



My Test Pty Limited  
360 Degree Feedback - November 2006

Julian Cole

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Review for Julian Cole

## Personal Summary

Name Julian Cole

## Rating Scale

Info on rating scale and notes for My Test 360:

1. Never
2. Rarely
3. Sometimes
4. Often
5. Very Often
6. Always

## Key Strengths

	Gap from Highest Rating
I think outside the box	0.2
I act in a direct and truthful manner	0.2
I strive for excellence in providing customer service	0.2
I set the highest possible standards for myself and others	0.2
I deliver against my promises and commitment	0.6
I work well in a team environment	0.6
I am widely trusted	0.6

## Key Development Needs

	Gap from Highest Rating
I take innovative and creative approaches to solving problems	4.2
I take pride in my work	4.0
I take into account the overall business when making decisions - make the best possible decisions for My Test Corporation	2.2
I am open to alternative points of view	1.6
I demonstrate care for the health and safety of others	1.4

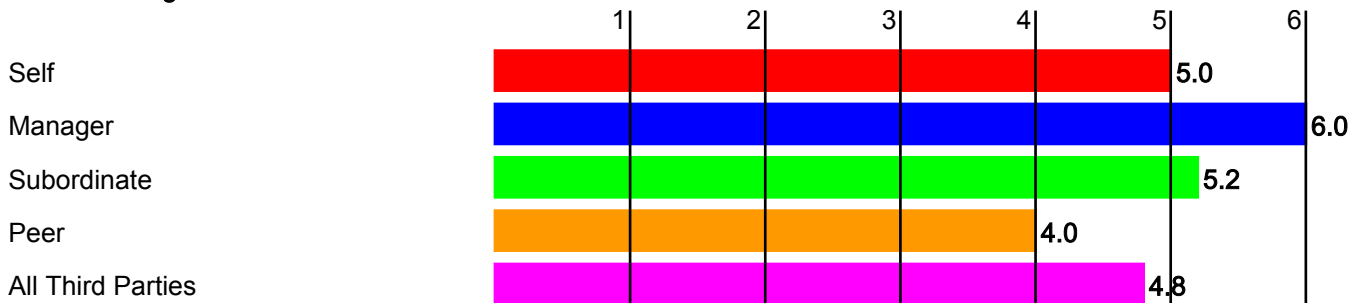
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## Ratings for Individual Values & Behaviours

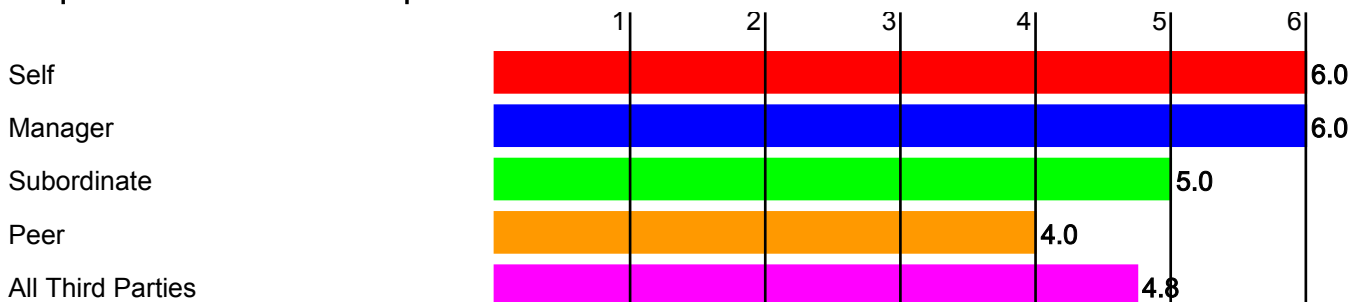
### Respect - Overall

#### Overall Ratings

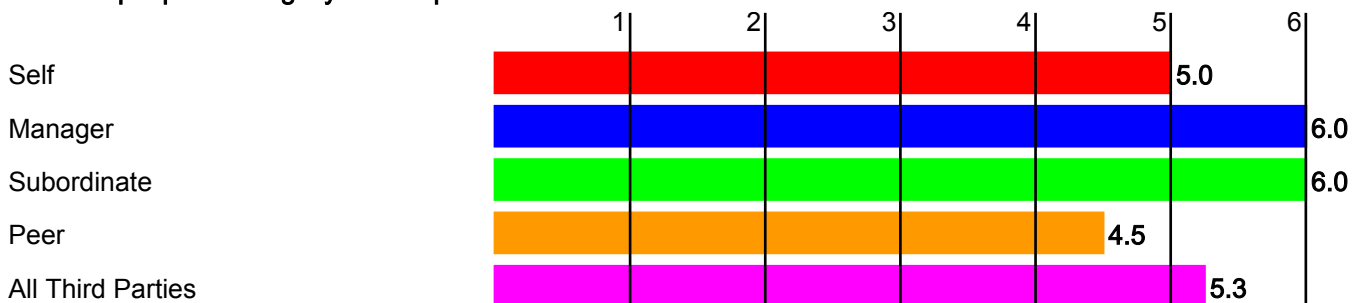


### Respect - Question Scores

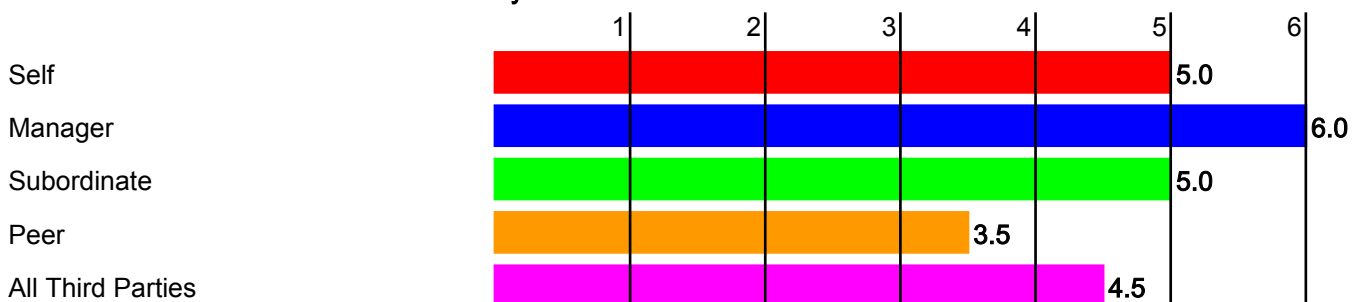
#### I respect and understand diverse points of view



#### I treat all people with dignity and respect



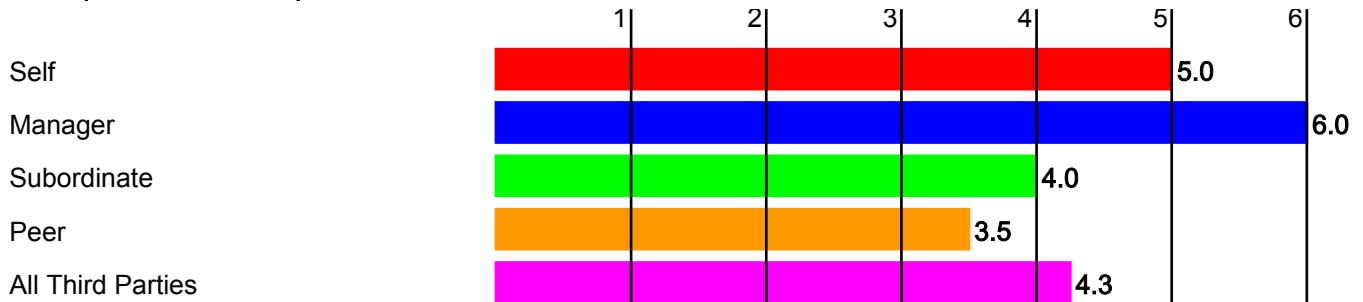
#### I demonstrate care for the health and safety of others



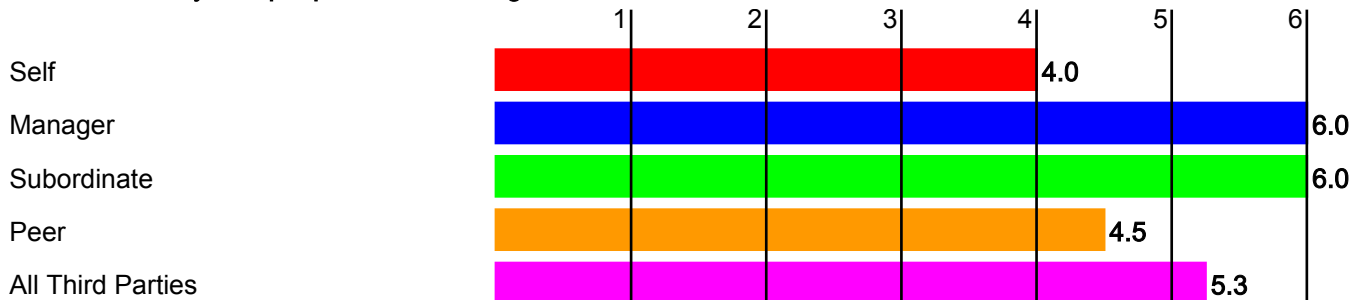
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## I am open to alternative points of view



## I work effectively with people from all backgrounds



## Respect - Comments

### What should you continue doing in relation to Respect?

I work hard at fostering respect for the company at every opportunity.

Treating people all races equally

> Comment 1. > Comment 2. > Comment 3.

Julian is understanding and easy to get along with

Julian shows great skill in relating to all staff and manages tricky situations with aplomb

### What should you stop doing in relation to Respect?

Telling jokes at other peoples expense

> Comment 1. > Comment 2. > Comment 3.

Julian can make some disrespectful comments at times

### Describe how you could improve in relation to Respect.

There can always be improvements in the level of respect. Correct decisions and good training lead to higher levels of respect.

Stop telling jokes

> Comment 1. > Comment 2. > Comment 3.

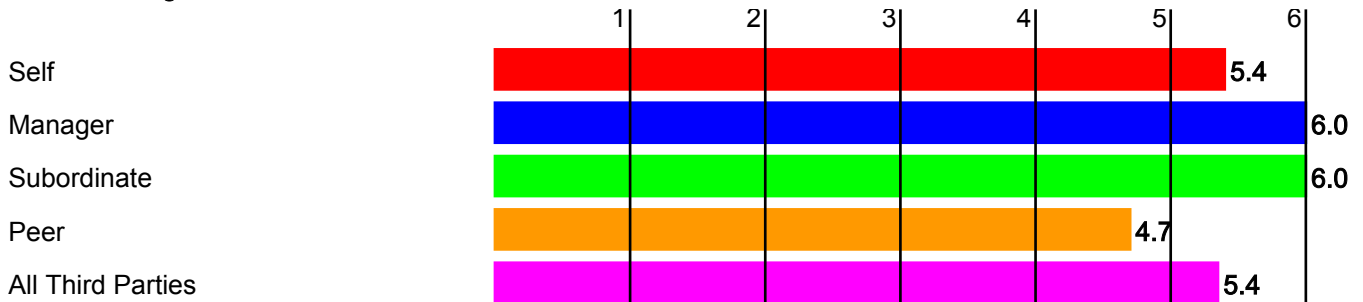
Julian should be more open to other people's views

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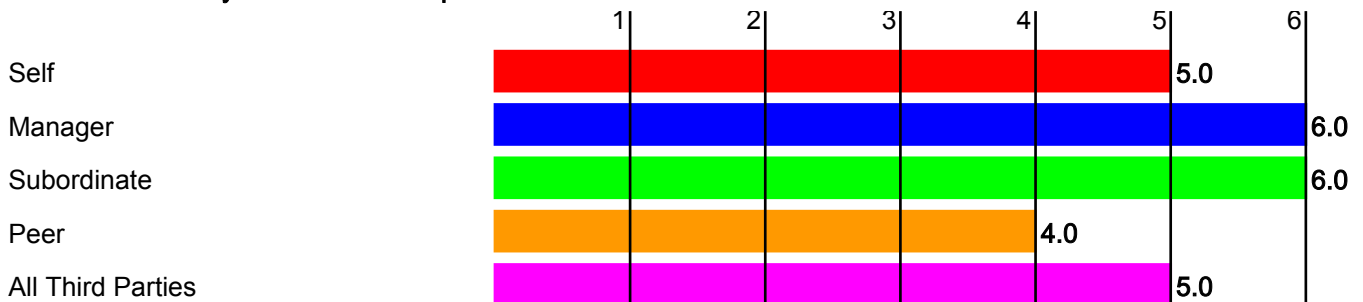
## Integrity - Overall

### Overall Ratings

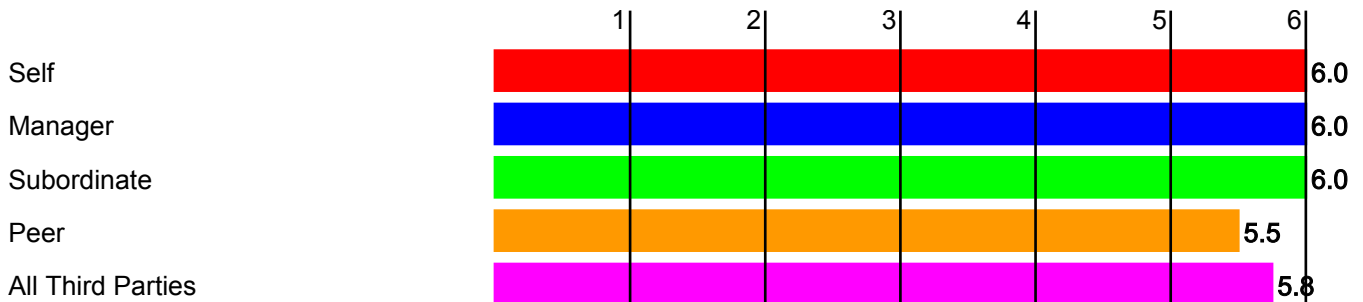


### Integrity - Question Scores

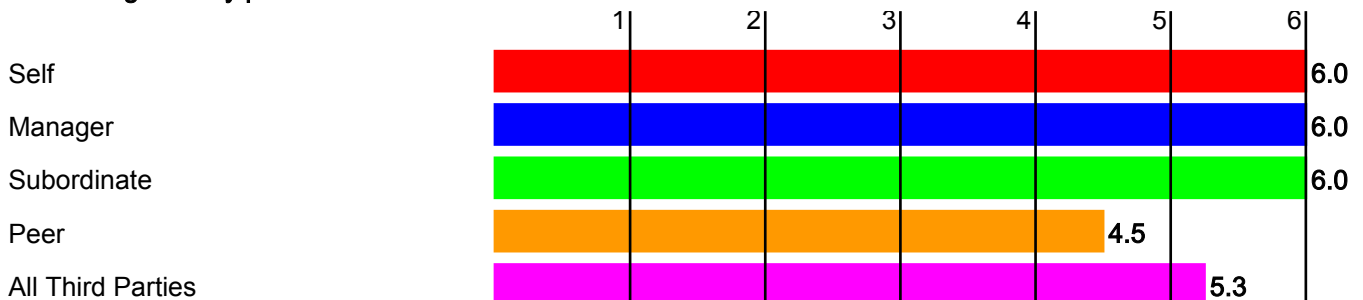
#### I ensure that safety standards are implemented and adhered to



#### I act in a direct and truthful manner



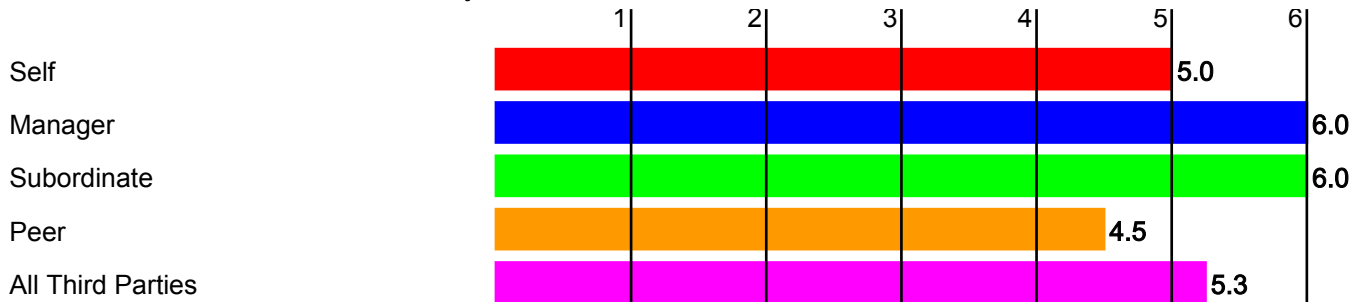
#### I deliver against my promises and commitment



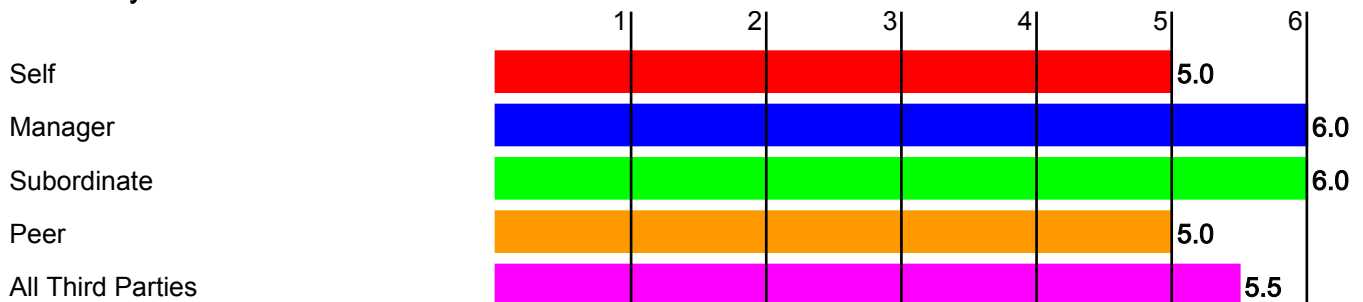
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## I demonstrate the values of LLC in daily activities and behaviours



## I am widely trusted



## Integrity - Comments

### What should you continue doing in relation to your Integrity?

In the current corporate climate integrity must both exist and appear to exist. I will continue to promote our regular safety meetings within our group.

Speaking directly about all work related issues

> Comment 1. > Comment 2. > Comment 3.

Continue to deliver against his promises, if Julian promises something then everyone know it will be done.

Julian should continue to be a person of high intergrity

### What should you stop doing in relation to your Integrity?

I believe that I am doing everything expected of me to uphold the highest levels of integrity.

I sometimes too direct when speaking to his superiors

> Comment 1. > Comment 2. > Comment 3.

### Describe how you could improve your Integrity.

I believe that I am doing everything expected of me to uphold the highest levels of integrity.

have more respect for his superiors

> Comment 1. > Comment 2. > Comment 3.

There is nothing I can think of that Julian could do to improve his honesty or integrity