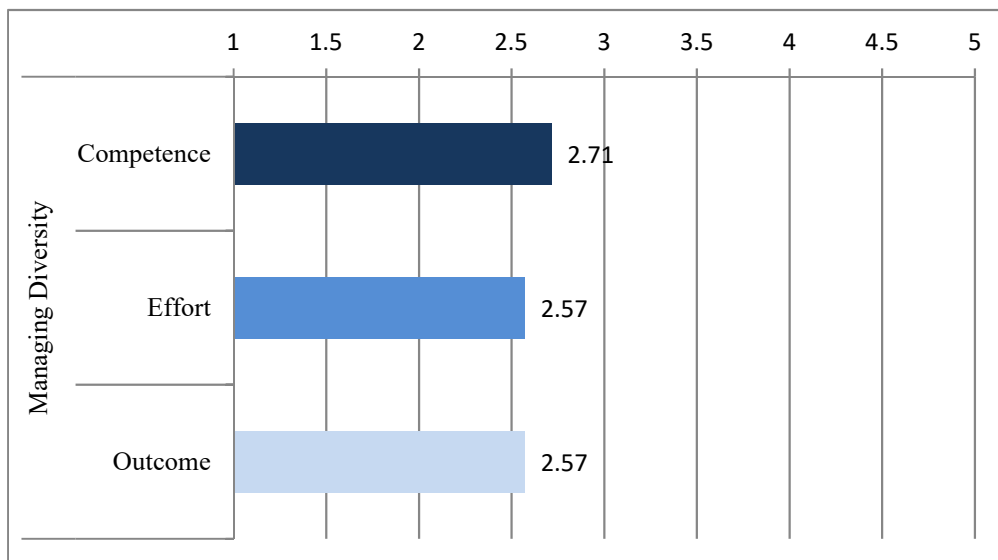
Open Mindedness

Robert Johnson
Delta Sound Services, LLC

Creativity: Encourages creative thinking within the organization or work unit.



Managing Diversity: Manages all people equitably, appreciates and celebrates diverse cultural experiences and/or beliefs; and encourages the same from team.

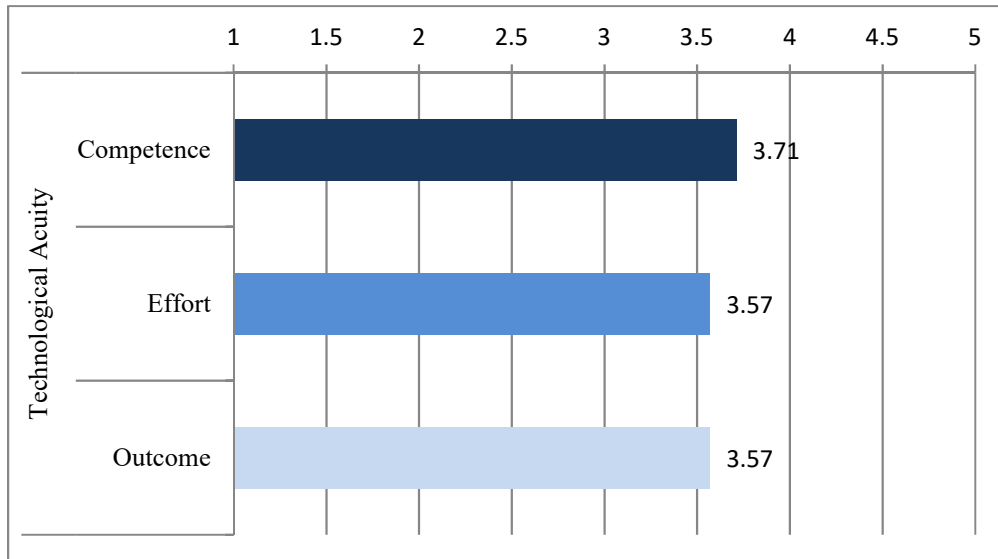


J Brown Group - Multilateral 360³ Assessment

Open Mindedness

Robert Johnson
Delta Sound Services, LLC

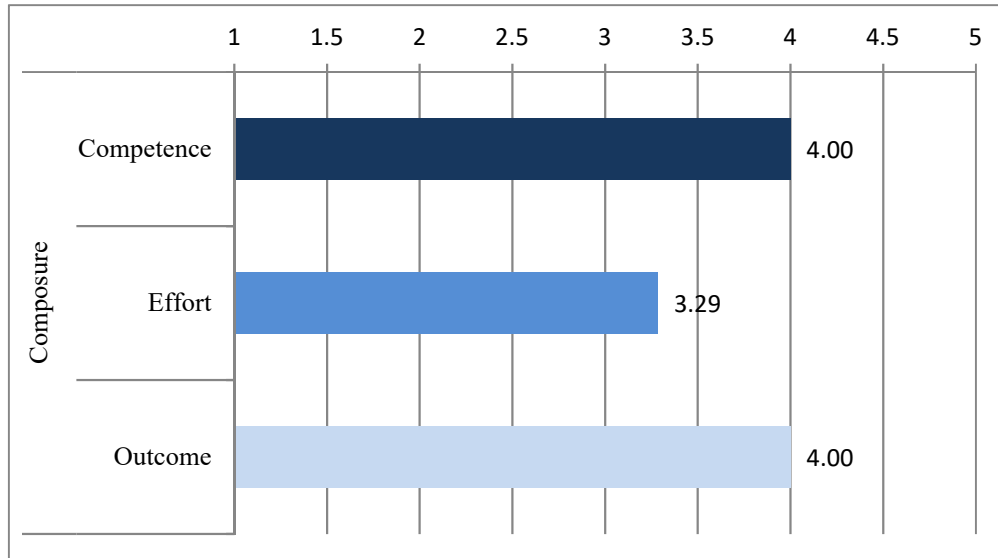
Technological Acuity: Willing and able to adapt to new and evolving technologies for work-related tasks.



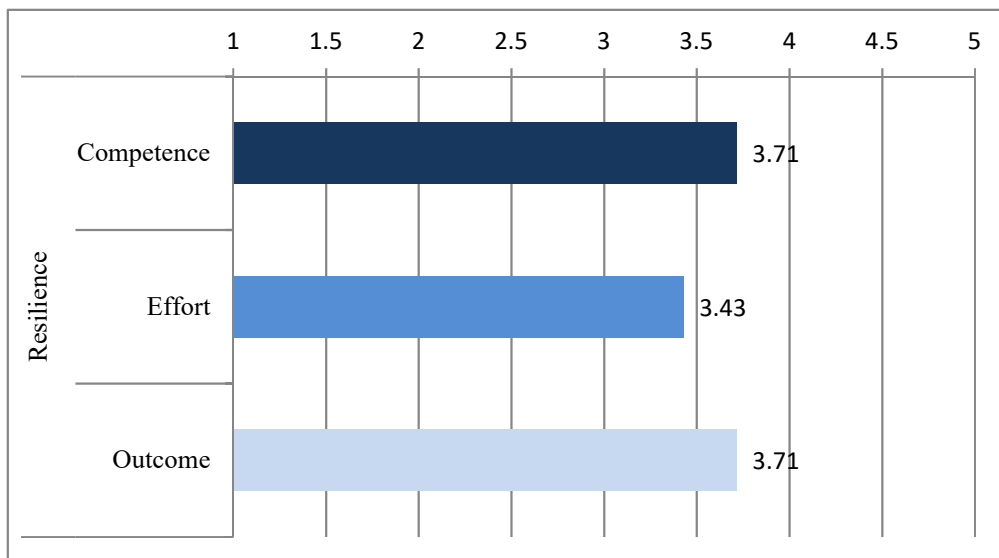
J Brown Group - Multilateral 360³ Assessment
Emotional Intelligence

Robert Johnson
Delta Sound Services, LLC

Composure: Stays calm in the face of immediately stressful work demands. Can be counted on to hold things together during tough times.



Resilience: Maintains a positive attitude in response to challenges and failure.

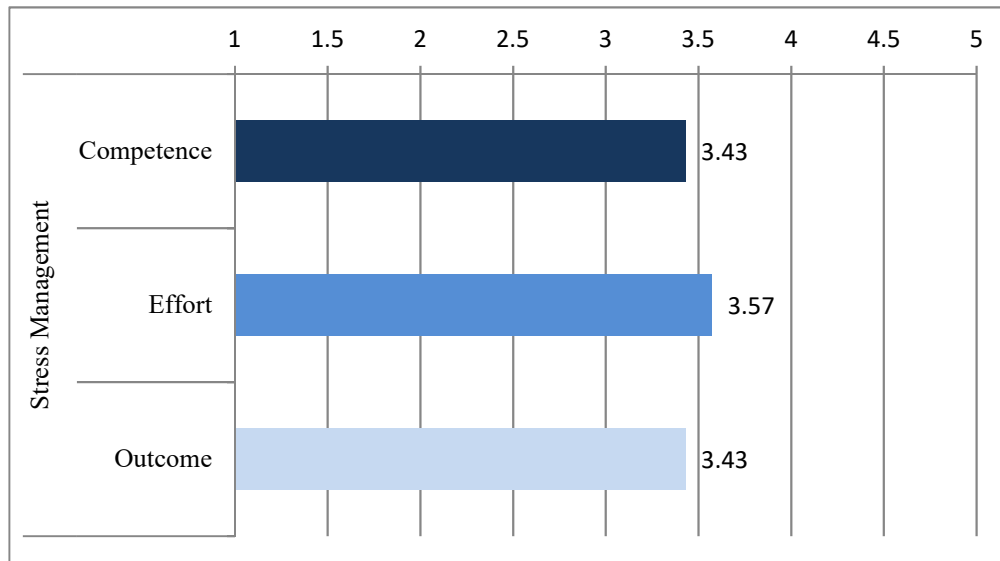


J Brown Group - Multilateral 360³ Assessment

Emotional Intelligence

Robert Johnson
Delta Sound Services, LLC

Stress Management: Appropriately manages ongoing job-related stress.

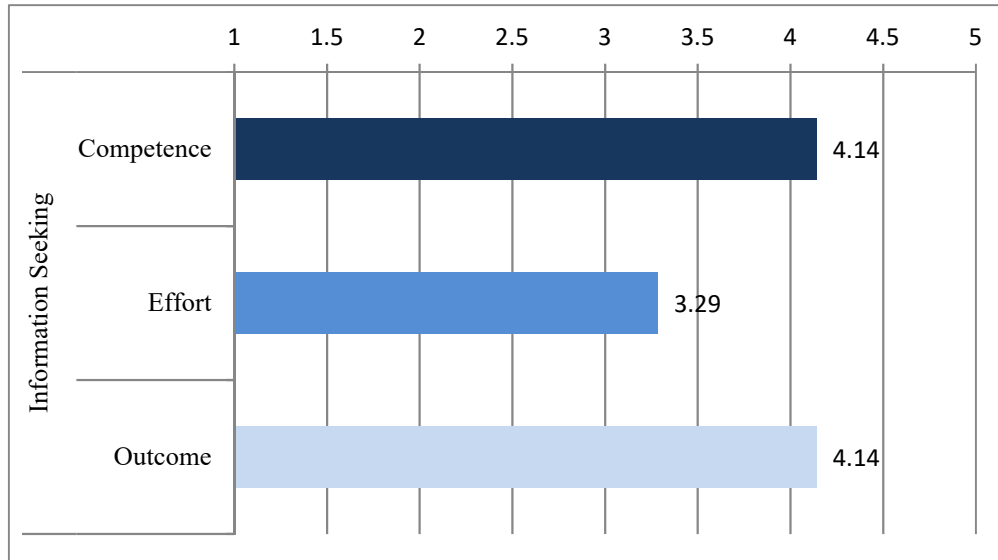


J Brown Group - Multilateral 360³ Assessment

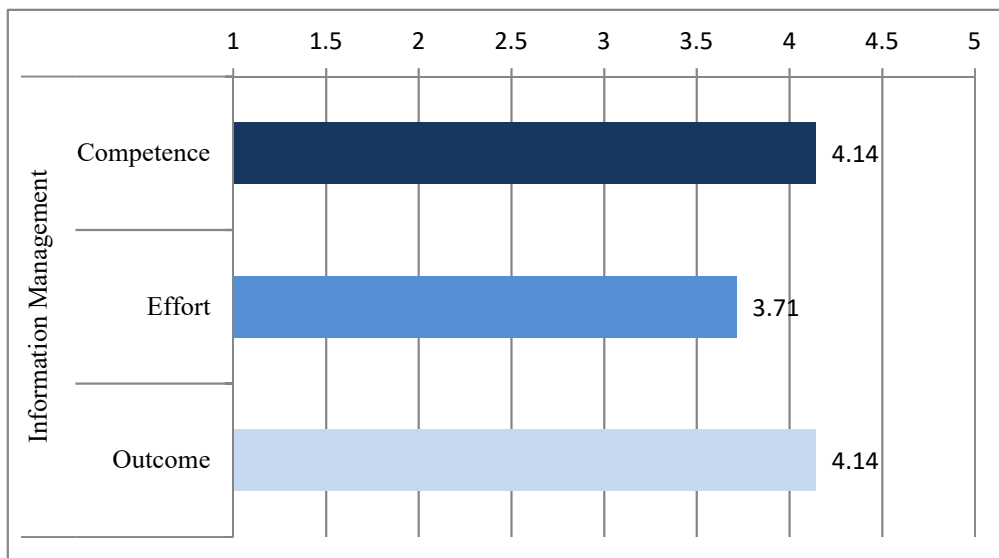
Knowledge Management

Robert Johnson
Delta Sound Services, LLC

Information Seeking: Actively gathers job and task related information from relevant sources.



Information Management: Records data and information according to organizational rules and norms.

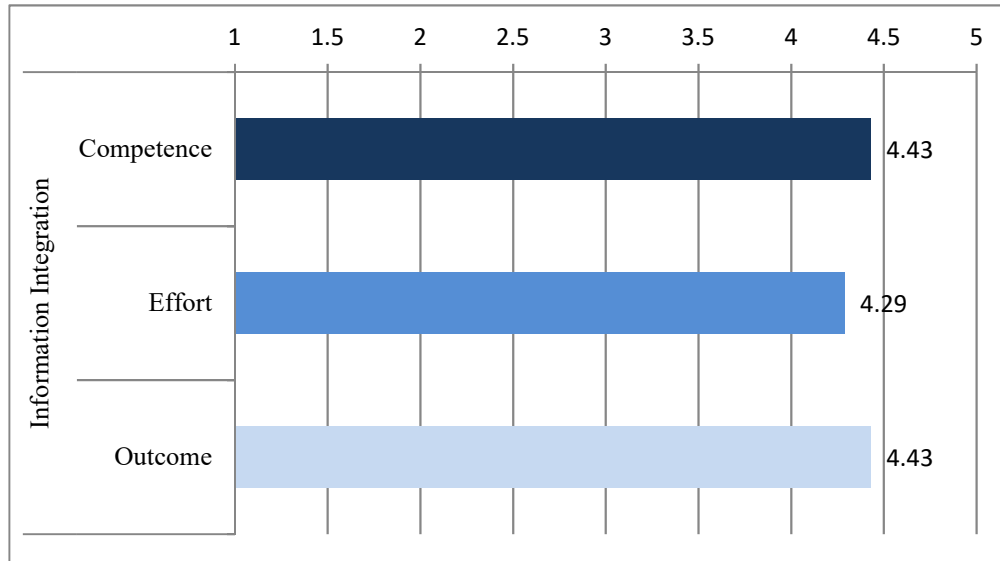


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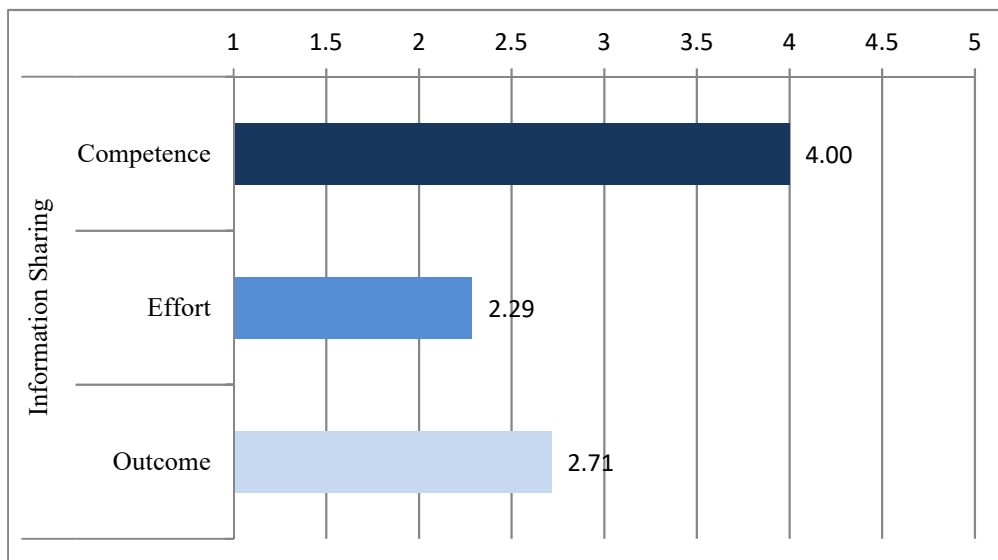
Knowledge Management

Robert Johnson
Delta Sound Services, LLC

Information Integration: Combines relevant information from multiple sources into a coherent whole.



Information Sharing: Provides information to others in the workplace so that they can make informed decisions and take appropriate actions.

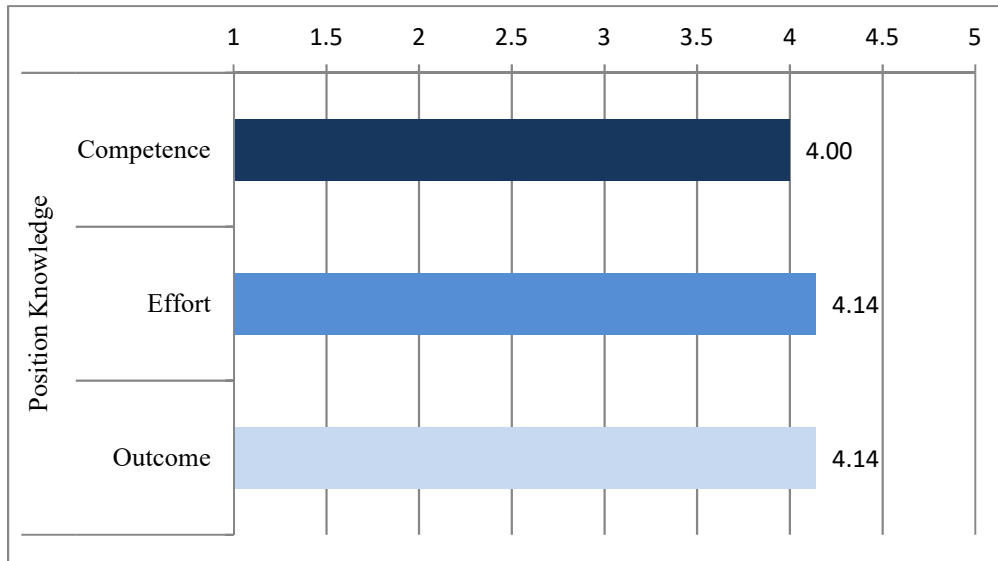


J Brown Group - Multilateral 360³ Assessment

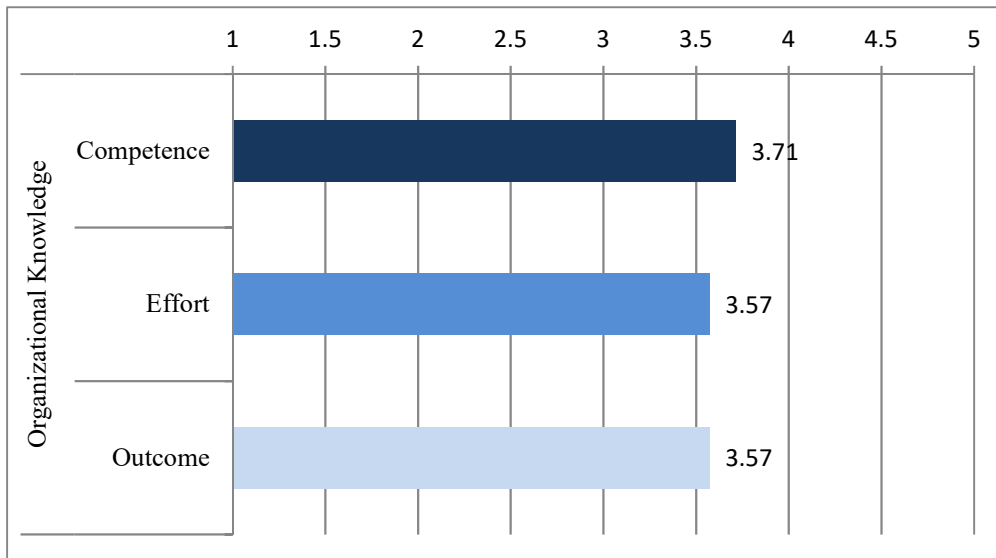
Knowledge Management

Robert Johnson
Delta Sound Services, LLC

Position Knowledge: Demonstrates appropriate functional and technical knowledge for their current position within the organization.



Organizational Knowledge: Aware of both the formal and informal functions and processes within the organization.



J Brown Group - Multilateral 360³ Assessment

Knowledge Management

Robert Johnson
Delta Sound Services, LLC

Industry Knowledge: Demonstrates appropriate industry knowledge.

