ODsurvey Sample Survey

Sample Favorable vs Unfavorable

John Doe

7-18-2013

Sample Favorable Vs Unfavorable

Favorable/Unfavorable

This report type shows the percentage of respondents who gave favorable, neutral or unfavorable responses.

Negative responses are typically associated with options like: Strongly Disagree, or Disagree.

Neutral responses are typically associated with options like: Neither Agree nor Disagree, or Neutral.

Positive responses are typically associated with options like: Strongly Agree, or Agree.

The Favorable/Unfavorable report type automatically groups answer options together to convey the overall positive, neutral or negative tone of responses. This report is very informative and offers more detail.

If an answer option has been identified as Not Applicable (N/A), those responses will be automatically excluded from the calculation of the Favorable, Neutral or Unfavorable percentages. This ensures that the percentages are based on the meaningful responses.
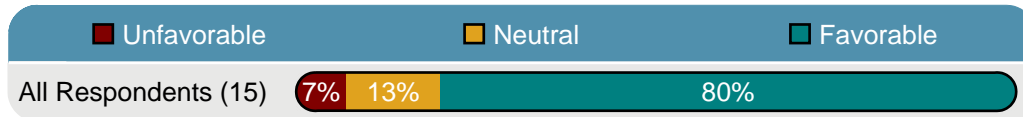
Demographic Summary

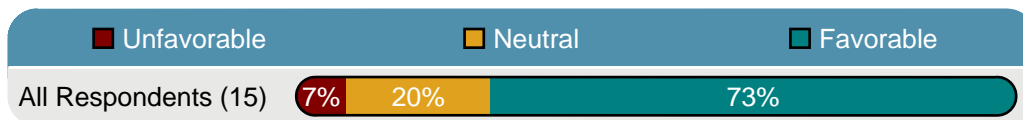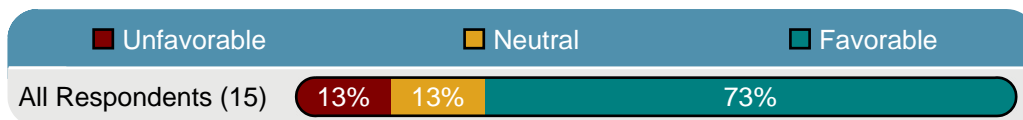|	
Self	1
Boss	1
Direct Report	3
Peer	3
Customer	4
Other	3
Total	15

Sample Favorable Vs Unfavorable

Top Four (4 questions)

21. Provides early warning to senior management when results are in jeopardy beyond personal/work group ability to correct.

■ Unfavorable	■ Neutral	■ Favorable
All Respondents (15)	7% 13%	80%

17. Demonstrates personal commitment and persistence in achieving goals.

■ Unfavorable	■ Neutral	■ Favorable
All Respondents (15)	7% 20%	73%

8. Is open to new learning and criticism without becoming defensive.

■ Unfavorable	■ Neutral	■ Favorable
All Respondents (15)	13% 13%	73%

16. Assumes ownership of problems and the role of problem-solver.

■ Unfavorable	■ Neutral	■ Favorable
All Respondents (15)	20% 7%	73%
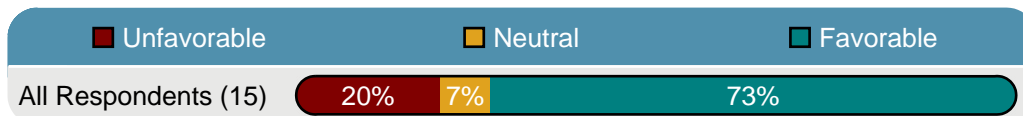
Sample Favorable Vs Unfavorable

Bottom Four (4 questions)

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

■ Unfavorable	■ Neutral	■ Favorable
All Respondents (15)	20%	47%	33%

14. Acts decisively after considering input.
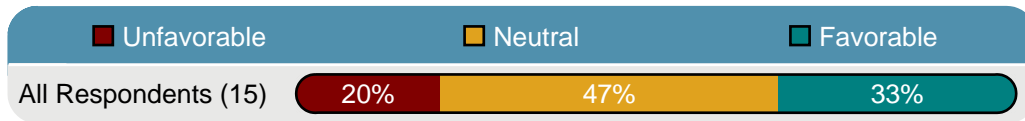
■ Unfavorable	■ Neutral	■ Favorable
All Respondents (15)	20%	47%	33%

22. Sets clear priorities and explains interdependency of projects.

■ Unfavorable	■ Neutral	■ Favorable
All Respondents (15)	73%	27%

23. Sets/advises on action plans that measure drivers of results and enable prompt course correction.

■ Unfavorable	■ Neutral	■ Favorable
All Respondents (15)	20%	53%	27%
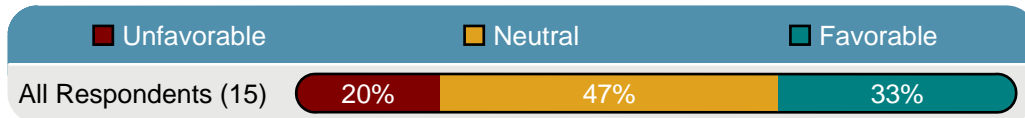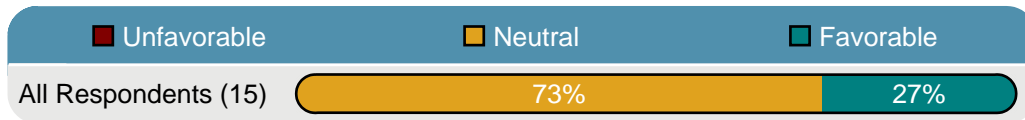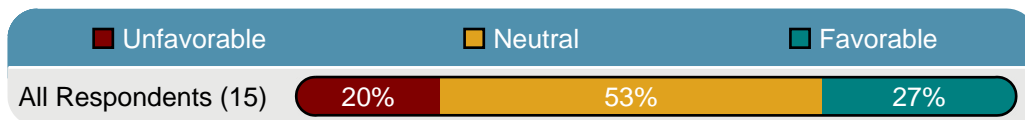
Sample Favorable Vs Unfavorable

Self Improvement (13 questions)

Summary:

	Unfavorable	Neutral	Favorable
Self (1)	15%	15%	69%
Boss (1)		10%	90%
Direct Report (3)	14%	33%	53%
Peer (3)		46%	49%
Customer (4)	12%	29%	60%
Other (3)	10%	31%	59%
Total (15)	10%	32%	58%
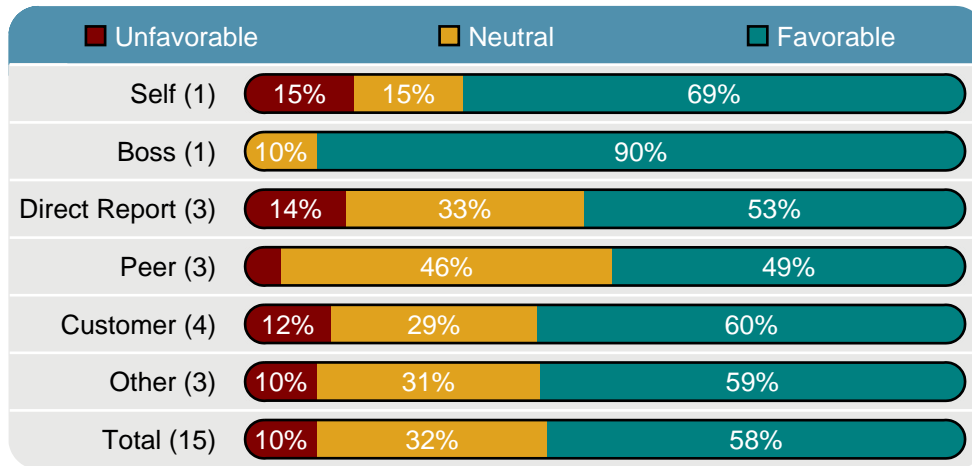
1. Applies new and innovative ways of doing things.

	Unfavorable	Neutral	Favorable
Self (1)	100%		
Boss (1)		100%	
Direct Report (3)		67%	33%
Peer (3)	33%	33%	33%
Customer (4)		25%	75%
Other (3)	33%	33%	33%
Total (15)	20%	40%	40%
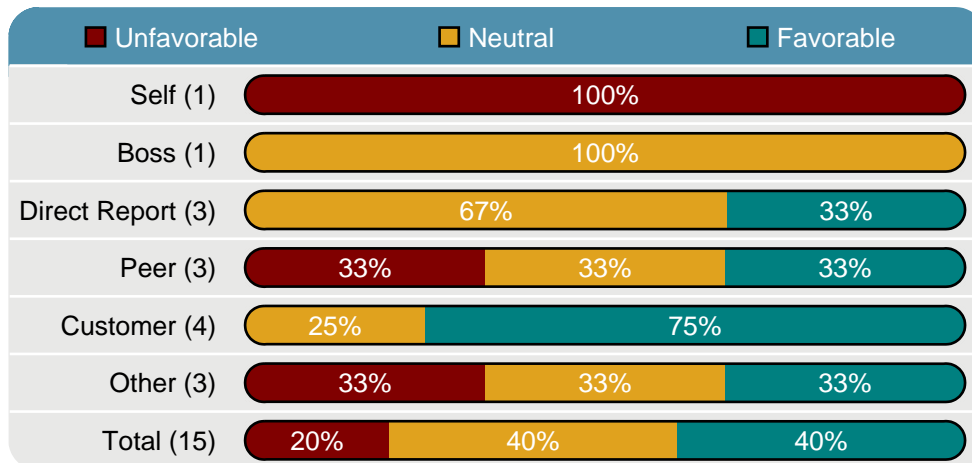
Sample Favorable Vs Unfavorable

2. Applies new ways of doing things to improve effectiveness.

	Unfavorable	Neutral	Favorable
Self (1)	100%		
Boss (1)			100%
Direct Report (3)			100%
Peer (3)		33%	67%
Customer (4)		25%	75%
Other (3)		100%	
Total (15)	7%	33%	60%
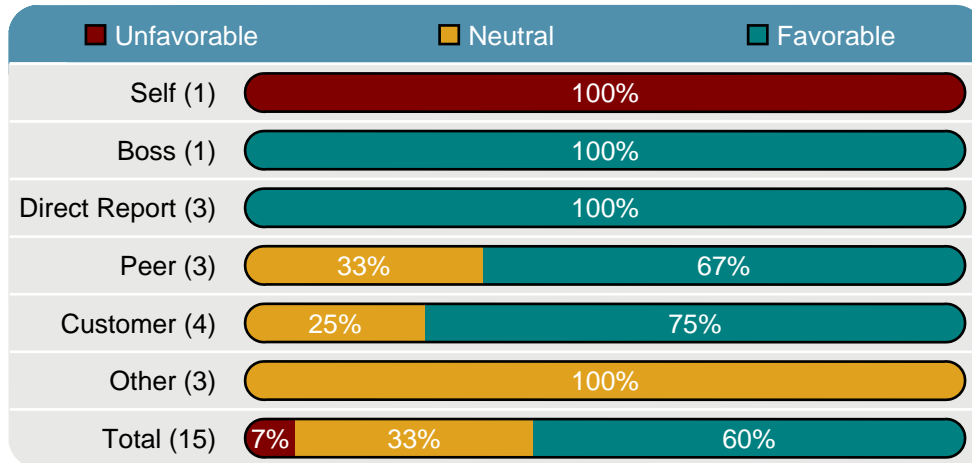
3. Asks people from other groups for suggestions for improvement.

	Unfavorable	Neutral	Favorable
Self (1)		100%	
Boss (1)			100%
Direct Report (3)		33%	67%
Peer (3)		67%	33%
Customer (4)		25%	75%
Other (3)	33%	33%	33%
Total (15)	7%	40%	53%
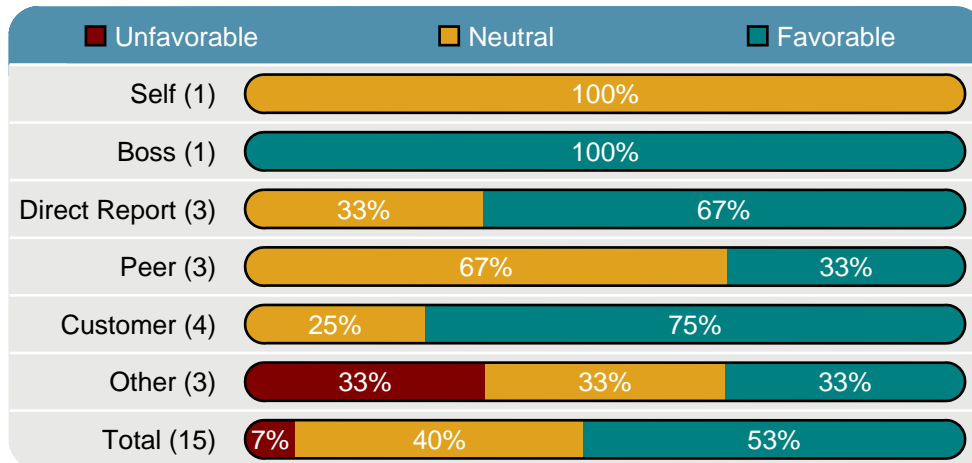
Sample Favorable Vs Unfavorable

4. At the end of a project, discusses improvements to make next time with his/her team.

	Unfavorable	Neutral	Favorable
Self (1)		100%	
Boss (1)			100%
Direct Report (2)			100%
Peer (3)		33%	67%
Customer (4)		25%	75%
Other (3)	33%		67%
Total (14)	7%	21%	71%
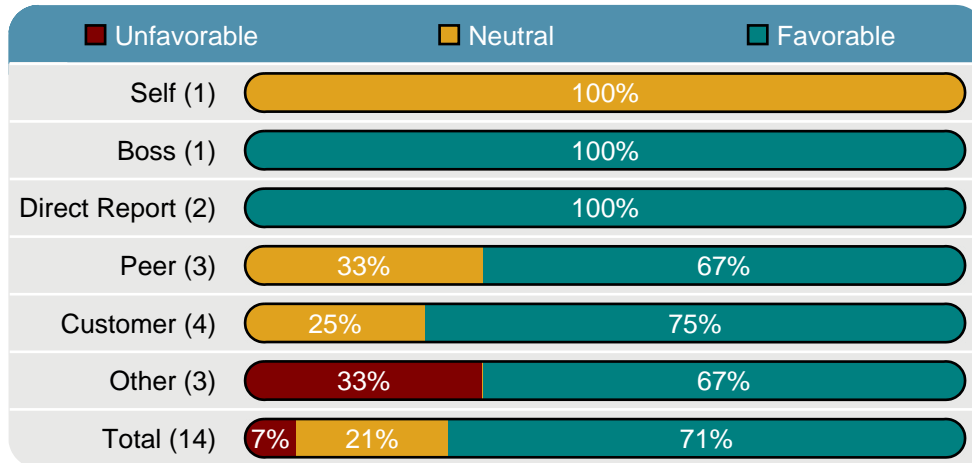
5. Discusses lessons learned with his/her team to improve results next time.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (0)			
Direct Report (1)			100%
Peer (3)		33%	67%
Customer (4)	25%	25%	50%
Other (3)		33%	67%
Total (12)	8%	25%	67%

6
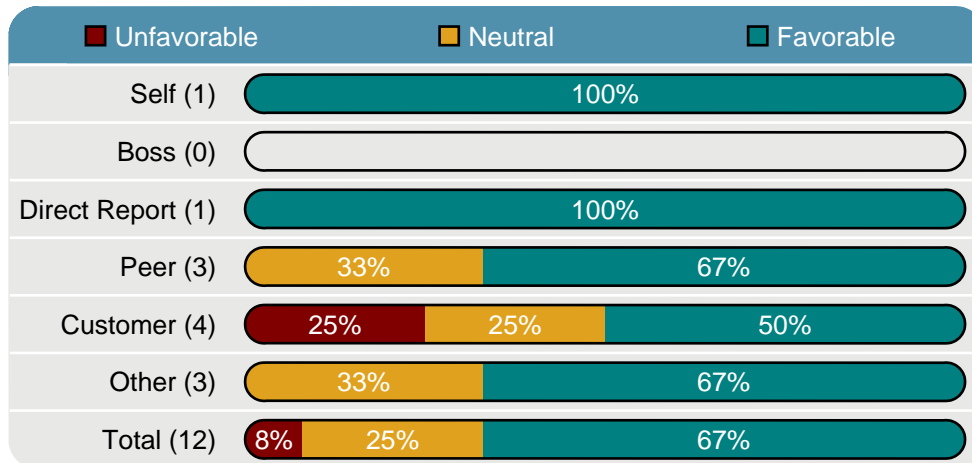
Sample Favorable Vs Unfavorable

6. Is more interested in learning from problems than blaming them on others.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (3)		33%	67%
Peer (3)		67%	33%
Customer (4)	25%	50%	25%
Other (3)		33%	67%
Total (15)	7%	40%	53%
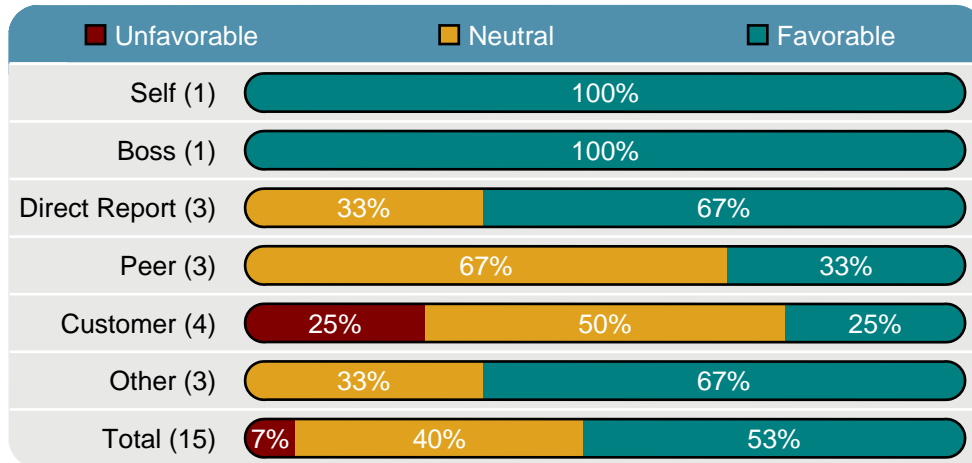
7. Is open to constructive criticism without becoming defensive.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (3)		33%	67%
Peer (3)		67%	33%
Customer (4)	25%	50%	25%
Other (3)			100%
Total (15)	7%	33%	60%
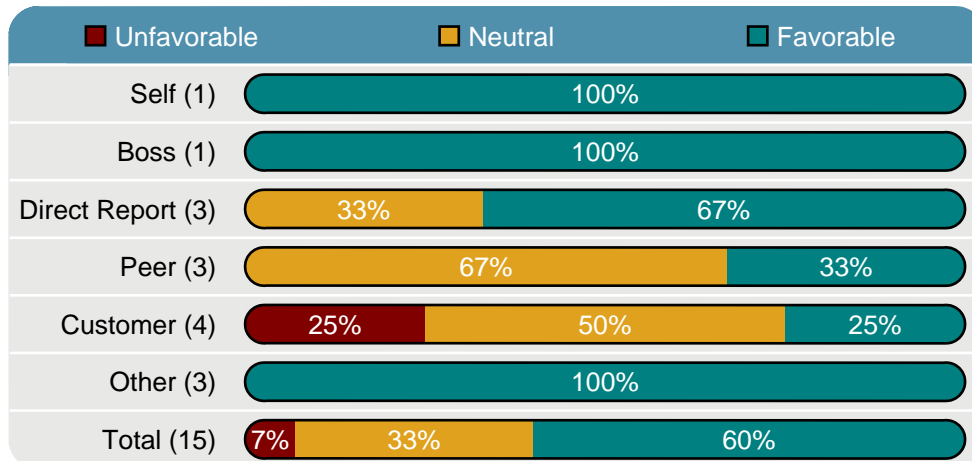
Sample Favorable Vs Unfavorable

8. Is open to new learning and criticism without becoming defensive.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (3)	33%	33%	33%
Peer (3)		33%	67%
Customer (4)	25%		75%
Other (3)			100%
Total (15)	13%	13%	73%
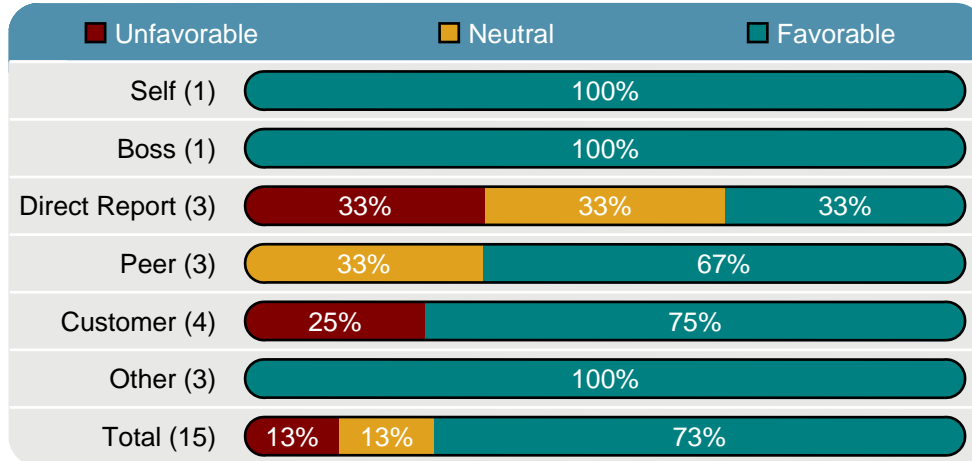
9. People respect this person's knowledge and experience in his/her field.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (0)			
Direct Report (3)	67%		33%
Peer (3)	33%		67%
Customer (4)		25%	75%
Other (3)			100%
Total (14)	21%	7%	71%
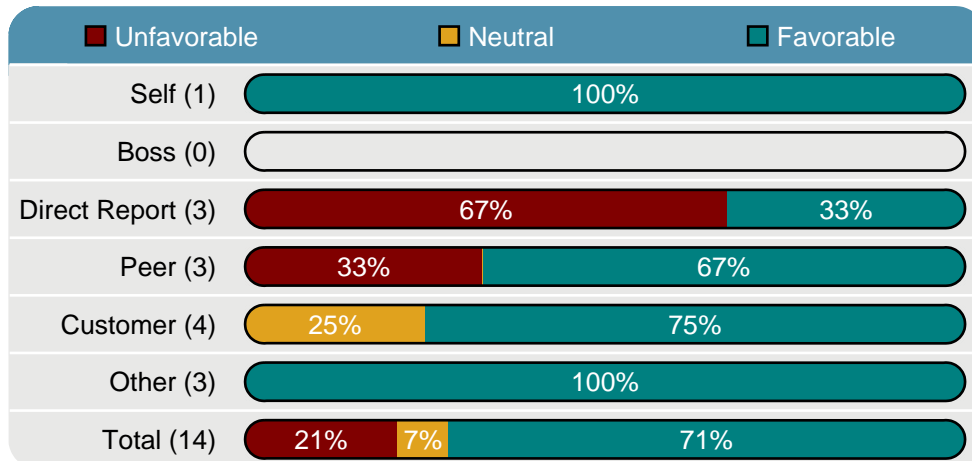
Sample Favorable Vs Unfavorable

10. Stays current with latest technologies, trends and developments in his/her job.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (3)	67%	33%	
Peer (3)		33%	67%
Customer (4)		50%	50%
Other (3)			100%
Total (15)	13%	27%	60%
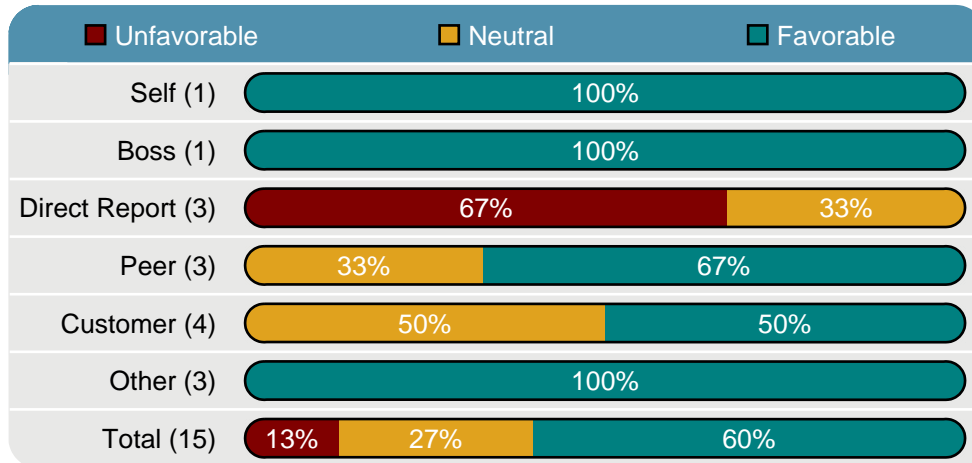
11. Stays current with the latest technologies and developments in his/her field.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (3)		67%	33%
Peer (3)		33%	67%
Customer (4)	25%	25%	50%
Other (3)		67%	33%
Total (15)	7%	40%	53%
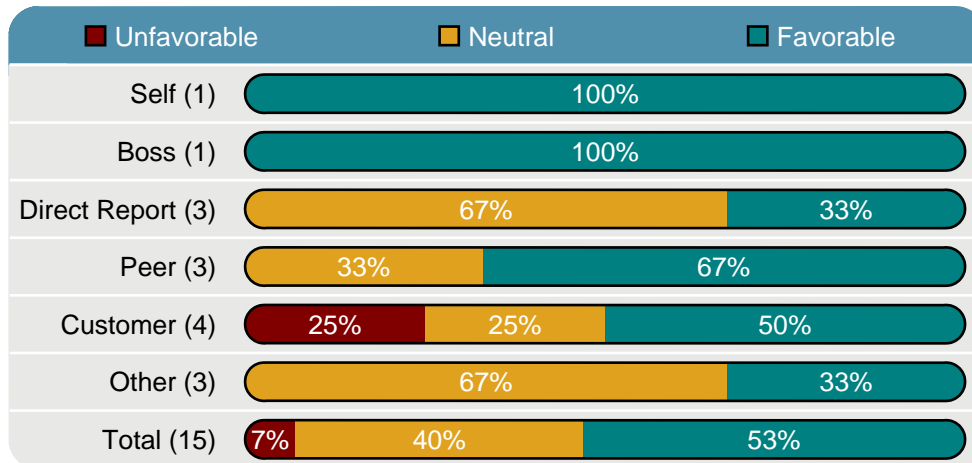
Sample Favorable Vs Unfavorable

12. Talks with people from other groups to find better ways of working together.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (3)		67%	33%
Peer (3)		100%	
Customer (4)	25%	25%	50%
Other (3)	33%	33%	33%
Total (15)	13%	47%	40%
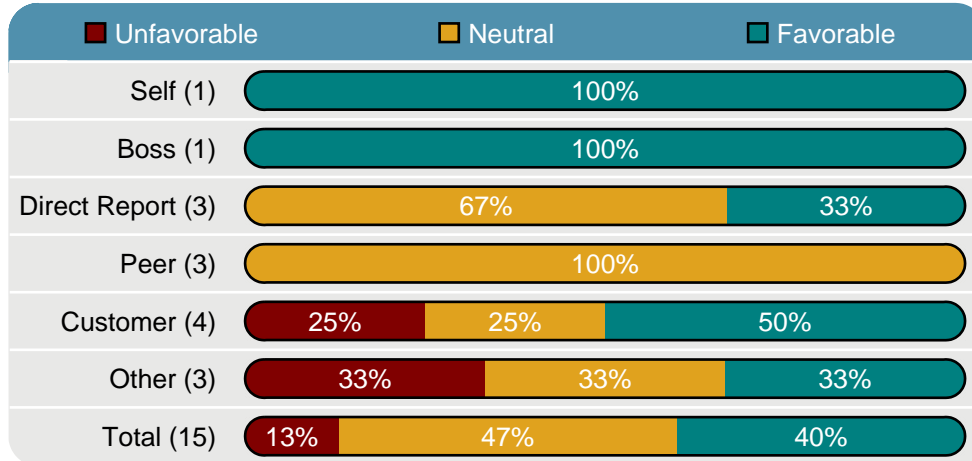
13. When I have a tough problem, people recommend this person as an expert in his/her field.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (0)			
Direct Report (3)		33%	67%
Peer (3)		67%	33%
Customer (4)		25%	75%
Other (3)		67%	33%
Total (14)		43%	57%
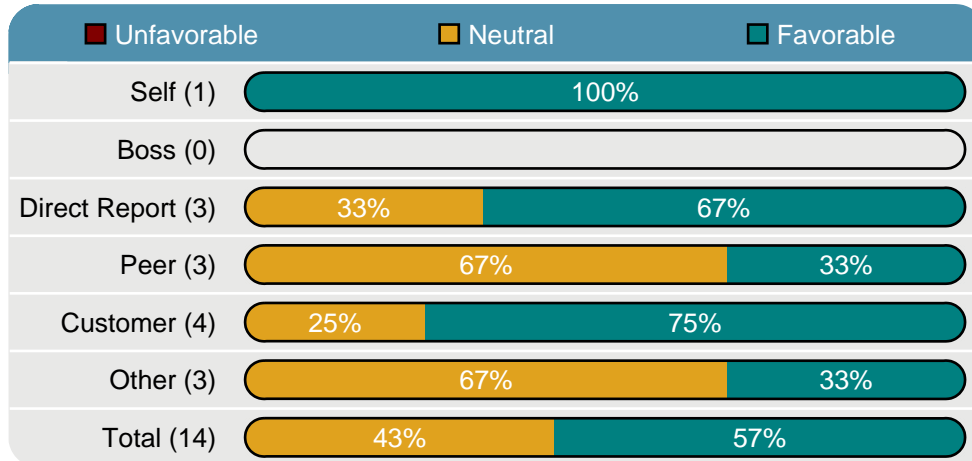
Results Oriented (11 questions)

Sample Favorable Vs Unfavorable

Summary:

	Unfavorable	Neutral	Favorable
Self (1)		27%	73%
Boss (1)	18%	64%	18%
Direct Report (3)	18%	33%	48%
Peer (3)	9%	31%	59%
Customer (4)	9%	35%	56%
Other (3)	6%	41%	53%
Total (15)	10%	36%	53%

14. Acts decisively after considering input.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (3)	33%	67%	
Peer (3)	33%	33%	33%
Customer (4)	25%	50%	25%
Other (3)		67%	33%
Total (15)	20%	47%	33%
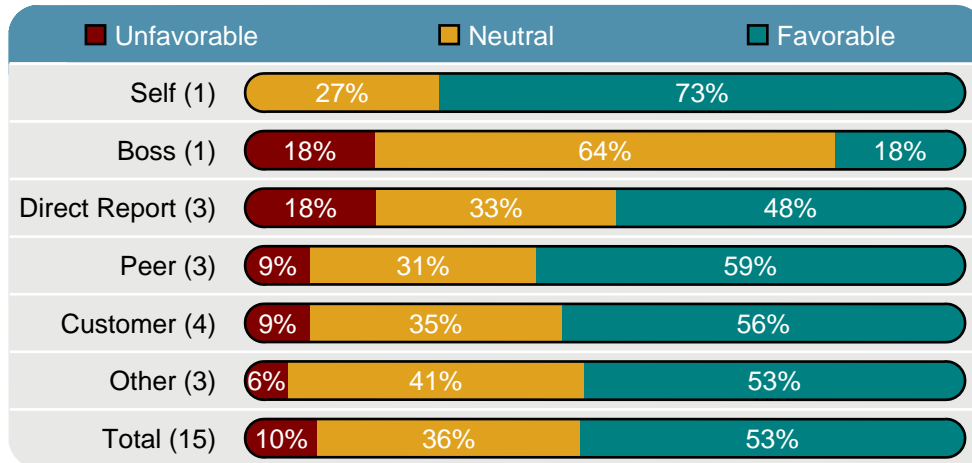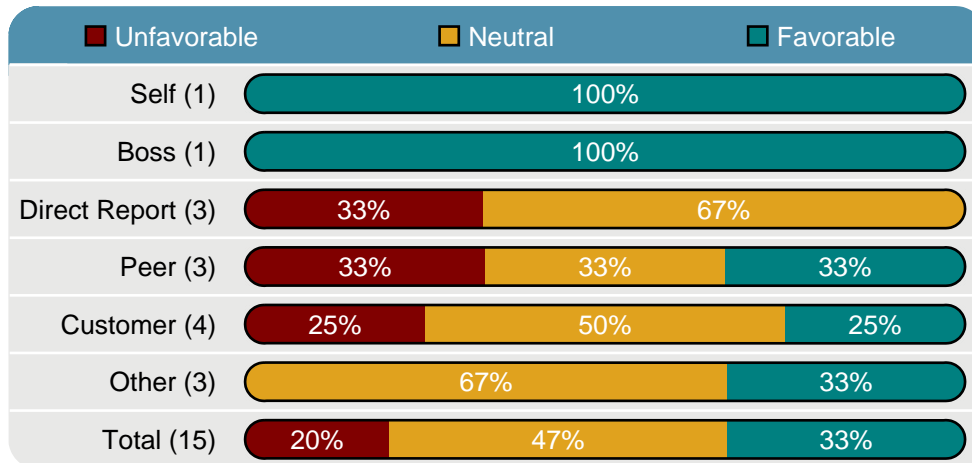
Sample Favorable Vs Unfavorable

15. Anticipates and overcomes obstacles, balancing quality, budget, and timeliness.
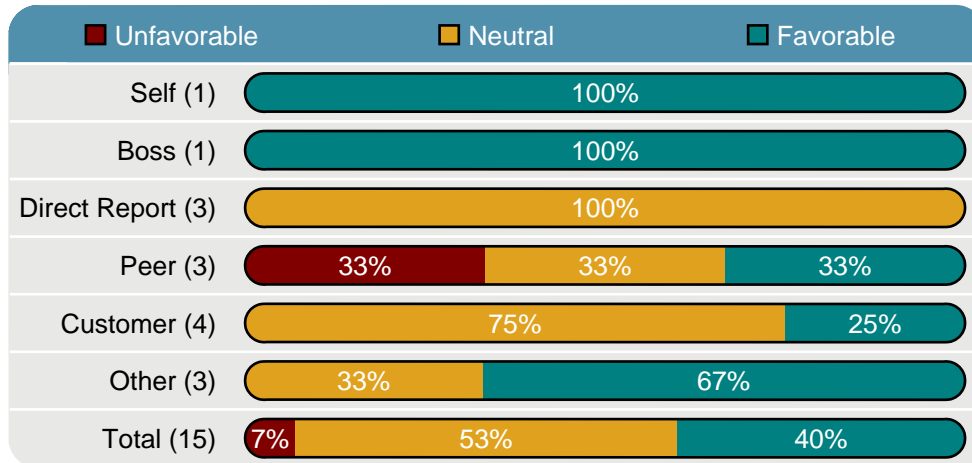
	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (3)		100%	
Peer (3)	33%	33%	33%
Customer (4)		75%	25%
Other (3)		33%	67%
Total (15)	7%	53%	40%

16. Assumes ownership of problems and the role of problem-solver.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)		100%	
Direct Report (3)	67%		33%
Peer (3)	33%		67%
Customer (4)			100%
Other (3)			100%
Total (15)	20%	7%	73%
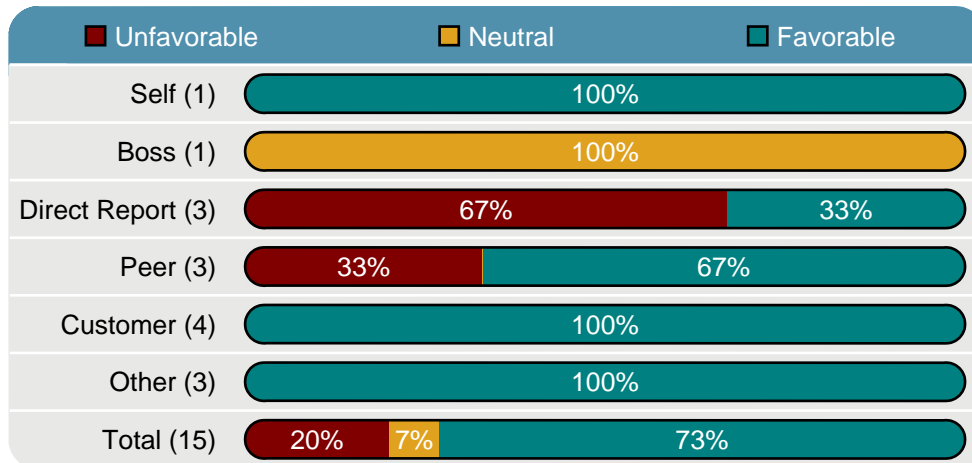
Sample Favorable Vs Unfavorable

17. Demonstrates personal commitment and persistence in achieving goals.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)	100%		
Direct Report (3)		33%	67%
Peer (3)		33%	67%
Customer (4)			100%
Other (3)		33%	67%
Total (15)	7%	20%	73%
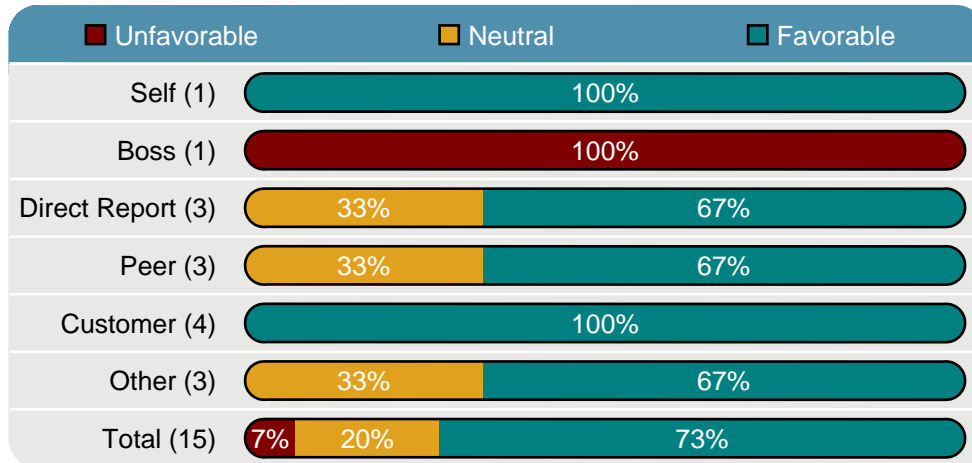
18. Looks for ways to personally cut costs and increase productivity.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)		100%	
Direct Report (3)	33%		67%
Peer (3)		67%	33%
Customer (4)		25%	75%
Other (3)		33%	67%
Total (15)	7%	33%	60%
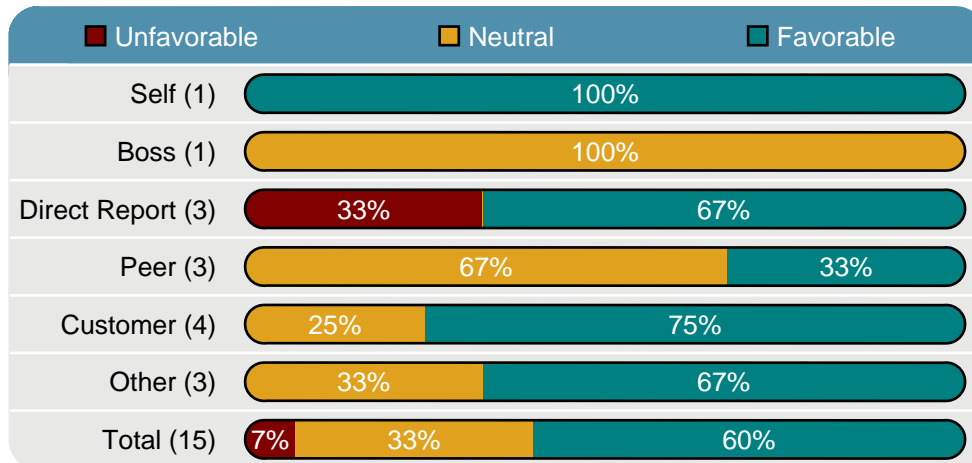
Sample Favorable Vs Unfavorable

19. Makes a valuable contribution to tasks he/she is involved in.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)		100%	
Direct Report (3)			100%
Peer (3)		33%	67%
Customer (4)		25%	75%
Other (2)		50%	50%
Total (14)		29%	71%
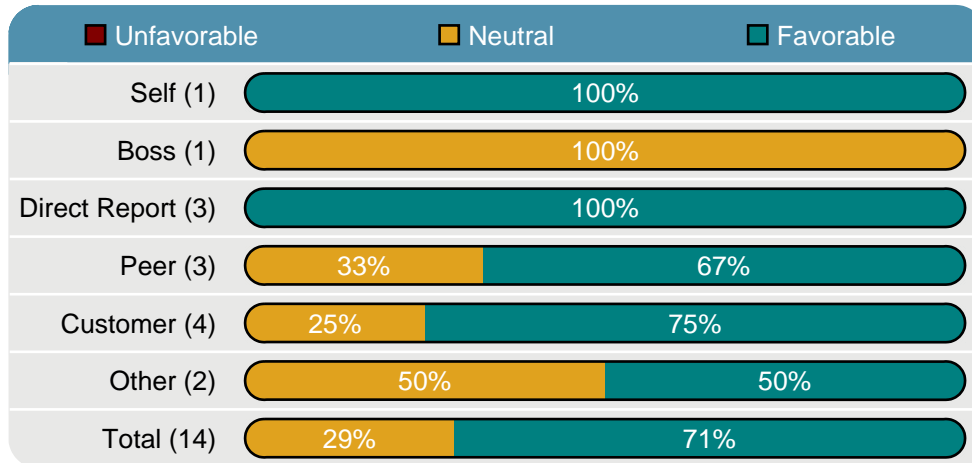
20. Manages around/through obstacles to meet deadlines/budgets and project goals.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)		100%	
Direct Report (3)		33%	67%
Peer (3)		33%	67%
Customer (3)	33%	33%	33%
Other (3)		33%	67%
Total (14)	7%	36%	57%
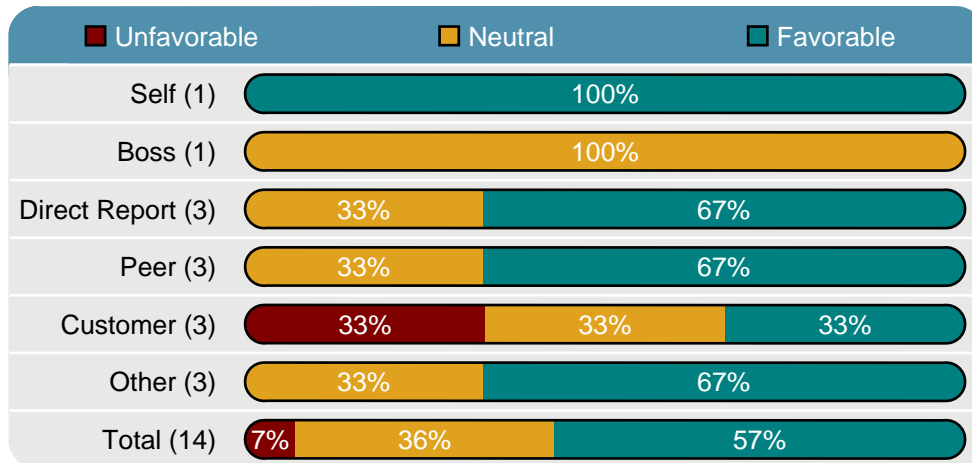
Sample Favorable Vs Unfavorable

21. Provides early warning to senior management when results are in jeopardy beyond personal/work group ability to correct.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)	100%		
Direct Report (3)			100%
Peer (3)			100%
Customer (4)		25%	75%
Other (3)		33%	67%
Total (15)	7%	13%	80%

22. Sets clear priorities and explains interdependency of projects.

	Unfavorable	Neutral	Favorable
Self (1)		100%	
Boss (1)		100%	
Direct Report (3)		100%	
Peer (3)		33%	67%
Customer (4)		50%	50%
Other (3)		100%	
Total (15)		73%	27%
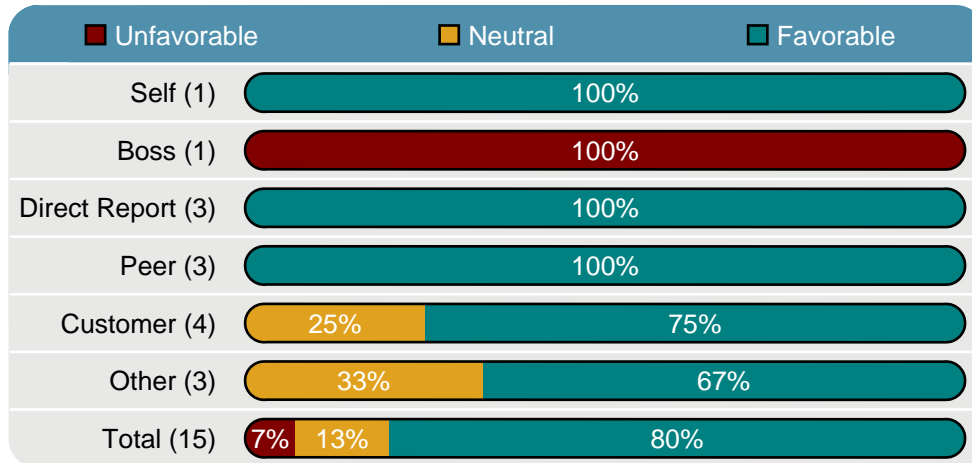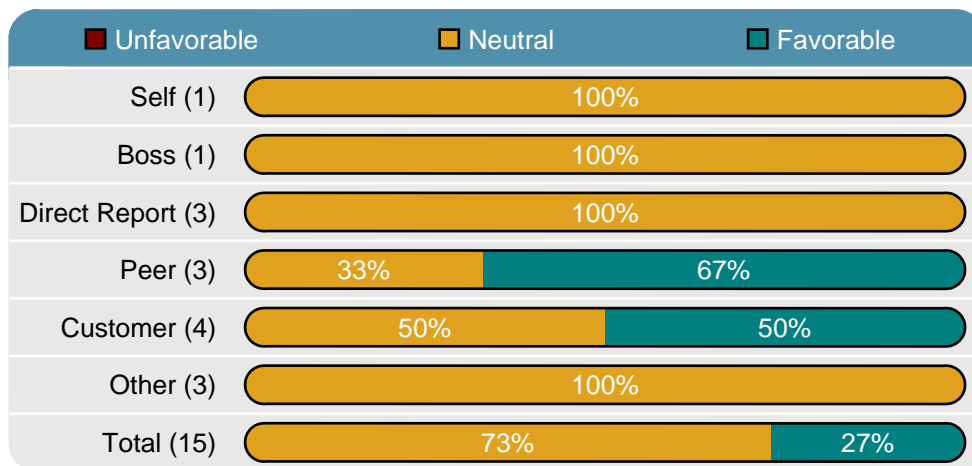
Sample Favorable Vs Unfavorable
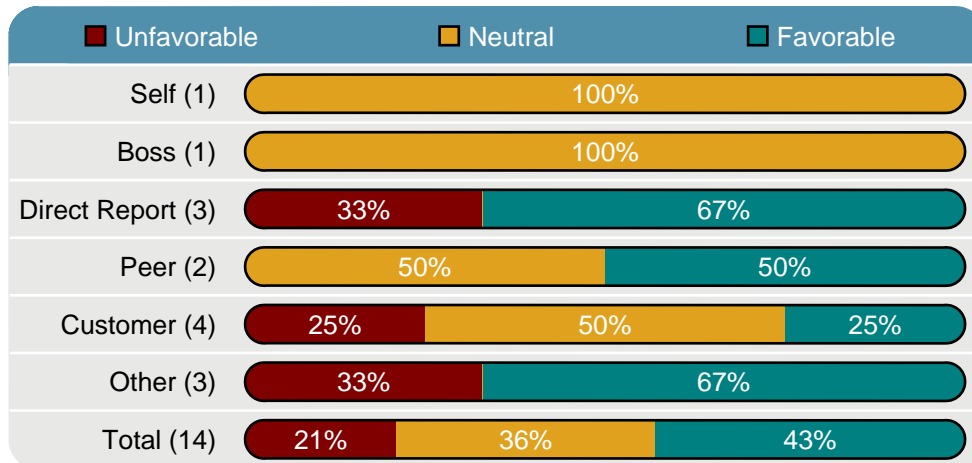
23. Sets/advises on action plans that measure drivers of results and enable prompt course correction.

	Unfavorable	Neutral	Favorable
Self (1)		100%	
Boss (1)		100%	
Direct Report (3)	33%	33%	33%
Peer (3)		33%	67%
Customer (4)	25%	50%	25%
Other (3)	33%	67%	
Total (15)	20%	53%	27%
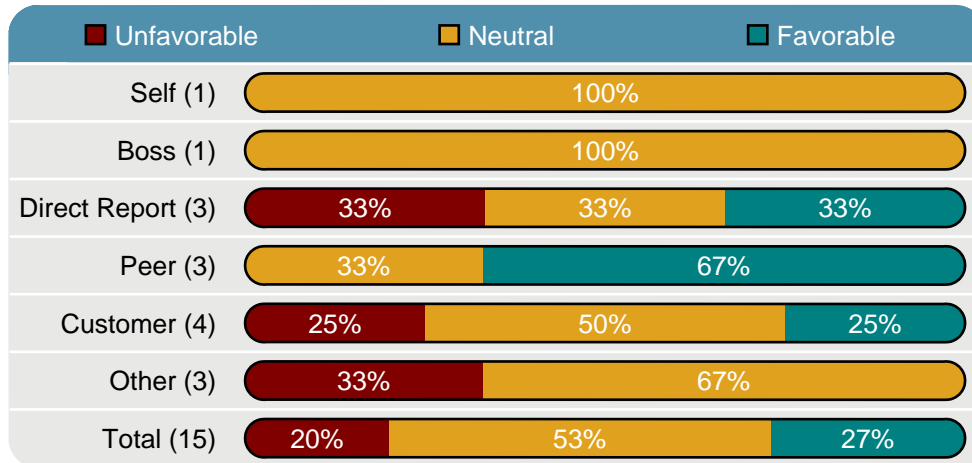
24. Welcomes "bad" news as well as good.

	Unfavorable	Neutral	Favorable
Self (1)		100%	
Boss (1)		100%	
Direct Report (3)	33%		67%
Peer (2)		50%	50%
Customer (4)	25%	50%	25%
Other (3)	33%		67%
Total (14)	21%	36%	43%

Resilience (6 questions)

Sample Favorable Vs Unfavorable

Summary:

	Unfavorable	Neutral	Favorable
Self (1)		50%	50%
Boss (1)		50%	50%
Direct Report (3)		29%	71%
Peer (3)	33%	28%	39%
Customer (4)		46%	54%
Other (3)	11%	56%	33%
Total (15)	9%	42%	49%
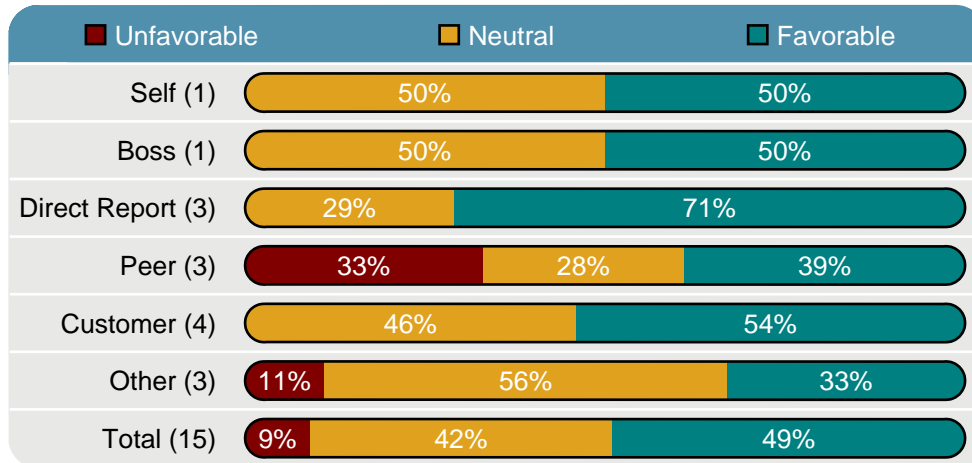
25. Demonstrates flexibility when responding to uncertainty, ambiguity, and change.

	Unfavorable	Neutral	Favorable
Self (1)		100%	
Boss (1)			100%
Direct Report (3)			100%
Peer (3)	33%		67%
Customer (4)		75%	25%
Other (3)		67%	33%
Total (15)	7%	40%	53%
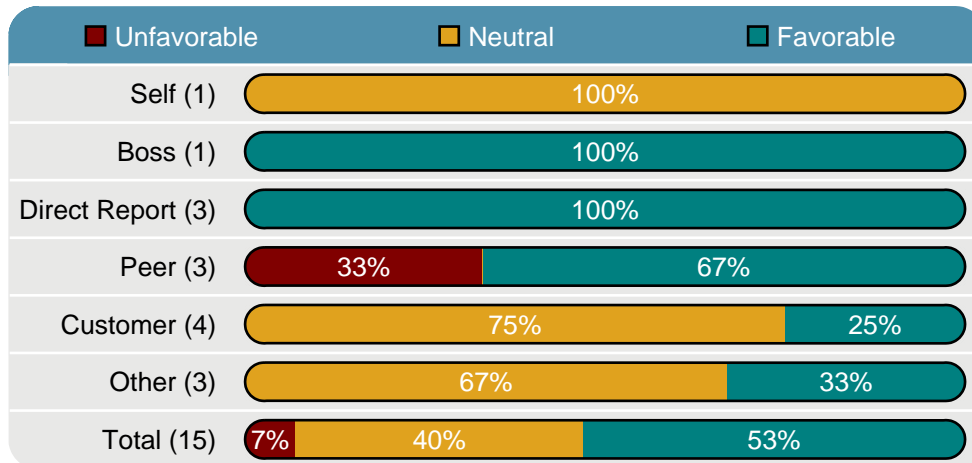
Sample Favorable Vs Unfavorable

26. Develops structured or organized approaches to managing ambiguity.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (3)		33%	67%
Peer (3)	33%	33%	33%
Customer (4)		25%	75%
Other (3)		67%	33%
Total (15)	7%	33%	60%
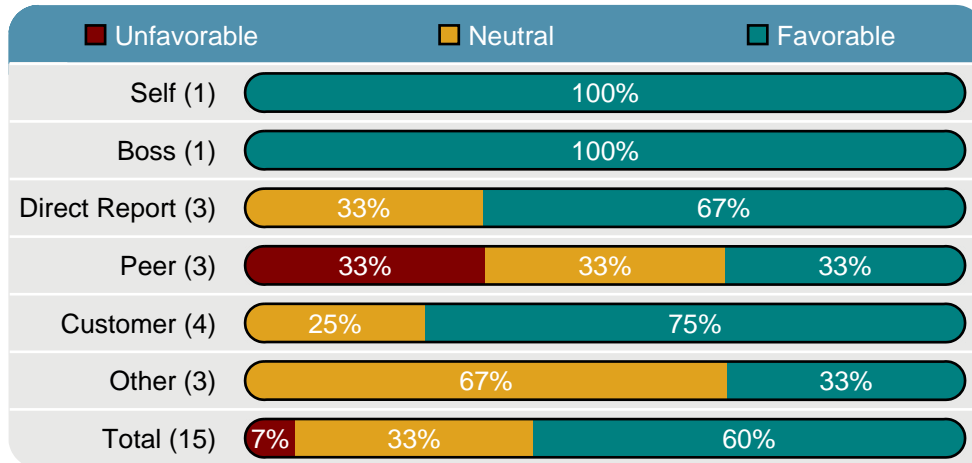
27. Displays a sense of security and self-assurance.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)		100%	
Direct Report (3)		33%	67%
Peer (3)	33%	67%	
Customer (4)		50%	50%
Other (3)	33%	67%	
Total (15)	13%	53%	33%
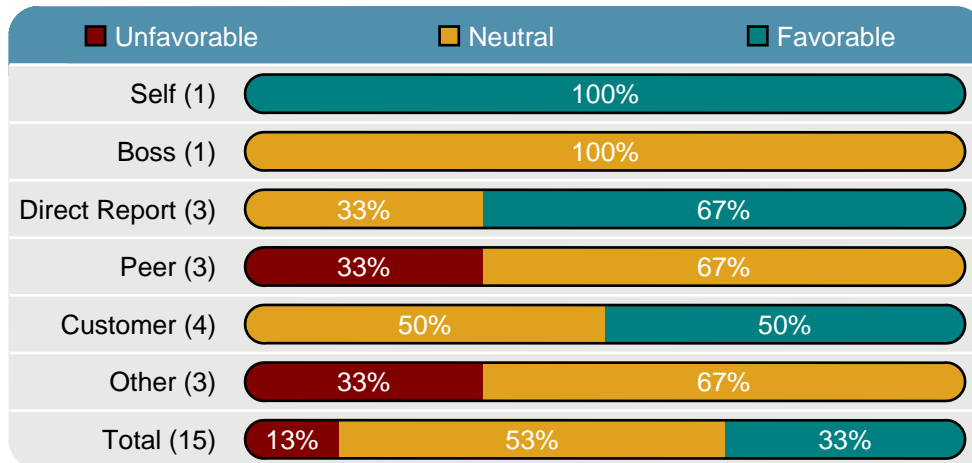
Sample Favorable Vs Unfavorable

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

	Unfavorable	Neutral	Favorable
Self (1)		100%	
Boss (1)		100%	
Direct Report (3)		33%	67%
Peer (3)	67%		33%
Customer (4)		50%	50%
Other (3)	33%	67%	
Total (15)	20%	47%	33%
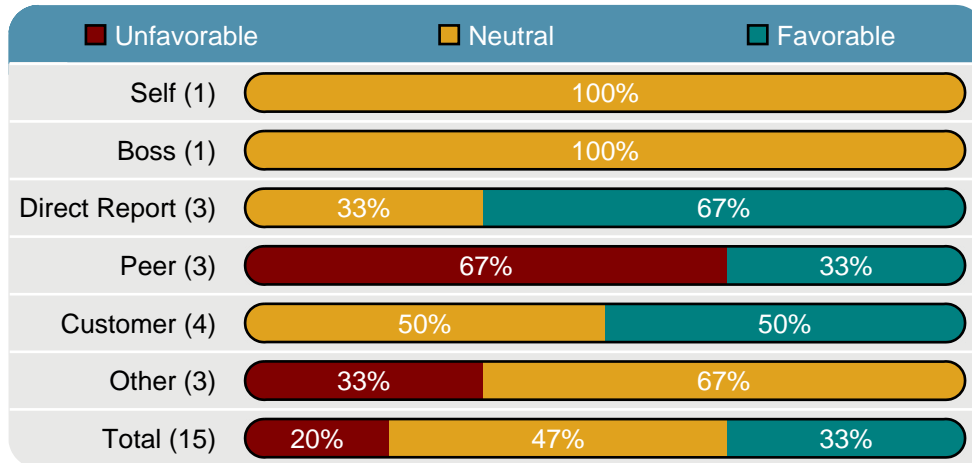
29. Manages change rather than fighting against it.

	Unfavorable	Neutral	Favorable
Self (1)			100%
Boss (1)			100%
Direct Report (2)			100%
Peer (3)		67%	33%
Customer (4)		50%	50%
Other (3)		33%	67%
Total (14)		36%	64%
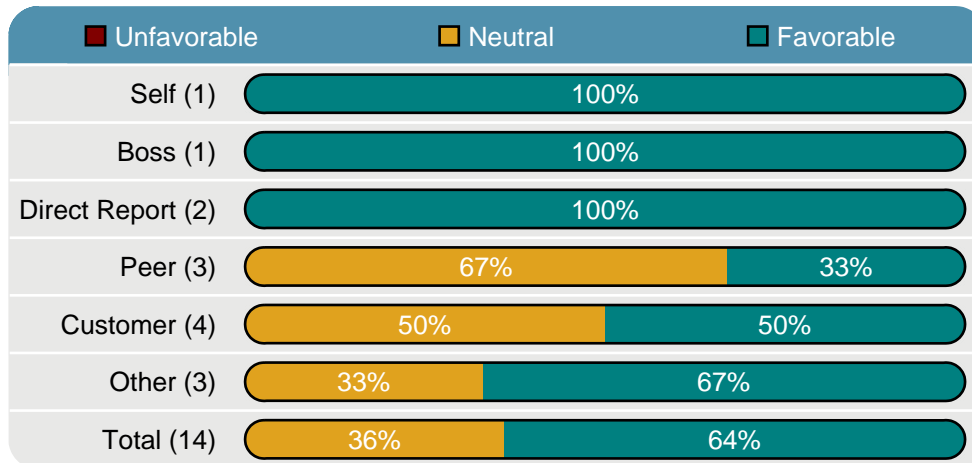
Sample Favorable Vs Unfavorable

30. Views work as challenging and full of opportunity.

	Unfavorable	Neutral	Favorable
Self (1)		100%	
Boss (1)		100%	
Direct Report (3)		67%	33%
Peer (3)	33%		67%
Customer (4)		25%	75%
Other (3)		33%	67%
Total (15)	7%	40%	53%