



Employee Performance Report for: Chris Coddington

Employee Performance

The Employee Performance Report is designed to provide a representation of how you are progressing with building your performance. The following report provides your ranking of 75 items in the categories of Employees Competence, Results Drive, Emotional Engagement of Others, Employees Relationship Building, Employees EQ, Employee Trust, and Employee Values to see a representation of your knowledge from the current operating strengths and struggles, and the setting of goals to manage the development of your operating performance.

Section 1: Job Competence

Name	Chris Coddington
Your Email	chris.coddington@dnabehavior.com
Operates in a mature way	★★★★★☆☆
Effectively uses past experiences	★★★★★☆☆
Skilled and knowledgeable in current role	★★★★★★★
Pays attention to details	★★★★★★★
Simplifies complex concepts	★★★★★★★
Solves problems resourcefully	★★★★★★★
Follows processes and procedures	★★★★★★★
Demonstrates efficient use of technology and tools	★★★★★★★
Builds and implements processes	★★★★★★★
Addresses the needs and wants of clients	★★★★★★★
Job Competence Calculations	6.80

Section 2: Results Drive

Self-reviews work to ensure properly completed	★ ★ ★ ★ ★ ★ ★
Meets or exceeds planned targets	★ ★ ★ ★ ★ ★ ★
Commitment to continuous improvement	★ ★ ★ ★ ★ ★ ☆
Prioritizes to meet key objectives on time	★ ★ ★ ★ ★ ★ ★
Works in a structured manner	★ ★ ★ ★ ★ ★ ★
Takes action and is proactive	★ ★ ★ ★ ★ ★ ★
Gets all of the important things done	★ ★ ★ ★ ★ ★ ★
Passion for work	★ ★ ★ ★ ★ ★ ★
Responds to questions on a timely basis	★ ★ ★ ★ ★ ★ ★
Disciplined work habits	★ ★ ★ ★ ★ ★ ★
Results Drive Calculations	6.90

Section 3: Emotional Engagement of Others

Comfortable speaking directly	★ ★ ★ ★ ★ ★ ☆
Responds diplomatically when needed	★ ★ ★ ★ ★ ★ ★
Clearly communicates expectations	★ ★ ★ ★ ★ ★ ★
Provides appropriate level of information	★ ★ ★ ★ ★ ★ ★
Adapts communication style for people/situations	★ ★ ★ ★ ★ ★ ★
Speaks calmly in difficult conversations	★ ★ ★ ★ ★ ★ ★
Does not embellish explanations	★ ★ ★ ★ ★ ★ ★
Engages others in conversation	★ ★ ★ ★ ★ ★ ★
Expresses true views in meetings	★ ★ ★ ★ ★ ★ ★

Communicates to avoid surprises for others ★★★★★★

Emotional Engagement of Others Calculation 6.90

Section 4: Employee Relationship Building

Demonstrates understanding for others' concerns ★★★★★★

Provides regular encouragement and support ★★★★★★

Likeable and friendly ★★★★★★

Responds to questions patiently ★★★★★★

Treats people with respect ★★★★★★

Good listener ★★★★★★

Respects people's differences ★★★★★★

Addresses sensitive issues with empathy and tact ★★★★★★

Wants and helps others to succeed ★★★★★★

Contributes to the workplace being happy and fun ★★★★★★

Employee Relationship Building Calculation 7

Section 5: Employee EQ

Acknowledges how clients feel ★★★★★★

Allows others to be open about their frustrations with out becoming defensive ★★★★★★

Comfortable listening openly to other's feedback about his/her performance ★★★★★★

Takes personal responsibility ★★★★★★

Collaborates with others on his/her ideas ★★★★★★

Seeks confirming evidence before making judgments about others	★★★★★★
Forgives others when he/she is wronged	★★★★★★
Admits when he/she is angry	★★★★★★
Recognizes and responds appropriately to the emotions of others	★★★★★★
Manages negative emotions well when disappointed	★★★★★★
Avoids trivializing the feelings of others	★★★★★★
Willing to compromise	★★★★★★
Manages ego and self-promotion	★★★★★★
Not overly protective of his/her work or ideas	★★★★★★
Positively influences others without manipulating them	★★★★★★

Employee EQ Calculation 6.93

Section 6: Employee Trust

Demonstrates self belief	★★★★★☆☆
Provides positive energy	★★★★★★
Delegates and does not interfere	★★★★★★
Shares emotions and feelings	★★★★★★
Open with ideas and information	★★★★★★
Vulnerable, acknowledges his/her mistakes	★★★★★★
Shows humility	★★★★★☆☆
Willing to trust others	★★★★★★
Authentic	★★★★★★
Has an inclusive approach	★★★★★★

Employee Trust Calculation 6.80

Section 7: Employee Values

Supports company policies and values ★★★★★★

Demonstrates courage to do the right thing ★★★★★★

Has honesty and integrity ★★★★★★

Walk matches talk ★★★★★★

Keeps his/her promises ★★★★★★

Has good self-control ★★★★★★

Treats others fairly ★★★★★★

Thinks before taking action ★★★★★★

Exercises sound judgment ★★★★★★

Acts responsibly ★★★★★★

Employee Values Calculation 7

Average Total 6.90

Actual Total Score 518

Your Advisor's Email madelyn.villareal@dnabehavior.com

How was your experience with this discovery process?

😊 (7/7)

Employee Performance Optimization: Step-by-Step Approach

The overall Employee Performance Score out of a maximum score of 525 will tell you how well you are performing in the key areas for operational success. The objective is to design and invest the time, money, and resources into optimizing your mindset, behaviors, and capabilities as an operational person to become more relationship-centric and help unleash exponential growth in your business.

So, that you can use the feedback summary we have provided based on your responses, please follow these steps.

Step 1. Identification and Prioritization of Low Scores

- Conduct an initial assessment to identify your current scores for each of the seven primary Employee Performance categories.

- Rank the seven categories based on their scores, with the lowest scores getting the highest priority.
- Allocate more time and resources to the lowest-scoring categories to initiate improvement efforts.
 - In allocating more time to the lowest-scoring categories you mustn't let the highest-scoring categories decline.

Step 2. Setting the Target for Optimization

- Establish a clear goal for each category, ideally aiming for a score of 7/7.
- Recognize that while the ultimate goal is perfection, progress is more important than perfection.
- Develop specific, achievable objectives for each category to gradually progress towards the target score.

Step 3. Incremental Improvement for Mid-Range Scores

- Identify categories with scores between 4 and 6.
- Analyze these categories to understand what's working well and where improvements can be made.
- Implement targeted actions to elevate these scores, focusing on continuous, incremental progress.

Step 4. Continuous Assessment and Adjustment

- Establish a regular schedule for reassessing your scores in each category.
- Use these assessments to gauge progress and identify new areas that may require attention.
- Adapt your strategies based on these assessments, ensuring a flexible approach that responds to changing needs and circumstances.

Step 5. Documentation and Reflection

- Keep a detailed record of actions taken, progress made, and challenges encountered in each category.
- Reflect on these experiences regularly to glean insights and lessons that can inform future strategies.
- Share your progress and reflections with a mentor, coach, or peer group to gain external perspectives and advice.
- Repeat completion of the Employee Performance Discovery every 6 months.