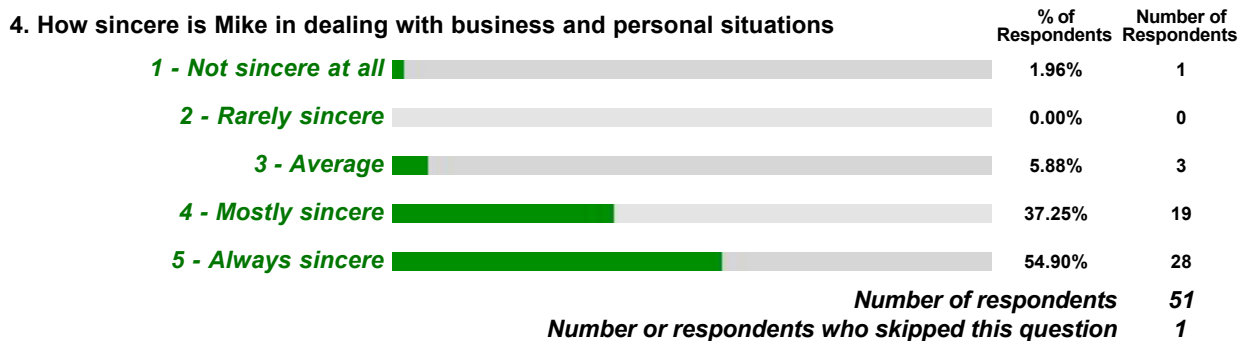
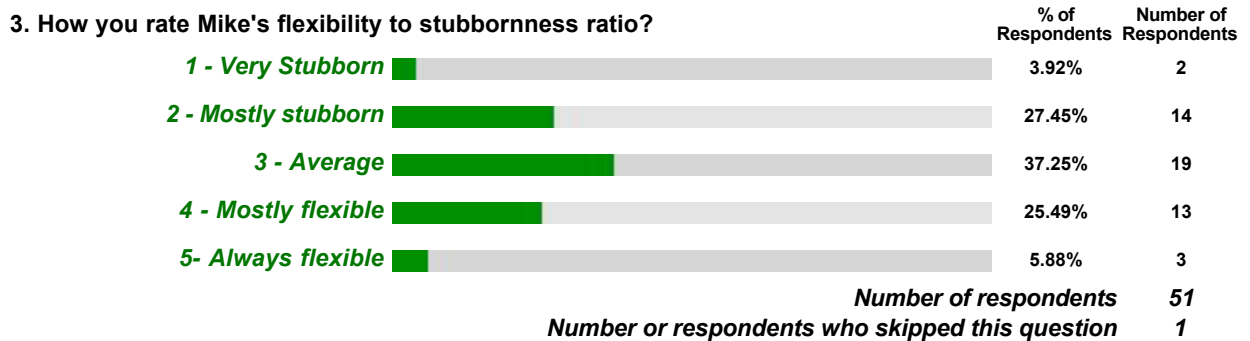
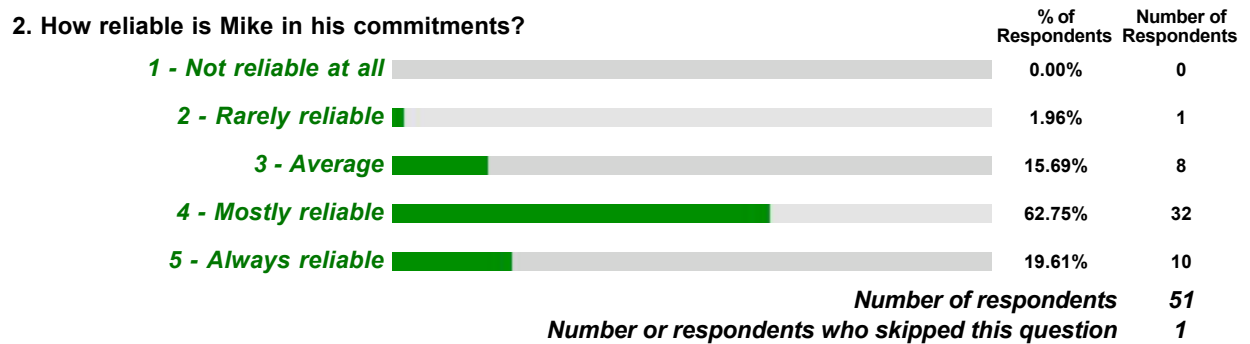
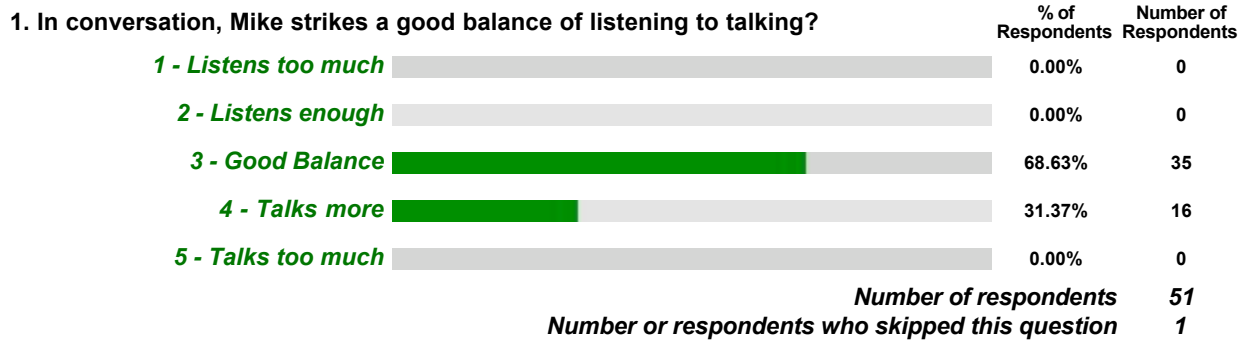


Page 1. Part One



4 - Good		50.98%	26
5 - Excellent		45.10%	23
Number of respondents			51
Number or respondents who skipped this question			1

6. How would you evaluate Mike's leadership qualities (ability to find a problem, propose a solution, drive it, and motivate others)?

	% of Respondents	Number of Respondents
1 - Poor	4.00%	2
2 - Needs help	4.00%	2
3 - Average	10.00%	5
4 - Good	54.00%	27
5 - Excellent	28.00%	14
Number of respondents		50
Number or respondents who skipped this question		2

Page 2. Part Two: Rate Attributes

7. Rate from 1-5 the following personal attributes and how applicable they are to Mike.

	1 - Does not Apply	2 - Occasionally Applies	3 - Applies	4 - Often Applies	5 - Very Much Applies	Number of Respondents
Realistic	2% (1)	15% (7)	36% (17)	36% (17)	8% (4)	46
Creative	0% (0)	4% (2)	6% (3)	31% (15)	57% (27)	47
Innovative	2% (1)	8% (4)	2% (1)	31% (15)	55% (26)	47
Idealistic	0% (0)	8% (4)	12% (6)	38% (18)	40% (19)	47
Pragmatic	0% (0)	19% (9)	44% (21)	29% (14)	6% (3)	47
Organized	2% (1)	17% (8)	42% (20)	27% (13)	10% (5)	47
Honest	0% (0)	0% (0)	4% (2)	21% (10)	74% (35)	47
Caring	0% (0)	2% (1)	10% (5)	34% (16)	53% (25)	47
Aggressive	8% (4)	25% (12)	27% (13)	27% (13)	10% (5)	47
Assertive	0% (0)	29% (14)	31% (15)	21% (10)	17% (8)	47
Motivated	2% (1)	2% (1)	17% (8)	40% (19)	38% (18)	47
Humorous	0% (0)	0% (0)	10% (5)	44% (21)	44% (21)	47
Energetic	0% (0)	2% (1)	15% (7)	52% (24)	30% (14)	46
Negative	12% (6)	74% (35)	10% (5)	0% (0)	2% (1)	47
Number of Respondents					47	
Number or respondents who skipped this question					5	

Page 3. Part Three: Last Page

8. What are Mike's strengths?

Details

Number of Respondents 30
Number or respondents who skipped this question 22

9. What are Mike's weaknesses?

Details

Number of Respondents 29
Number or respondents who skipped this question 23

10. What would you recommend to Mike to change or develop his skills?

Details

Number of Respondents 26
Number or respondents who skipped this question 26



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8. What are Mike's strengths?

- 1 Innovative, Creative, Out of Box thinker, Inspirational, Strategic thinker
- 2 Energy
- 3 Funny, creative, innovative, genuinely nice guy
- 4 Mike is very creative and is a great problem solver. He is sincere is fun to be around.
- 5 Innovative, creative thinking; charisma; interpersonal skills
- 6 Very Innovative and Forward Thinking
- 7 Communication, Creativity, Loyalty and Optimism.
- 8 Belief in what he's doing and a determination to do it.
- 9 smart
- 10 I think mike really cares about people and issues. He puts a great deal of effort into whatever he is working on. He is always looking for ways to improve things.
- 11 Ideas, motivation, creative excitement
- 12 Innovation and creativity, with a genuine motivation to make the world a better place. A big thinker / capable doer / understated leader / kind soul. Not in any particular order.
- 13 Wisdom + Intuition + intellect + innovation + comm skills (preso, speaking, writing) + mgmt. skills + tech ability + just being the kind of guy you would be willing to be stuck on a desert island with (now you know it's Lundgren).
- 14 Well for one doing a survey like this shows character and willingness to improve.
- 15 Mike is visionary and innovative. He wants to change the world. He embraces the challenge of big ideas. Mike has a good balance of technical knowledge and market dynamics.
- 16 When doing an activity Mike enjoys, he is enthusiastic about doing it.
- 17 Ability to see/execute new ideas
- 18 He is a great idea person and has the ability to motivate others. This isn't a quality that many people have.
- 19 passion, vision, communication, big picture thinking
- 20 Taking a problem and breaking it down to simple parts and solves.
- 21 understanding of technology understanding of people innovative
- 22 He cares about the right things. Very smart with good insight. Attractive personality.
- 23 Creative Free Thinking Passionate Apolitical
- 24 Visionary Industry knowledge High energy
- 25 Creative Not afraid to take risks Work/life balance Gives subordinates authority and autonomy Open to differences of opinion Good presentation/speaking skills Respectful and thoughtful
- 26 Openess, Commitment, Sales
- 27 Leadership skills, charisma, communicator
- 28 Good person, knowledgeable about motivations/expectations of the customer and those that we want to be customers
- 29 Communication, energy, devoted
- 30 Mike's motivational inspiration brings out the best in people. A true learner, he is always exploring possibilities.


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9. What are Mike's weaknesses?

- 1 Probably in negotiations. Mike is passionate about his ideas and sometime has difficulty in letting others ideas be brought into the equation. Some may see this as bullheaded and not willing to work with others.
- 2 could be more aggressive when confronted with opposition to ideas/plans
- 3 Can be impatient when those around him aren't moving as fast as he is.
- 4 Pragmatism, Project Management
- 5 Technical skills
- 6 idealistic, gets frustrated easily, great leader/weak manager, doesn't deal with details
- 7 When something goes bad, he can tend to harp on it (which is something we all tend to do). Can be a little in your face, anti-authoritarian at times -- which can't be good for his career but gains the appreciation of those he protects.
- 8 Not assertive enough to pull others with him or weed out those that are preventing him from reaching his goal.
- 9 stubborn
- 10 perhaps gets focused on one idea for too long? maybe should focus on constantly generating new ideas and developing methodologies/teams around their execution and implementation.
- 11 Might practice taking more calculated risks.
- 12 dealing with office politics (which i also think makes you who you are in a positive way)... sometimes stuck or settles. stubborn POV i.e. chip on shoulder for innov. / start-ups in kansas vs. the valley etc.
- 13 He hugs to many trees.
Based on my observations, Mike has a tendency to be negative/pessimistic when faced with a situation that cannot be entirely changed in a way that meets his vision. Instead of rejoicing in the small positive steps towards progress, Mike will tend to paint the entire situation in a bad light. Politics/red-tape and a process-driven approach to getting things done is something that Mike does not appear to enjoy. He prefers a "blank canvas".
- 15 Mike has the attitude that everyone is against him and he is a victim of unfair treatment. This prohibits him from being effective in a team environment.
- 16 Listening
- 17 He is too nice and he has a hard time making a decision if he thinks it will make him the "bad guy" in the eyes of others.
- 18 candidness, confrontation, compromise, focus
- 19 Needs to develop a plan and all associated actions in order to get to what he really wants to do.
- 20 convincing everyone he is a team player - he is but needs to convince others creating opportunities for others to "win"
- 21 Not a strong life plan.
- 22 Applephileissue management Apolitical
- 23 May be too idealistic, could find operationalizing a challenge. I don't know this for sure...just filling in the blank!
- 24 Need to improve political skills with upper management Focuses majority of effort/resources on key knowledge areas vs entire focus on control
- 25 Leadership, Realism, Endurance
- 26 Likes to drive process and is too involved in details.
greater assertiveness and ownership. industry groups and other birds of a feather type organizations often are populated by extremely good engineers who don't understand market timing, customer need, and the fact that nature abhors a vacuum.
- 27 organisation, closing
- 29 n/a

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10. What would you recommend to Mike to change or develop his skills?

1 Learn to collect and use technical concepts from those that get it right

2 Be a little more forceful when dealing with adversity

3 pay attention to the details

4 Don't try and solve all the problems or issues at once. Take your ideas and incorporate them into existing practices and ideas. Build consensus among your peers and get them on board with your ideas.

5 Increase focus on end goal

6 Nothing.

7 Listen a little more & try to read the situation without reading his own bias into the situation (a difficulty we all face)

8 Believe in himself.

9 listen more

10 I'd like to see Mike bring more OEM ideation to his concepts. Sometimes the ideas, though good, seem like they are "in the ether." With his background, it seems like product development on a physical scale (not just online) could be a good idea. I know that seems contrary to the direction things are going and where seed capital may be, but it's just a feeling I have.

11 Find / build more moral support in life for the things that excite and move you!

12 Pair up with someone with the financial wherewithal and bias for action to help make his vision(s) reality

13 I have to many of my own to give any kind of advice.

14 Finding the right environment is critical. The smaller the company, the broader the scope of responsibility and the more that the job values creativity, the happier Mike will be (in my opinion). My advice to Mike is as follows: keep running (or doing other forms of physical activity), take breaks throughout the year to refresh, and, above all, find joy and peace in your life. These three things will (hopefully) contribute to having an abundance of optimism and happiness in your life.

15 Mike needs to be a team player and learn to take direction from others.

16 Stay positive, put yourself in situations that allow you to be creative and excited about what you're doing

17 Conflict resolution development would be a great tool for Mike.

18 do a survey about yourself

19 Find a way to get to do what you really want to do in life. Go Mike! Go do what it is you really want to do.

20 Form a plan. Get friends closer to him in order to get and give advice on success.

21 Strive to improve issue management skills and incorporate a few political skills into his arsenal.

22 I don't think I would. I admire him for finding a job that better suits his strengths.

23 In a corporate environment, Mike should focus on how to promote his boss. This is not an environment that is very healthy for Mike's skills and desires and he would become bored very soon. I see Mike succeeding in a partnership environment where he can enjoy focusing his skills and energy on what he likes and allowing other partners to focus on their core knowledge areas. This would enable Mike to enjoy autonomy, flexibility, authority, and income inline with his expectations.

24 Team building as a peer and separation of personal vs business issues

25 Trees grow best and strongest when regularly maintained, and that includes pruning. Otherwise, continue to be the Mike with honor, accountability, and ethics.

26 Keep doing what you're doing. Never quit learning and evolving.