



ENTEGRYS

360° Profiler Results

Name: Abel Lexus
Organization: Whitehome USA
Role: High Demand Competencies
Date: September 25, 1862

Index of Report Components:

[Performance Summary](#)
[Key Behaviour Details](#)
[Assessor Comments](#)
[Interpretation Notes](#)

ENTEGRYS

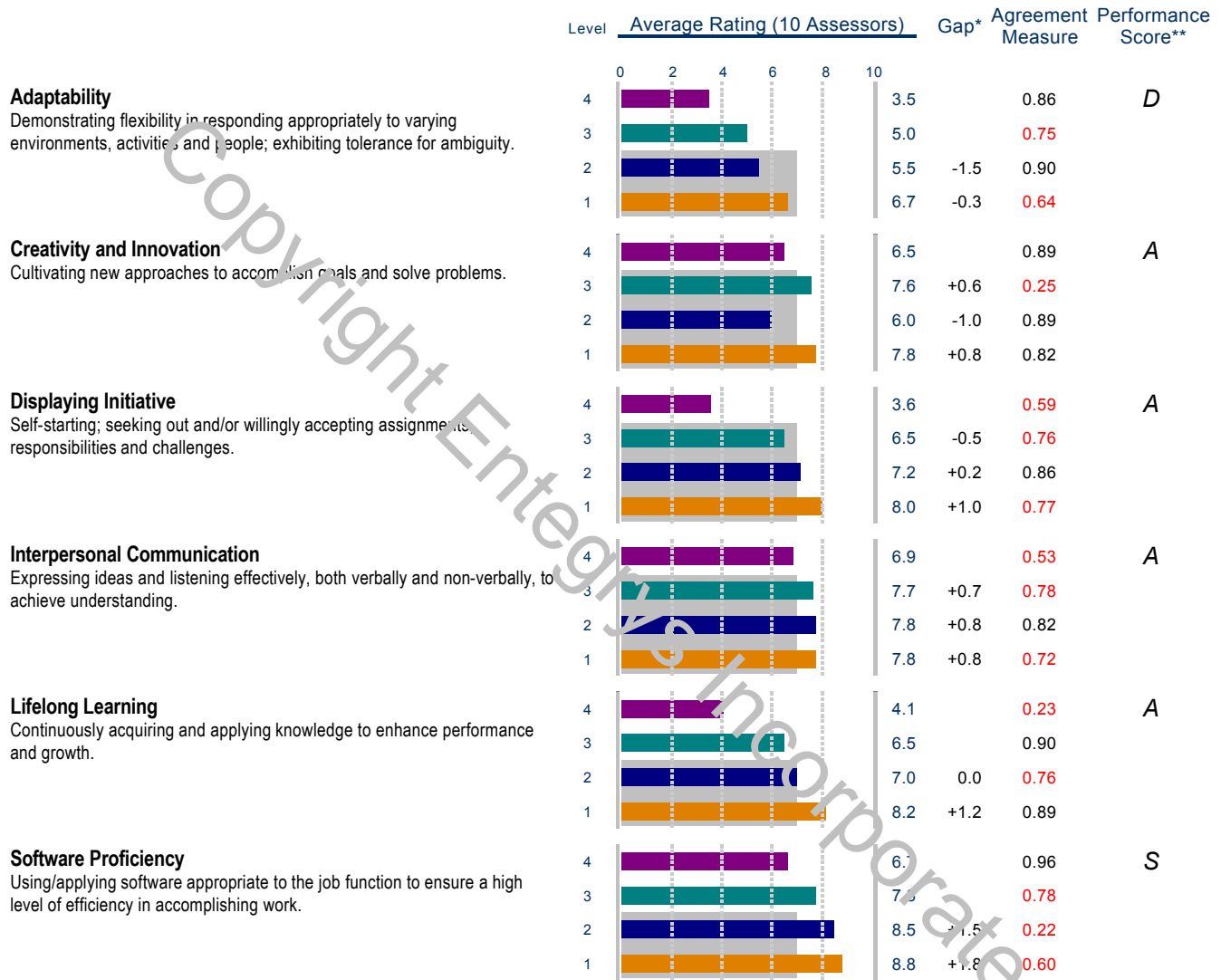
Competency-based strategic solutions

1-175 Hamilton Avenue
Winnipeg, MB R2Y 2K9
T (204) 889-5397
E entegrys@entegrys.com
W www.entegrys.com

Entegrys 360° Profiler Results

Performance Summary

Name: Abel Lexus
 Organization: Whitehome USA
 Role: High Demand Competencies
 Date: September 25, 1862



Legend:

The shaded area on the graph indicates the required level of performance as defined in the competency profile for the High Demand Competencies role. The minimum acceptable performance rating at each required complexity level is 7.

* Gap is the difference (+ or -) between 7 and the average rating of all assessors at each required level.

** Performance Score describes the overall performance demonstrated in each competency relative to the requirements of the High Demand Competencies role.
 D = Development Need A = Acceptable S = Strength E = Exceptional Strength I = Inconsistent Pattern N/O = Not Observed N/A = Not Applicable

Entegrys 360° Profiler Results

Comparative Ratings

Name: Abel Lexus
 Organization: Whitehome USA
 Role: High Demand Competencies
 Date: September 25, 1862

	Level	Average Rating (10 Assessors)*	Self	Manager	Colleague	Direct Report	Client	Agreement Measure
Adaptability Demonstrating flexibility in responding appropriately to varying environments, activities and people; exhibiting tolerance for ambiguity.	4		3.5	4.5	2.0	3.4	3.7	** 0.86
	3		5.0	7.0	5.0	5.2	4.7	** 0.75
	2		5.5	8.0	5.5	5.6	5.8	** 0.90
	1		6.7	8.5	7.0	7.4	6.8	** 0.64
				(1)	(1)	(4)	(3)	(2)
Creativity and Innovation Cultivating new approaches to accomplish goals and solve problems.	4		6.5	6.5	6.0	6.5	6.3	** 0.89
	3		7.6	9.5	8.0	8.2	8.7	** 0.25
	2		6.0	8.0	6.0	5.8	5.8	** 0.89
	1		7.8	9.0	7.5	8.5	8.2	** 0.82
Displaying Initiative Self-starting; seeking out and/or willingly accepting assignments, responsibilities and challenges.	4		3.6	4.0	4.0	3.2	2.8	** 0.59
	3		6.5	7.5	7.5	6.5	6.0	** 0.76
	2		7.2	8.5	8.0	7.6	7.2	** 0.86
	1		8.0	8.0	9.5	8.5	7.8	** 0.77
Interpersonal Communication Expressing ideas and listening effectively, both verbally and non-verbally, to achieve understanding.	4		6.9	7.0	6.5	7.2	7.7	** 0.53
	3		7.7	8.5	8.0	8.2	8.2	** 0.78
	2		7.8	9.0	8.5	8.2	8.2	** 0.82
	1		7.8	9.5	7.5	8.4	8.3	** 0.72
Lifelong Learning Continuously acquiring and applying knowledge to enhance performance and growth.	4		4.1	3.0	2.5	4.2	3.3	** 0.23
	3		6.5	7.5	6.5	6.2	6.8	** 0.90
	2		7.0	8.5	7.5	7.4	7.3	** 0.76
	1		8.7	8.5	8.0	8.2	8.3	** 0.89
Software Proficiency Using/applying software appropriate to the job function to ensure a high level of efficiency in accomplishing work.	4		6.7	7.0	7.5	6.5	6.8	** 0.96
	3		7.8	7.0	6.5	7.8	8.3	** 0.78
	2		8.5	9.5	9.0	9.5	9.3	** 0.22
	1		8.8	10.0	9.5	9.5	9.2	** 0.60

* Self ratings are not included in the combined Average Rating in this report.

** To protect the anonymity of feedback, ratings are not displayed in the 'Colleague', 'Direct Report', or 'Client' categories when there are less than 3 assessors in the category. However, their ratings are still included in the combined Average Rating.

Entegrys 360° Profiler Results

Assessor Comments

Name: Abel Lexus
Organization: Whitehome USA
Role: High Demand Competencies
Date: September 25, 1862

Adaptability

Average Rating: Acceptable (1.7 of 4)

Demonstrating flexibility in responding appropriately to varying environments, activities and people; exhibiting tolerance for ambiguity.

Abel could be more flexible in listening to his cabinet. He is too often fixed in his own ideas even though he asks for others' opinions.
Abel is a bright man, but far from tolerant of ideas different from his own.
Abel is generally flexible in his responses to everyday issues in running the country.
Abel is quite set on his ideas.
Abel seems to be able to step up to the plate and do well no matter what gets thrown at him!
I can be flexible up to a point, but not when it conflicts with my personal values.
Mr. Lexus has a very clear idea of how he believes things should be done, and he doesn't alter his views based on different environments or people. He has a very clear view of what's right and wrong, and applies it to everybody.

Creativity and Innovation

Average Rating: Acceptable (2.2 of 4)

Cultivating new approaches to accomplish goals and solve problems.

Abel does well at recognizing new opportunities. However, he often has a difficult time following up after he finds them.
Abel has a creative thought process when someone gets him started on an idea, but the root ideas usually don't originate with him.
Abel is not very creative and often turns down others' good ideas.
As much as Abel is great at learning, he is not inventive with his approaches. He constantly uses only "tried and true" methods.
Every time I talk to Abel, he's always trying something different! He keeps trying new ideas till something works!
I am a bit of a traditionalist, but some new ideas are okay.
I like Abel's ideas, but usually he goes with what has worked well in the past.
Mr. Lexus always seems to have an idea each time we start on a new project or find a new need in the country.
Mr. Lexus often comes across good ideas and tries them, but it's really his team that finds the most innovative ones.
One of the most creative gentlemen I know!

Displaying Initiative

Average Rating: Acceptable (2.4 of 4)

Self-starting; seeking out and/or willingly accepting assignments, responsibilities and challenges.

Abel is always open to new assignments, even when I would think he's already way too busy. He seems to look for what needs done.
Abel is open to new tasks. He is quick to volunteer for the job that no one else wants to do, because he believes in the "big picture". There is nothing that he feels is below him. This shows not only initiative, but humility as well.
Abel often seems overloaded when I try to bring him new activities and ideas.
Abel tends to be a self-starter on most days.
As you can well guess, Abel's plate is usually full to overflowing. I imagine he would do better at this with a less busy schedule. And he's not getting any younger, either!
I feel like Mr. Lexus passes to many assignments on to me and my colleagues, and we make him look good by completing them well and on time.
I've never seen Abel have a slow day or back off from taking on a new challenge.
If I don't accept responsibility, no one else will. This is a necessity for me and I've embraced it.
Mr. Lexus is great at getting his employees started and giving us regular guidance. I'm not sure he has time to start many new things on his own -he is usually overseeing someone else.

Entegrys 360° Profiler Results

Assessor Comments

Name: Abel Lexus
Organization: Whitehome USA
Role: High Demand Competencies
Date: September 25, 1862

Interpersonal Communication

Average Rating: Strength (3.1 of 4)

Expressing ideas and listening effectively, both verbally and non-verbally, to achieve understanding.

Abel communicates quite effectively--that's what makes him a great president!
Abel is very clear in making his ideas understandable to others.
Abel knows how to speak!
Generally, I find that Abel is easier for me to understand than most. Not only does he choose his words well--he has effective facial expressions and body language too.
I always feel like I'm the most important person in the room when I'm talking to Abel.
I appreciate the way that Mr. Lexus considers my opinion and asks about my experience when making decisions.
If I couldn't communicate with the public, I'd be in trouble in my line of work.
Mr. Lexus has this rapport with people. It's hard to explain--he just connects with anyone, even those who disagree with him vehemently.
The reason I choose to work with Abel is that he clearly explains the what, how, and why of everything. I don't know anyone else who does this as well as he does.

Lifelong Learning

Average Rating: Strength (2.8 of 4)

Continuously acquiring and applying knowledge to enhance performance and growth.

Abel believes in learning all the time.
Abel is always reading.
Abel is always willing to learn new ways of doing things, and he always seems to be reading the latest books in his field.
Abel PRACTICES what he learns.
I am constantly learning.
If keeping the mind active helps you live longer, Abel will live to be 150!
Mr. Lexus constantly works on bettering himself.
Mr. Lexus occasionally takes me to seminars where we can both grow in our skills and/or learn about state-of-the-art approaches and technology.

Software Proficiency

Average Rating: Exceptional Strength (3.6 of 4)

Using/applying software appropriate to the job function to ensure a high level of efficiency in accomplishing work.

Abel amazes me with his technological ability, as well as his ability to explain these things to others.
Abel has an excellent grasp of computers.
Abel never ceases to amaze with his affinity for computers. However, he tends to program "by the book".
Abel recently designed a system that keeps me completely organized in my work, and if you know me, you know that takes a miracle! And he's running the country on top of it all!
He is a great programmer, among other things!
I am absolutely amazed at how well Mr. Lexus has been able to grasp computers and other new technology given his age.
I have learned so much from Mr. Lexus on computer technology, but no matter how much I learn, he's always one step ahead of me. He's sure embraced the computer age!
Mr. Lexus has a gift with computers, though he would have had opportunity to nurture his gift more if he had gone into another line of work, I think.
This is an exceptional strength for Abel. He uses the latest technology in running the country to the best of his ability.
This is one area where I'm way ahead of my time!