



Truth- Teller Report

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Your Truth-Teller Report

You chose your Truth-Tellers to give you straight and honest feedback about how you come across to others in the workplace. Over the following pages you will be able to read what they have said. But before you dive in, it's worth taking a moment to remember why you've taken part in this activity and what you're hoping to get out of it. The information in this report is designed to broaden your self-awareness and give you a platform on which to build the next stage of your development.

When reading through your feedback, try to look at the similarities and differences in the responses you've received. Your respondents' feedback might closely follow or differ from your self-assessment, either way think about what your Truth-Tellers are telling you.

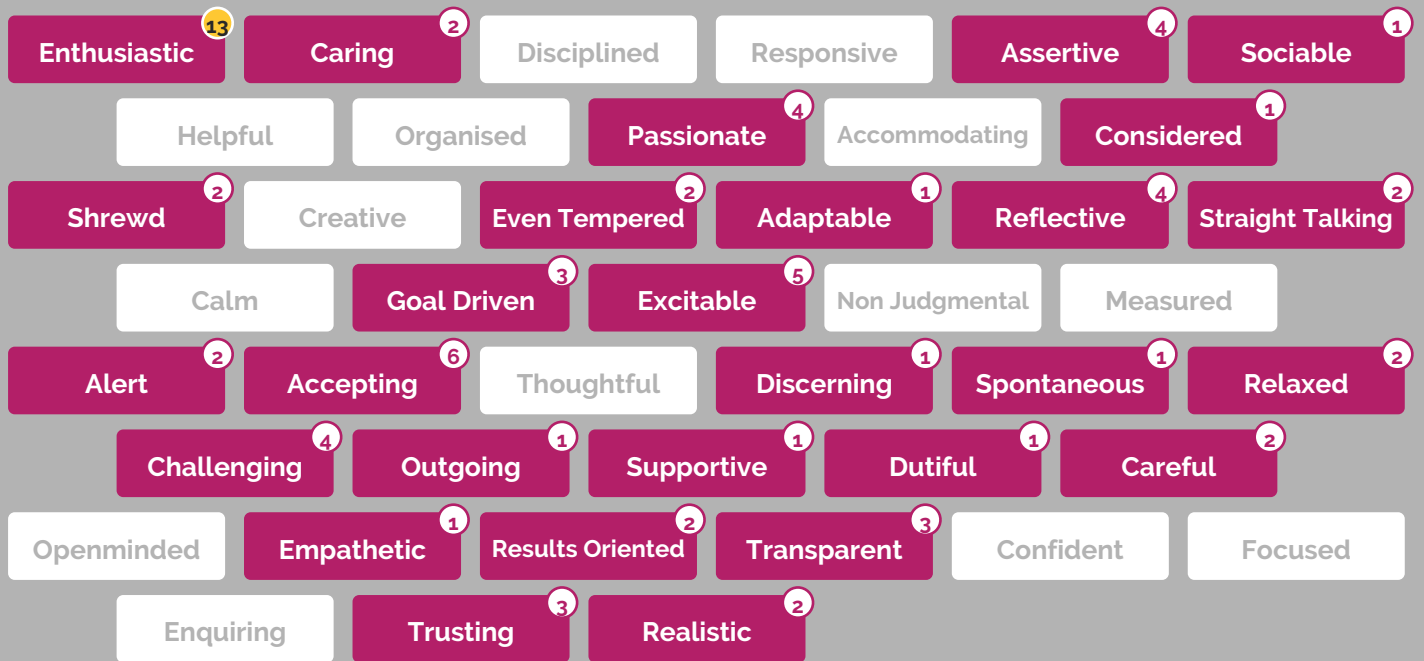
Your report contains feedback from the following people:

You	David Attenborough	Ella Fitzgerald
Jimmie Garcia	Cary Grant	Kristina Hammond
Audrey Hepburn	Thomas Jefferson	Rick Jones
Heather Mccarthy	Trevor McDonald	Rosa Parks
Steven Spielberg	Conrad Webb	Edmund Wright
Lauren Young		

Word Wall

When you're at your best

On this page you'll see a wall of words that your Truth-Tellers have chosen from. The highlighted bricks show the words that describe how they see you when you're at your best and can give you some valuable insight into how you come across to others.



If any words were chosen by one person or more, then you'll see a number displayed in the brick. You can also see which words each of your Truth-Tellers chose below.

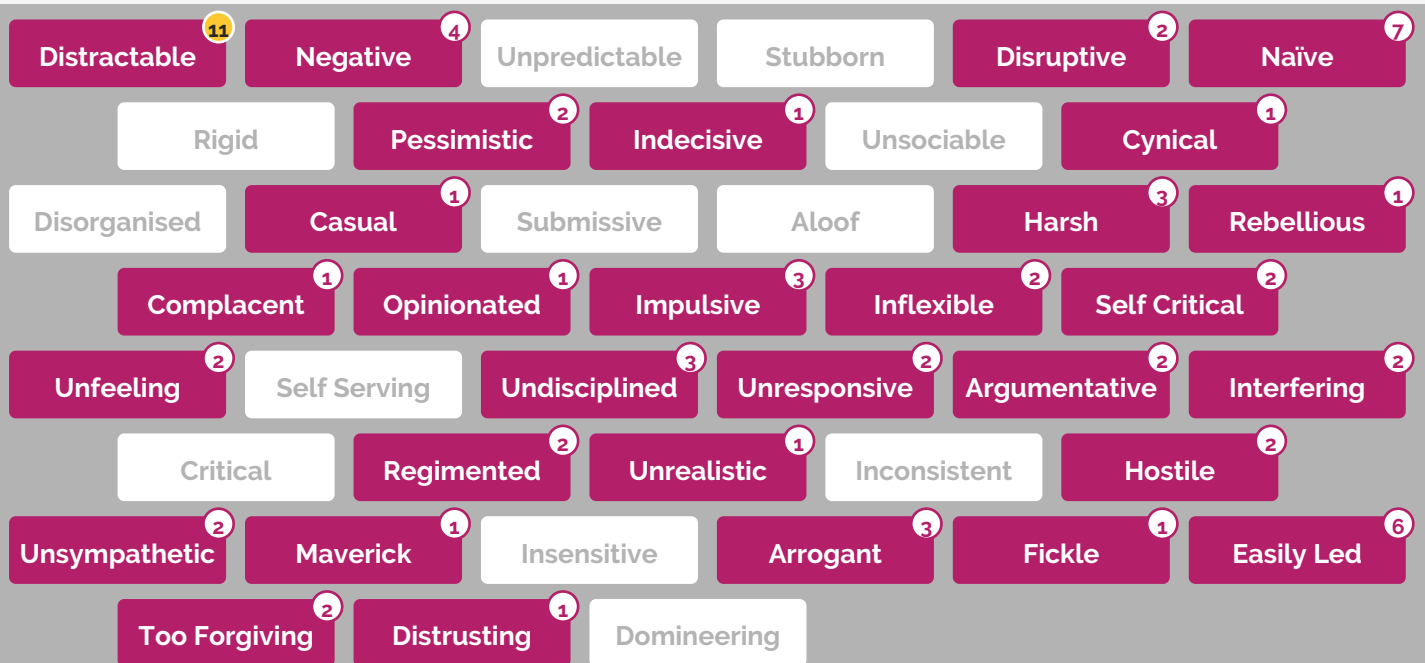
You	David	Ella	Jimmie	Cary	Kristina	Audrey	Thomas
Enthusiastic	Enthusiastic	Enthusiastic	Enthusiastic	Enthusiastic	Passionate	Enthusiastic	Assertive
Even Tempered	Caring	Caring	Sociable	Alert	Goal Driven	Passionate	Shrewd
Accepting	Even Tempered	Excitable	Shrewd	Accepting	Relaxed	Reflective	Straight Talking
Results Oriented	Excitable	Trusting	Alert	Relaxed	Trusting	Accepting	Results Oriented
Transparent	Transparent	Cooperative•	Spontaneous	Careful	Wonderful•	Dutiful	Realistic
Rick	Heather	Trevor	Rosa	Steven	Conrad	Edmund	Lauren
Enthusiastic	Enthusiastic	Enthusiastic	Enthusiastic	Enthusiastic	Enthusiastic	Excitable	Enthusiastic
Passionate	Straight Talking	Passionate	Assertive	Excitable	Assertive	Accepting	Assertive
Reflective	Accepting	Reflective	Accepting	Challenging	Reflective	Supportive	Considered
Discerning	Challenging	Challenging	Challenging	Realistic	Goal Driven	Trusting	Adaptable
Empathetic	Careful	Transparent	Outgoing		Excitable	Cooperative•	Goal Driven

Words marked with • have been personally selected.

Word Wall

When you're *not* at your best

On this page you'll see a wall of words that your Truth-Tellers have chosen from. The highlighted bricks show the words that describe how they see you when you're not at your best and can give you some valuable insight into how you come across to others.



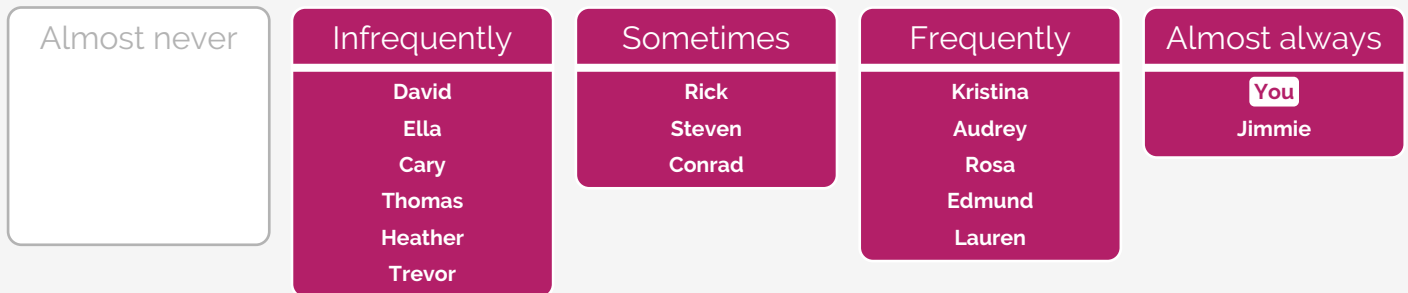
If any words were chosen by one person or more, then you'll see a number displayed in the brick. You can also see which words each of your Truth-Tellers chose below.

You	David	Ella	Jimmie	Cary	Kristina	Audrey	Thomas
Naïve	Distractable	Negative	Unresponsive	Negative	Distractable	Distractable	Distractable
Casual	Naïve	Naïve	Fickle	Pessimistic	Opinionated	Pessimistic	Complacent
Harsh	Undisciplined	Cynical	Easily Led	Rebellious	Inflexible	Unfeeling	Impulsive
Unresponsive	Unsympathetic	Regimented	Wondering•	Argumentative	Interfering	Easily Led	Maverick
Arrogant		Easily Led		Worrisome•	Easily Led	Too Forgiving	Too Forgiving
Rick	Heather	Trevor	Rosa	Steven	Conrad	Edmund	Lauren
Distractable	Distractable	Distractable	Distractable	Distractable	Distractable	Naïve	Distractable
Negative	Indecisive	Impulsive	Disruptive	Naïve	Negative	Self Critical	Disruptive
Impulsive	Harsh	Unfeeling	Naïve	Undisciplined	Inflexible	Hostile	Naïve
Argumentative	Undisciplined	Interfering	Harsh	Regimented	Self Critical	Distrusting	Easily Led
Unsympathetic	Arrogant	Arrogant	Easily Led	Unrealistic	Hostile	Worries•	

Words marked with • have been personally selected.

How you rated against the following statements...

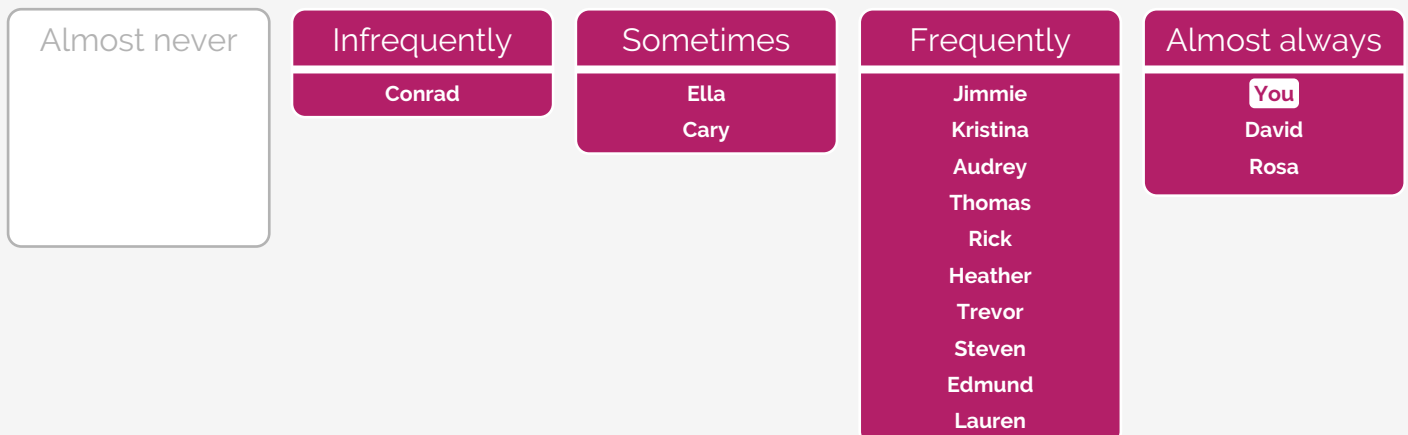
Generally tends to make plans and stick to them regardless of what else comes up



Is interested in what others think before they rush to state their own opinion



Engages with others to get work done and shares what they are doing

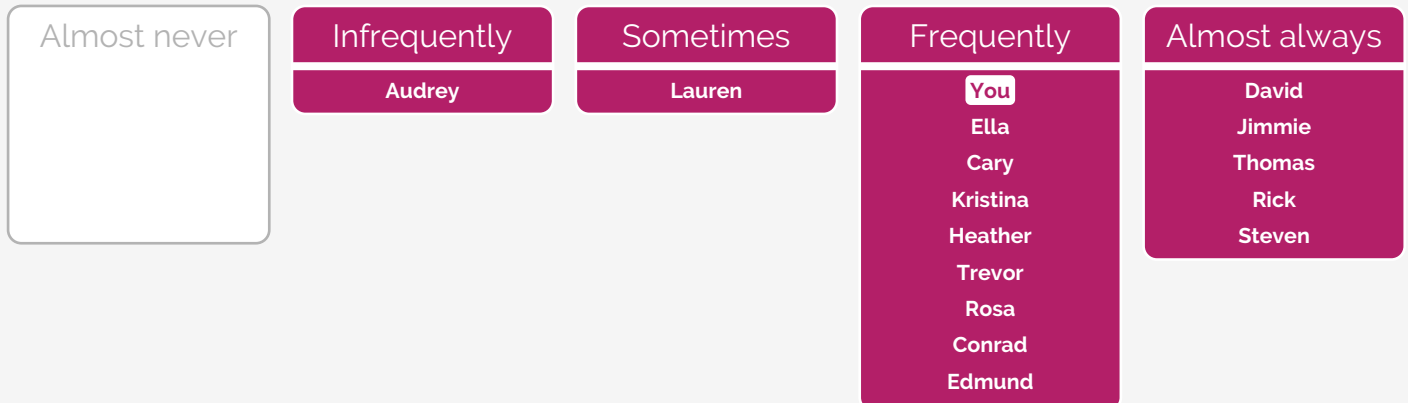


How you rated... (cont.)

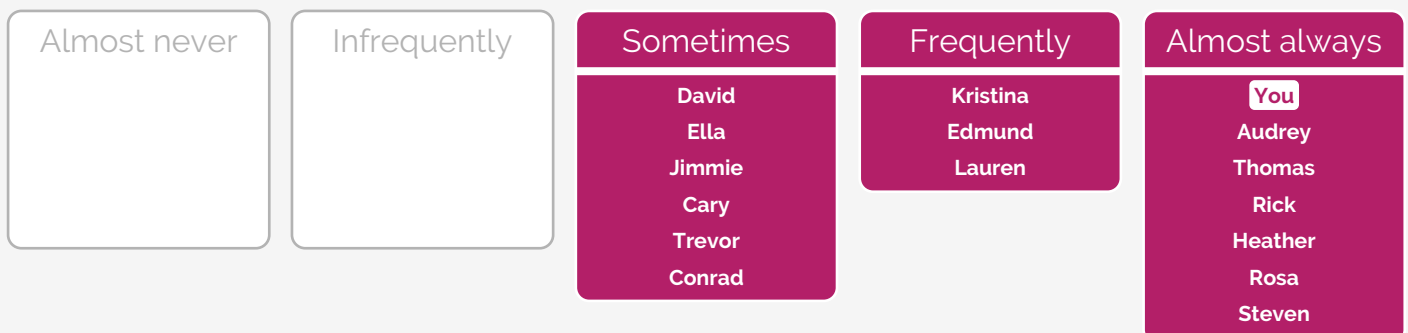
Is thoughtful, reflective and thinks things through carefully



Is straight talking, practical and gets to the point

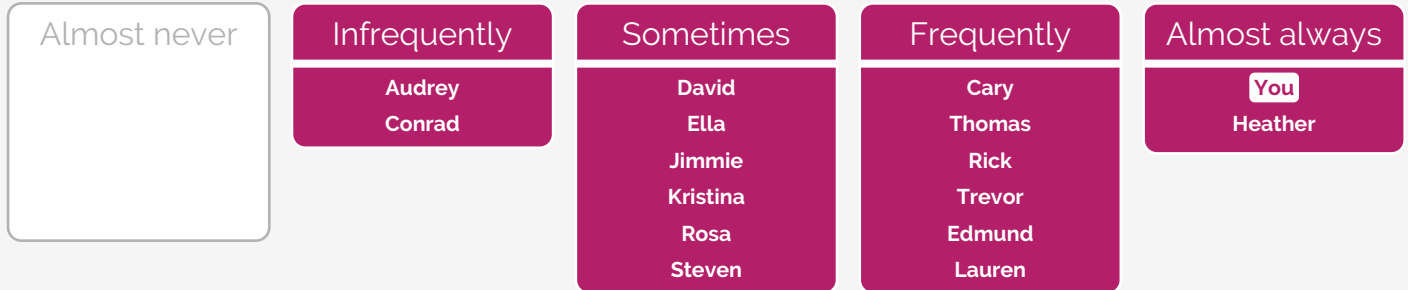


Has a high regard for others, trusts people and is supportive

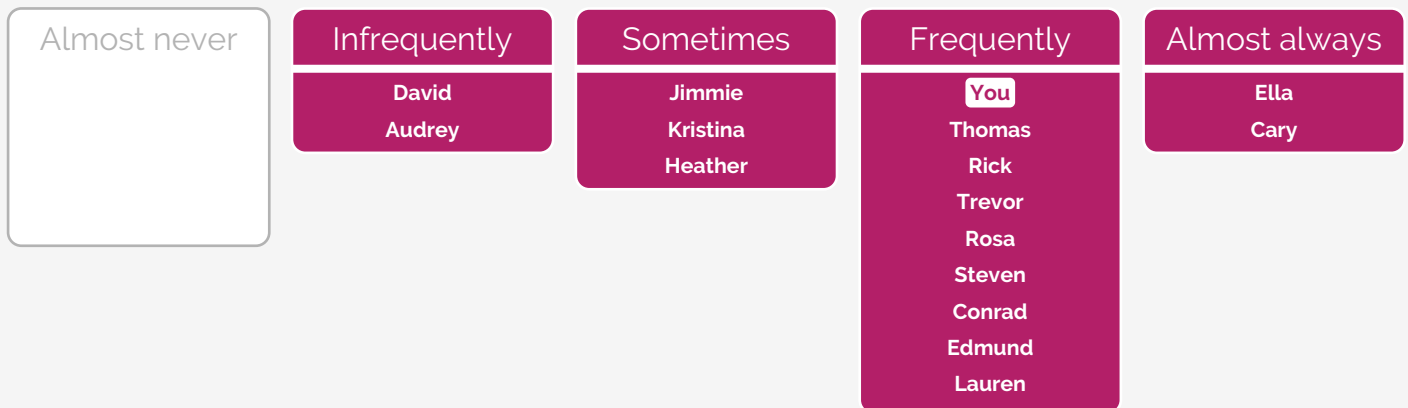


How you rated... (cont.)

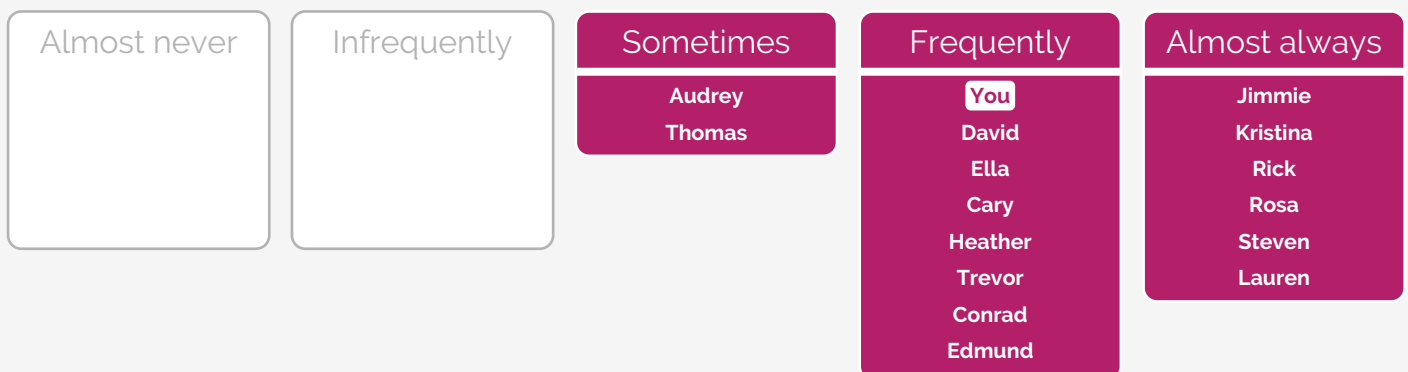
Is structured, organised and consistent



Is flexible and free-thinking in their approach and prefers to let things happen

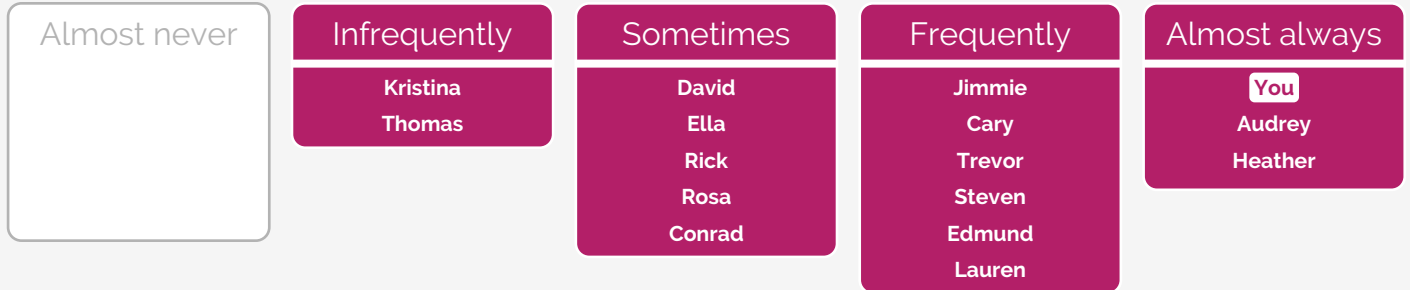


Is keen to do their best and be responsive to what goes on around them



How you rated... (cont.)

Is even tempered, laid back and generally calm about most things



Your truth-tellers' comments

What value does this person add when they are at their best?

You say...

Listening, coaching, engaging others. I am also comfortable challenging the way things are done where I think there are better solutions to be explored.

Steven says...

Staff empowerment, support and modern methods of working to achieve high results and satisfaction from all stakeholders.

Ella says...

What I love about Sally is her passion and his creativity. She thinks about things in a completely different way, bringing totally new perspective!

Rosa says...

Passion and commitment to do the right thing well.

Trevor says...

She is knowledgeable and professional and always finding smarter ways to work. She consistently improves on output, most times exceeding expectations. These have put the Team in a good light.

Audrey says...

Connecting, encouraging & supporting people,

Your truth-tellers' comments

What value does this person add when they are at their best?

Audrey says...

making the work and the place better. Very motivational and will tend to give a balanced view of different perspectives. Tends to see the best in people and can often defuse a situation if there is conflict / animosity.

David says...

Sally is an incredible force, bringing insight and skill whilst creating the space for others to do the same. She encourages and builds a team where everyone has a voice and can challenge. She has this innate ability to see talent in others and to draw it out.

Cary says...

Connecting, encouraging & supporting people, making the work and the place better. Very motivational and will tend to give a balanced view of different perspectives. Tends to see the best in people and can often defuse a situation if there is conflict / animosity

Thomas says...

She's a great colleague!

Kristina says...

She remains calm under pressure, especially in an emergency. She has have the ability to work independently or as part of a team and engage staff through the decision making process, to help on board the team, or

Your truth-tellers' comments

What value does this person add when they are at their best?

Kristina says...

direct when required.

Jimmie says...

Inspiring, illustrating their messages through fabulous story telling. Putting herself in the shoes of the person/people she is talking to. Listening. Treating people as peers and equals.

Rick says...

Approachable and helpful.

Heather says...

She brings focus and drive to excel. Great industry knowledge, trustworthy and reliable,

Edmund says...

She encourages and builds a team where everyone has a voice and can challenge. She has this innate ability to see talent in others and to draw it out.

Conrad says...

calm collected nature

Your truth-tellers' comments

What value does this person add when they are at their best?

Lauren says...

Very good at what she does and willing to help where necessary.

Your truth-tellers' comments

What risks or areas for development does this person need to be aware of?

You say...

I can sometimes be too big picture, without thinking through the details to make it a reality and communicating my thinking to others better.

Steven says...

Sometimes Sally is very assertive and direct way to get her point of view across and communicate it, some staff may see this as a bit challenging, emotional etc.

Ella says...

Lack of organisation/planning/execution. downfall. Additionally, she has a tendency to act on impulse and sometimes she needs to take a step back and resist getting involved.

Rosa says...

Generally, she is a great manager but we are under a lot of pressure and this is when she sometimes crumbles.

Trevor says...

She shoots from the hip sometimes and is passionate about what we do, which is admirable, but it would be better if she checked in with the team to find out the facts.

Audrey says...

A bit more awareness of communication style and impacts when dealing and working for a diverse

Your truth-tellers' comments

What risks or areas for development does this person need to be aware of?

Audrey says...

community organisation.

David says...

Not always clear on your priorities and disciplined in sticking to them. Sometimes the goal-posts change and it's not always communicated why

Cary says...

She can be disorganised and unable to follow through or execute things. This can lead to frustration and confusion for her and others leading to greater disorganisation.

Thomas says...

Her direct style might put some off.

Kristina says...

Sally can sometimes be too big picture, without thinking through the details to make it a reality and communicating her thinking to others better.

Jimmie says...

Seemingly disorganised and doesn't plan ahead to bring people with her. Sally will always deliver

Your truth-tellers' comments

What risks or areas for development does this person need to be aware of?

Jimmie says...

requires a huge amount of trust as sometimes others are blind as to what she is getting us involved in.

Rick says...

Learn to communicate and speak to with others and not make them feel they are not doing a good job by interfering in a negative way,

Heather says...

She can get caught up in too much detail which delays work being done. She could be more aware of staff that are not performing and address the issue of performance, as she will pick up others work load which then results in her own work potentially falling behind.

Edmund says...

Be able to say no and delegate more to other staff members.

Conrad says...

need to be able to adjust my style more

Your truth-tellers' comments

What risks or areas for development does this person need to be aware of?

Lauren says...

She can be very direct so it would help as a leader if she could moderate this under pressure.