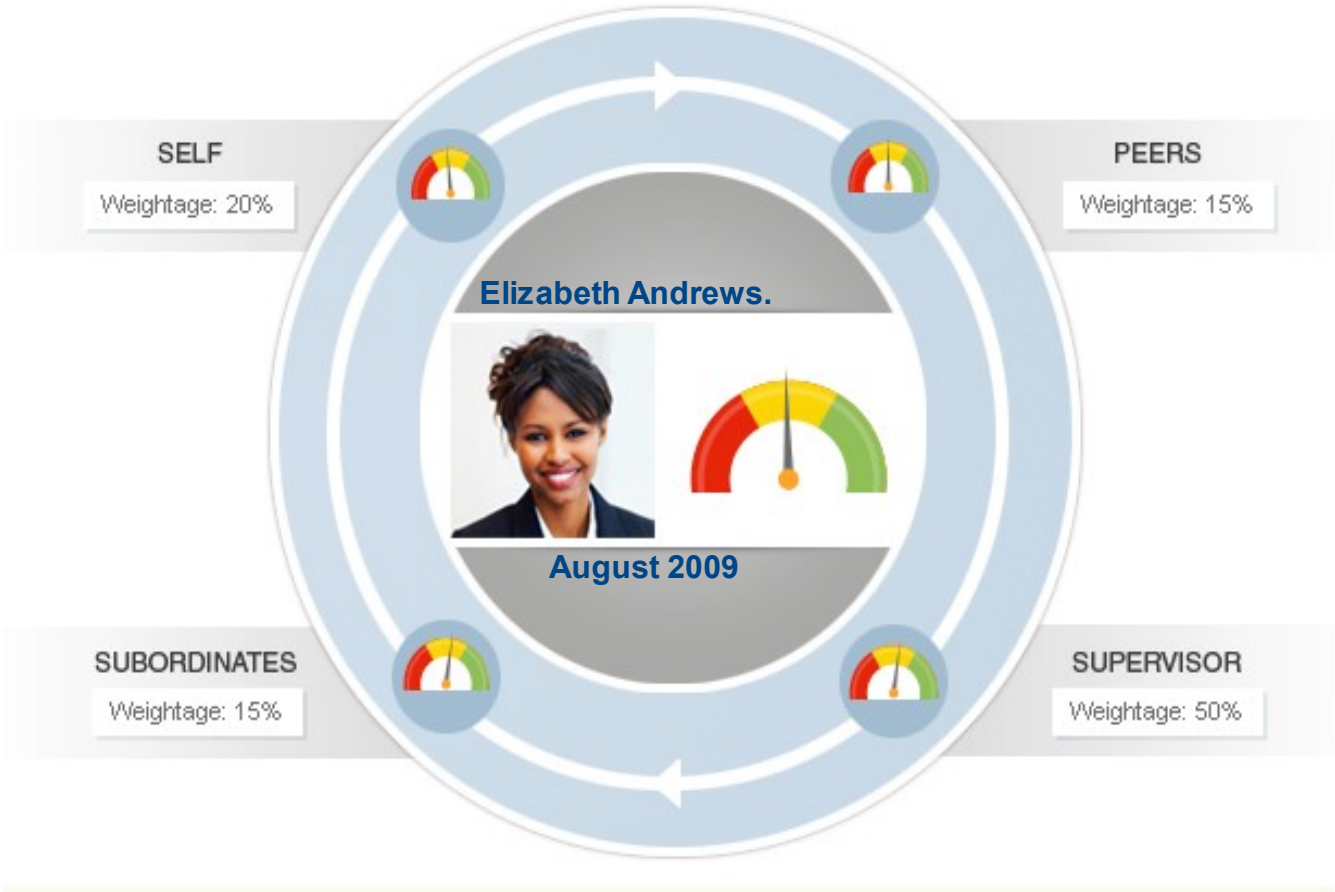


Elizabeth Andrews.
Balanced Scorecard Report
August 2009



360 Degree Feedback



Self – Elizabeth Andrews

Elizabeth Andrews (Mar 23, 2009):

I think the first 5 months have been good for me. I have achieved my targets in areas expected of me. Based on my goals I will assess my performance as: Delivered projects within deadline and within budget : Target Achieved Assisted Operations in execution and implementation of processes : Target Achieved

Supervisor - John Chew

John Chew (Mar 18, 2009):

Elizabeth, I agree with most of your assessments regarding your performance. I still think you are a bit over optimistic when you say "Target Achieved" for delivering assigned projects within the stipulated budgets. Overall, your performance has been good

Peers

Niu Ming (Mar 23, 2009):

Elizabeth Andrews has been a good team player and a diligent worker in all the projects that we worked together on. She has been a guiding force in helping me handle complex situations with customers. I agree with the assessment made by Elizabeth with regards to her performance

Sean Mathew (Jul 24, 2009):

Elizabeth Andrews is a great person to work with. Her energy levels are on an all time high and this makes working with her interesting. She is also very helpful and ready to help out anytime. I agree with the assessment made by Elizabeth with regards to her performance.

Adrian Carter (Jul 24, 2009):

Elizabeth Andrews is great team mate. She is very understanding and quite capable. She was of great help when we worked on the "Remote Server Access Project" , being very proactive and willing to take up responsibilities. I agree that her performance has been outstanding.

Subordinates

Sandra Jones (Jul 24, 2009):

Elizabeth Andrews has been a great boss. Her all time high energy levels have always motivated us to deliver nothing short of the best. She is very understanding and has the ability to bring to light hidden talents. I agree with the assessment made by her on her performance.










Jeff Hall (Jul 24, 2009):

Elizabeth Andrews is always keen on finding the best way of doing things. She is an inspiration for our team. I agree with the assessments made by her on her performance.

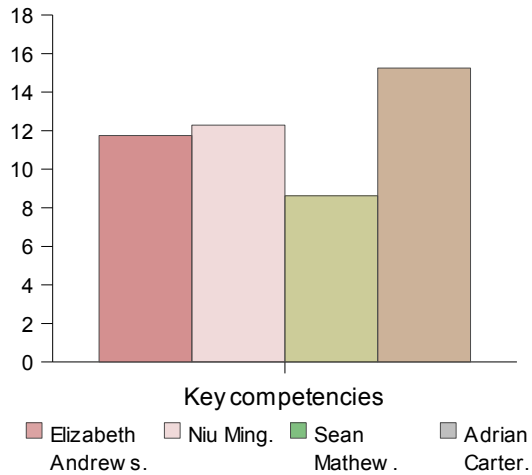
Lisa Scott (Jul 24, 2009):

Elizabeth Andrews is a very nice person and I think she's performing her duties really well. She has a good sense of balance and knows exactly what to do in difficult situations. I agree with the assessment made by her on her performance.

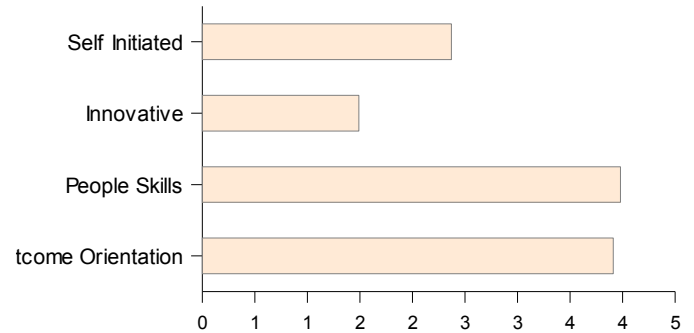
Results - August 2009

 Key Competencies	Result	Target	Status	Trend
Self initiated(On a scale of 1-5)	2	4		
Innovative(On a scale of 1-5)	1	4		
People skills(On a scale of 1-5)	4	4		
Outcome orientation(On a scale of 1-5)	4	4		

Employee Competency Ranking



Performance Across Key Competencies



Individual Development Initiatives

Courses taken to improve “Leadership skills”

Name	Responsible	Start date	End date	Progress	Status
.Team Development	[Lucas Raven]	May 6, 2009	May 12, 2009	100%	2.5
.Problem Solving, Counselling	[Lucas Raven]	May 1, 2009	Jun 8, 2009	100%	2.5
.Mentoring, Reporting & Monitoring	[Lucas Raven]	May 12, 2009	May 26, 2009	100%	2.5

Courses taken to improve “Communication skills”

Name	Responsible	Start date	End date	Progress	Status
'Written Communication	[Joanna Davidson]	Jun 1, 2009	Jun 15, 2009	47%	0.5
'Oral Communication	[Joanna Davidson]	Jun 3, 2009	Jun 16, 2009	68%	1.5
'Presentation	[John Andrew]	Jun 1, 2009	Jun 5, 2009	98%	2.5

Courses taken to improve “Technical skills”

Name	Responsible	Start date	End date	Progress	Status
Office Application:	[William Smith]	Jun 10, 2009	Jun 22, 2009	64%	1.5
Web Application:	[William Smith]	Jun 19, 2009	Jun 22, 2009	89%	2.5
Business Application:	[John McCain]	Jun 17, 2009	Jun 30, 2009	41%	0.5