



dual-scale survey
to give you the edge



Interpersonal Communications Survey

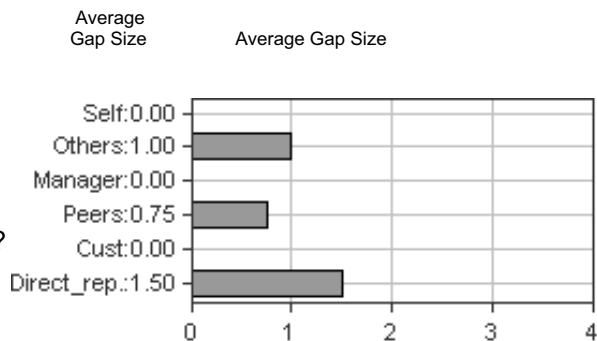
Confidential Feedback Report

Cosmo Kramer

Individual

INTERPERSONAL COMMUNICATIONS SURVEY LISTING OF INDIVIDUAL BEHAVIORS

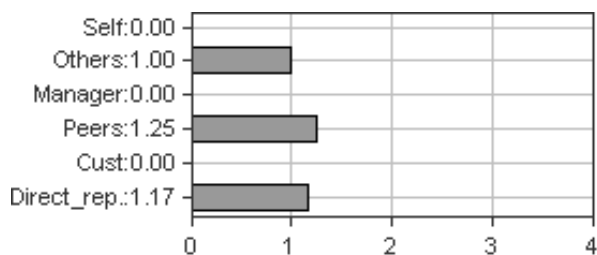
1) Demonstrate resourcefulness towards finding a way to work effectively with people of different personality styles?



Gap Size Distribution

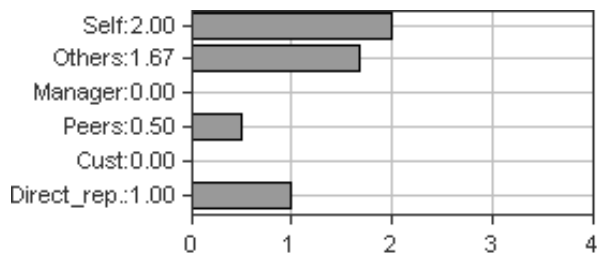
R	No Gap	1	2	3	4
	1				
	1	1	1		
	1				
	2	1	1		
	1	1	4		

2) Make an effort to build win/win relationships with others?



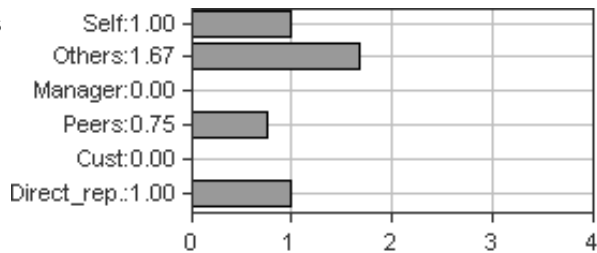
R	No Gap	1	2	3	4
	1				
	1	1	1		
	1				
	1	1	2		
	1	3	2		

3) Cooperate with others towards finding the best way to do things?



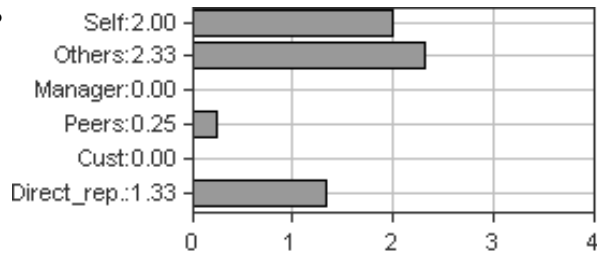
R	No Gap	1	2	3	4
			1		
		1	2		
	1				
	3		1		
	2	2	2		

4) Appreciate other people as capable fellow beings?



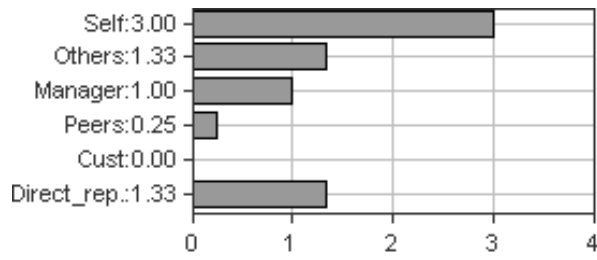
R	No Gap	1	2	3	4
		1			
	1		1	1	
	1				
	2	1	1		
	2	3		1	

5) Listen without interrupting?



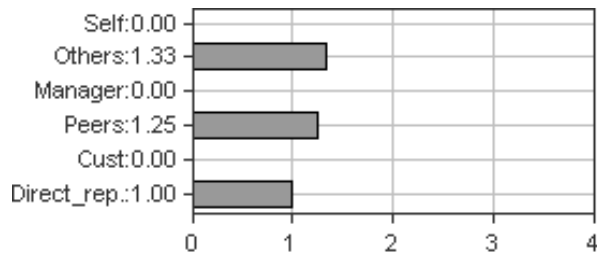
R	No Gap	1	2	3	4
			1		
		1	1		1
	1				
	3	1			
	1	3	1	1	

6) Demonstrate empathy towards the issues of others?



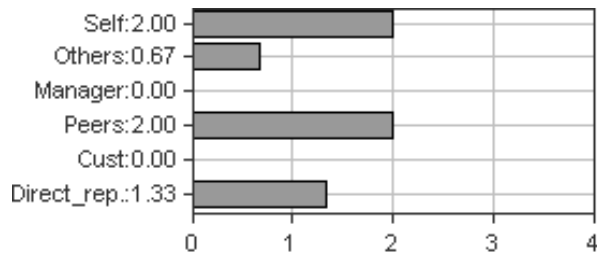
R	No Gap	1	2	3	4
				1	
	1	1		1	
		1			
	3	1			
	1	4			1

7) Communicate ideas in a clear, understandable manner?



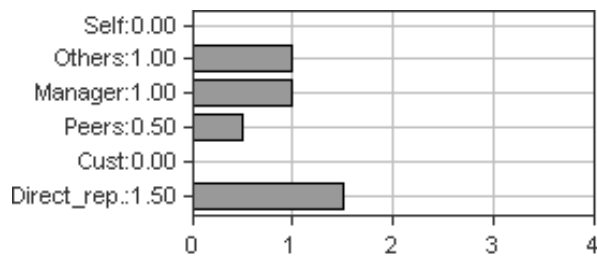
R	No Gap	1	2	3	4
	1				
		2	1		
	1				
	1	2		1	
	2	2	2		

8) Accept responsibility for own mistakes?



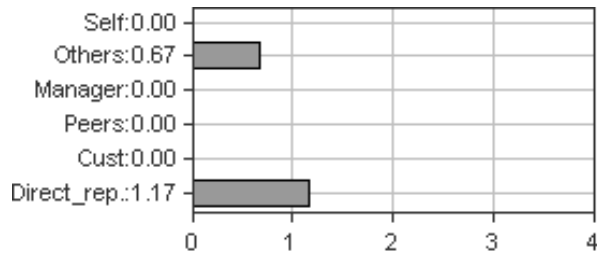
R	No Gap	1	2	3	4
			1		
	1	2			
	1				
	1	1		1	1
	1	4			1

9) Discuss problems and breakdowns without blaming others?



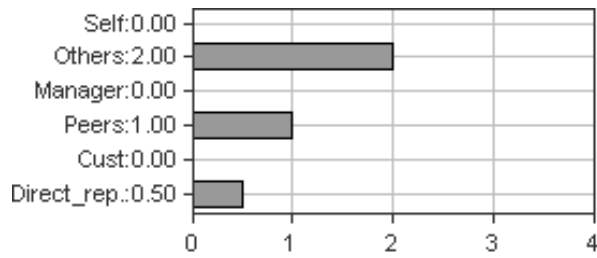
R	No Gap	1	2	3	4
	1				
	1	1	1		
		1			
	3		1		
	1	3	1		1

10) Speak in a clear, concise, but non-threatening style?



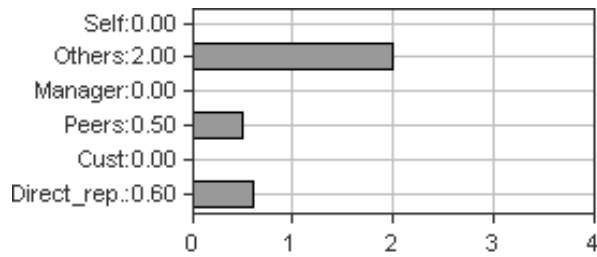
R	No Gap	1	2	3	4
	1				
	2		1		
	1				
	4				
	2	3			1

11) Display an interest in people as they speak?



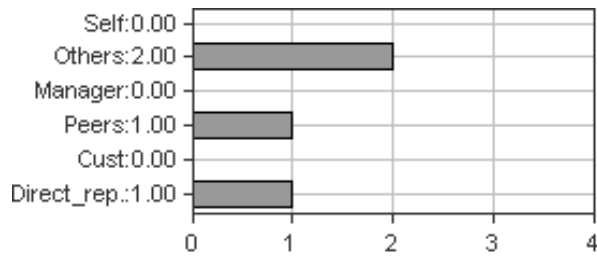
R	No Gap	1	2	3	4
	1				
	1		1		1
	1				
	3				1
	4	1	1		

12) Summarize what people say to demonstrate understanding?



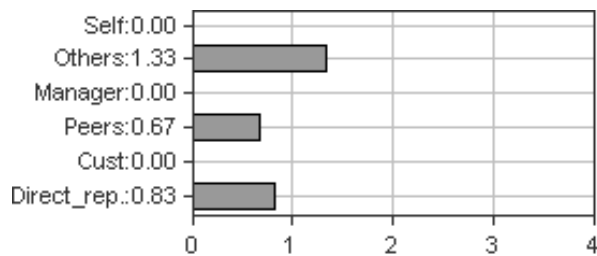
R	No Gap	1	2	3	4
	1				
		1	1	1	
	1				
	2	2			
1	3	1	1		

13) Express sincere appreciation to others for their contributions?



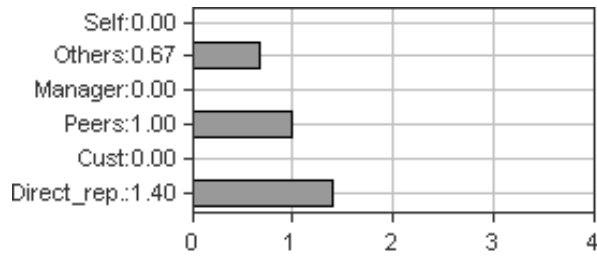
R	No Gap	1	2	3	4
	1				
			3		
	1				
	1	2	1		
	4		1		1

14) Present ideas/solutions in an interesting, informative manner?



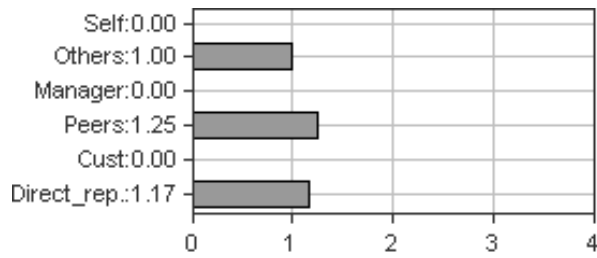
R	No Gap	1	2	3	4
	1				
		2	1		
	1				
1	2		1		
	4		1	1	

15) Give well-planned, organized instructions?



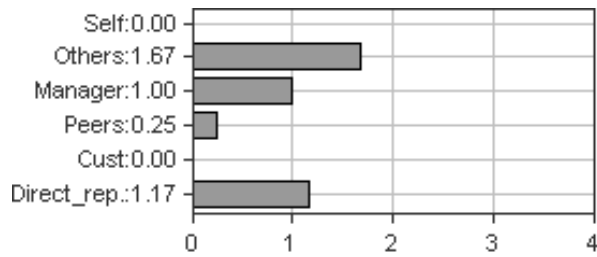
R	No Gap	1	2	3	4
	1				
	2		1		
	1				
	2	1		1	
1	2	1	1		1

16) Act approachable and easy to talk with?



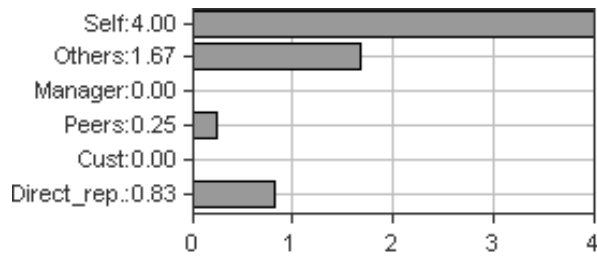
R	No Gap	1	2	3	4
	1				
	1	1	1		
	1				
	2	1			1
	4			1	1

17) Allow time for questions and ideas from others?



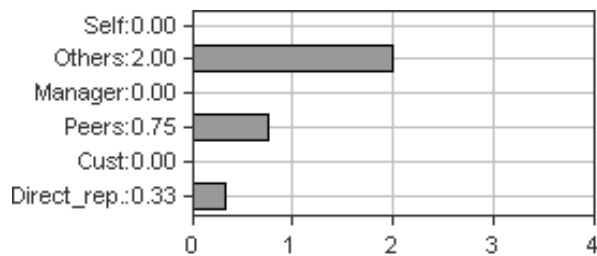
R	No Gap	1	2	3	4
1					
		1	2		
		1			
	3	1			
	3	1	1		1

18) Allow people to finish what they have to say?



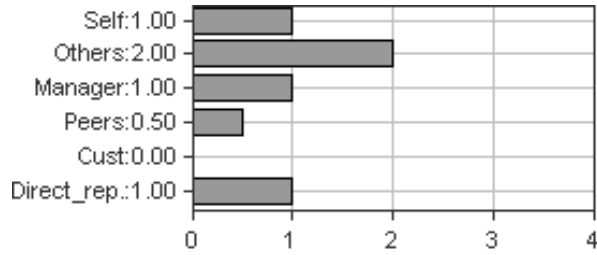
R	No Gap	1	2	3	4
					1
		1	2		
	1				
	3	1			
	3	2		1	

19) Complete commitments by agreed-upon deadlines?



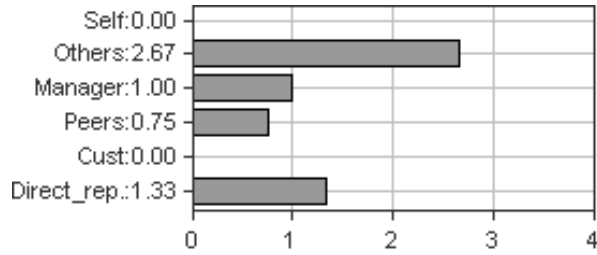
R	No Gap	1	2	3	4
	1				
	1			2	
	1				
	1	3			
	4	2			

20) Communicate the "why?" along with the "what?"



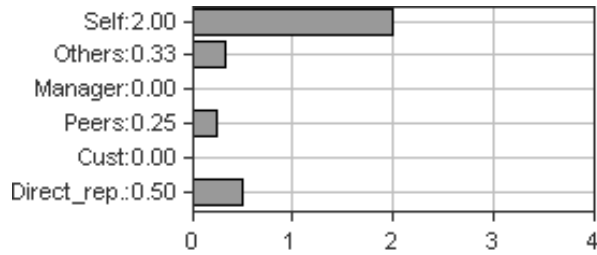
R	No Gap	1	2	3	4
		1			
			2		1
		1			
		2	2		
	3	1	1	1	

21) Create an environment that allows people to express their opinions without fear of retribution?



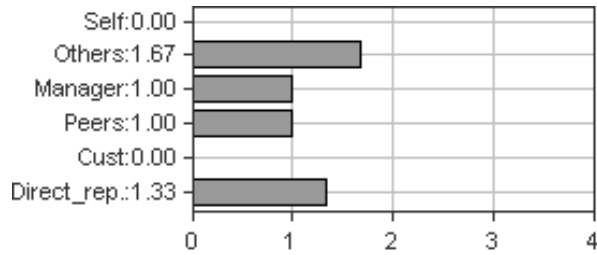
R	No Gap	1	2	3	4
	1				
			2		1
		1			
		2	1	1	
	1	4			1

22) Keep promises and honor commitments?



R	No Gap	1	2	3	4
			1		
		2	1		
		1			
		3	1		
	4	1	1		

23) Seek and promote diverse ideas and input?



R	No Gap	1	2	3	4
	1				
		1	2		
		1			
		1	2	1	
		5		1	

Overview Report

STRENGTHS WITH OTHERS

The following practices are the practices with the smallest Average Gap Sizes. These practices are your Strengths. Continue performing these in the future as you have in the past.

Practice	Gap Size
22) Keep promises and honor commitments?	0.47
10) Speak in a clear, concise, but non-threatening style?	0.60
19) Complete commitments by agreed-upon deadlines?	0.73
12) Summarize what people say to demonstrate understanding?	0.79
14) Present ideas/solutions in an interesting, informative manner?	0.79

POSSIBLE DEVELOPMENTAL NEEDS WITH OTHERS

The following practices are your possible Developmental Needs. These are the practices with the largest Average Gap Sizes.

Practice	Gap Size
21) Create an environment that allows people to express their opinions without fear of retribution?	1.33
8) Accept responsibility for own mistakes?	1.33
23) Seek and promote diverse ideas and input?	1.20
5) Listen without interrupting?	1.20
6) Demonstrate empathy towards the issues of others?	1.13

Overview Report

STRENGTHS WITH MANAGER

The following practices are the practices with the smallest Average Gap Sizes. These practices are your Strengths. Continue performing these in the future as you have in the past.

Practice	Gap Size
22) Keep promises and honor commitments?	0.47
10) Speak in a clear, concise, but non-threatening style?	0.60
19) Complete commitments by agreed-upon deadlines?	0.73
12) Summarize what people say to demonstrate understanding?	0.79
14) Present ideas/solutions in an interesting, informative manner?	0.79

POSSIBLE DEVELOPMENTAL NEEDS WITH MANAGER

The following practices are your possible Developmental Needs. These are the practices with the largest Average Gap Sizes.

Practice	Gap Size
21) Create an environment that allows people to express their opinions without fear of retribution?	1.33
8) Accept responsibility for own mistakes?	1.33
23) Seek and promote diverse ideas and input?	1.20
5) Listen without interrupting?	1.20
6) Demonstrate empathy towards the issues of others?	1.13

Overview Report

STRENGTHS WITH PEERS

The following practices are the practices with the smallest Average Gap Sizes. These practices are your Strengths. Continue performing these in the future as you have in the past.

Practice	Gap Size
22) Keep promises and honor commitments?	0.47
10) Speak in a clear, concise, but non-threatening style?	0.60
19) Complete commitments by agreed-upon deadlines?	0.73
12) Summarize what people say to demonstrate understanding?	0.79
14) Present ideas/solutions in an interesting, informative manner?	0.79

POSSIBLE DEVELOPMENTAL NEEDS WITH PEERS

The following practices are your possible Developmental Needs. These are the practices with the largest Average Gap Sizes.

Practice	Gap Size
21) Create an environment that allows people to express their opinions without fear of retribution?	1.33
8) Accept responsibility for own mistakes?	1.33
23) Seek and promote diverse ideas and input?	1.20
5) Listen without interrupting?	1.20
6) Demonstrate empathy towards the issues of others?	1.13

Overview Report

STRENGTHS WITH CUST

The following practices are the practices with the smallest Average Gap Sizes. These practices are your Strengths. Continue performing these in the future as you have in the past.

Practice	Gap Size
22) Keep promises and honor commitments?	0.47
10) Speak in a clear, concise, but non-threatening style?	0.60
19) Complete commitments by agreed-upon deadlines?	0.73
12) Summarize what people say to demonstrate understanding?	0.79
14) Present ideas/solutions in an interesting, informative manner?	0.79

POSSIBLE DEVELOPMENTAL NEEDS WITH CUST

The following practices are your possible Developmental Needs. These are the practices with the largest Average Gap Sizes.

Practice	Gap Size
21) Create an environment that allows people to express their opinions without fear of retribution?	1.33
8) Accept responsibility for own mistakes?	1.33
23) Seek and promote diverse ideas and input?	1.20
5) Listen without interrupting?	1.20
6) Demonstrate empathy towards the issues of others?	1.13

Overview Report

STRENGTHS WITH DIRECT REP.

The following practices are the practices with the smallest Average Gap Sizes. These practices are your Strengths. Continue performing these in the future as you have in the past.

Practice	Gap Size
22) Keep promises and honor commitments?	0.47
10) Speak in a clear, concise, but non-threatening style?	0.60
19) Complete commitments by agreed-upon deadlines?	0.73
12) Summarize what people say to demonstrate understanding?	0.79
14) Present ideas/solutions in an interesting, informative manner?	0.79

POSSIBLE DEVELOPMENTAL NEEDS WITH DIRECT REP.

The following practices are your possible Developmental Needs. These are the practices with the largest Average Gap Sizes.

Practice	Gap Size
21) Create an environment that allows people to express their opinions without fear of retribution?	1.33
8) Accept responsibility for own mistakes?	1.33
23) Seek and promote diverse ideas and input?	1.20
5) Listen without interrupting?	1.20
6) Demonstrate empathy towards the issues of others?	1.13

Summary Report

RESPONSES FROM OTHERS

The following list displays the practices on the survey for this group arranged by Average Gap Size.

Practice	Gap Size
22) Keep promises and honor commitments?	0.33
8) Accept responsibility for own mistakes?	0.67
10) Speak in a clear, concise, but non-threatening style?	0.67
15) Give well-planned, organized instructions?	0.67
1) Demonstrate resourcefulness towards finding a way to work effectively with people of different personality styles?	1.00
2) Make an effort to build win/win relationships with others?	1.00
9) Discuss problems and breakdowns without blaming others?	1.00
16) Act approachable and easy to talk with?	1.00
6) Demonstrate empathy towards the issues of others?	1.33
7) Communicate ideas in a clear, understandable manner?	1.33
14) Present ideas/solutions in an interesting, informative manner?	1.33
3) Cooperate with others towards finding the best way to do things?	1.67
4) Appreciate other people as capable fellow beings?	1.67
17) Allow time for questions and ideas from others?	1.67
18) Allow people to finish what they have to say?	1.67
23) Seek and promote diverse ideas and input?	1.67
11) Display an interest in people as they speak?	2.00
12) Summarize what people say to demonstrate understanding?	2.00
13) Express sincere appreciation to others for their contributions?	2.00
19) Complete commitments by agreed-upon deadlines?	2.00
20) Communicate the "why?" along with the "what?"	2.00
5) Listen without interrupting?	2.33
21) Create an environment that allows people to express their opinions without fear of retribution?	2.67

For the practices with the largest Gap Sizes, examine each practice to see how many people completed the surveys and the degree of change desired by the majority.

Select priorities to develop by also considering the importance of the practice and your ability to make the changes people desire.

Summary Report

RESPONSES FROM MANAGER

The following list displays the practices on the survey for this group arranged by Average Gap Size.

Practice	Gap Size
1) Demonstrate resourcefulness towards finding a way to work effectively with people of different personality styles?	0.00
2) Make an effort to build win/win relationships with others?	0.00
3) Cooperate with others towards finding the best way to do things?	0.00
4) Appreciate other people as capable fellow beings?	0.00
5) Listen without interrupting?	0.00
7) Communicate ideas in a clear, understandable manner?	0.00
8) Accept responsibility for own mistakes?	0.00
10) Speak in a clear, concise, but non-threatening style?	0.00
11) Display an interest in people as they speak?	0.00
12) Summarize what people say to demonstrate understanding?	0.00
13) Express sincere appreciation to others for their contributions?	0.00
14) Present ideas/solutions in an interesting, informative manner?	0.00
15) Give well-planned, organized instructions?	0.00
16) Act approachable and easy to talk with?	0.00
18) Allow people to finish what they have to say?	0.00
19) Complete commitments by agreed-upon deadlines?	0.00
22) Keep promises and honor commitments?	0.00
6) Demonstrate empathy towards the issues of others?	1.00
9) Discuss problems and breakdowns without blaming others?	1.00
17) Allow time for questions and ideas from others?	1.00
20) Communicate the "why?" along with the "what?"	1.00
21) Create an environment that allows people to express their opinions without fear of retribution?	1.00
23) Seek and promote diverse ideas and input?	1.00

For the practices with the largest Gap Sizes, examine each practice to see how many people completed the surveys and the degree of change desired by the majority.

Select priorities to develop by also considering the importance of the practice and your ability to make the changes people desire.

Summary Report

RESPONSES FROM PEERS

The following list displays the practices on the survey for this group arranged by Average Gap Size.

Practice	Gap Size
10) Speak in a clear, concise, but non-threatening style?	0.00
5) Listen without interrupting?	0.25
6) Demonstrate empathy towards the issues of others?	0.25
17) Allow time for questions and ideas from others?	0.25
18) Allow people to finish what they have to say?	0.25
22) Keep promises and honor commitments?	0.25
3) Cooperate with others towards finding the best way to do things?	0.50
9) Discuss problems and breakdowns without blaming others?	0.50
12) Summarize what people say to demonstrate understanding?	0.50
20) Communicate the "why?" along with the "what?"	0.50
14) Present ideas/solutions in an interesting, informative manner?	0.67
1) Demonstrate resourcefulness towards finding a way to work effectively with people of different personality styles?	0.75
4) Appreciate other people as capable fellow beings?	0.75
19) Complete commitments by agreed-upon deadlines?	0.75
21) Create an environment that allows people to express their opinions without fear of retribution?	0.75
11) Display an interest in people as they speak?	1.00
13) Express sincere appreciation to others for their contributions?	1.00
15) Give well-planned, organized instructions?	1.00
23) Seek and promote diverse ideas and input?	1.00
2) Make an effort to build win/win relationships with others?	1.25
7) Communicate ideas in a clear, understandable manner?	1.25
16) Act approachable and easy to talk with?	1.25
8) Accept responsibility for own mistakes?	2.00

For the practices with the largest Gap Sizes, examine each practice to see how many people completed the surveys and the degree of change desired by the majority.

Select priorities to develop by also considering the importance of the practice and your ability to make the changes people desire.

Summary Report

RESPONSES FROM DIRECT REP.

The following list displays the practices on the survey for this group arranged by Average Gap Size.

Practice	Gap Size
19) Complete commitments by agreed-upon deadlines?	0.33
11) Display an interest in people as they speak?	0.50
22) Keep promises and honor commitments?	0.50
12) Summarize what people say to demonstrate understanding?	0.60
14) Present ideas/solutions in an interesting, informative manner?	0.83
18) Allow people to finish what they have to say?	0.83
3) Cooperate with others towards finding the best way to do things?	1.00
4) Appreciate other people as capable fellow beings?	1.00
7) Communicate ideas in a clear, understandable manner?	1.00
13) Express sincere appreciation to others for their contributions?	1.00
20) Communicate the "why?" along with the "what?"	1.00
2) Make an effort to build win/win relationships with others?	1.17
10) Speak in a clear, concise, but non-threatening style?	1.17
16) Act approachable and easy to talk with?	1.17
17) Allow time for questions and ideas from others?	1.17
5) Listen without interrupting?	1.33
6) Demonstrate empathy towards the issues of others?	1.33
8) Accept responsibility for own mistakes?	1.33
21) Create an environment that allows people to express their opinions without fear of retribution?	1.33
23) Seek and promote diverse ideas and input?	1.33
15) Give well-planned, organized instructions?	1.40
1) Demonstrate resourcefulness towards finding a way to work effectively with people of different personality styles?	1.50
9) Discuss problems and breakdowns without blaming others?	1.50

For the practices with the largest Gap Sizes, examine each practice to see how many people completed the surveys and the degree of change desired by the majority.

Select priorities to develop by also considering the importance of the practice and your ability to make the changes people desire.

COMMENTS

Other Comments

- I'm an entertainer, so I think sometimes my style of communication, which is heavy in humor, can inadvertently convey insincerity. I'm a pretty fun guy to work with, I think.
- Kramer is a funny guy. He's always entertaining us. Sometimes I wish he were more serious, but overall he's good to work with.
- No comment
- Funny guy, but needs to take his job more seriously.
- Kramer's a good employee. I think he's doing a fabulous job. On questions 11 & 12 he exceeds expectations.