



Truth- Teller Report

Sally Sample

25th October 2019

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 take part in this activity and what you're hoping to get out of it. The information in this report is designed to broaden your selfawareness 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 response you've received. Your respondent's 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
Steven Spielberg
Ella Fitzgerald
Rosa Parks
Trevor McDonald
Audrey Hepburn

David Attenborough
Cary Grant
Tomas Jefferson
Kristina Hammond
Jimmie Garcia
Rick Jones

Heather Mccarthy
Edmund Wright
Conrad Webb
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.

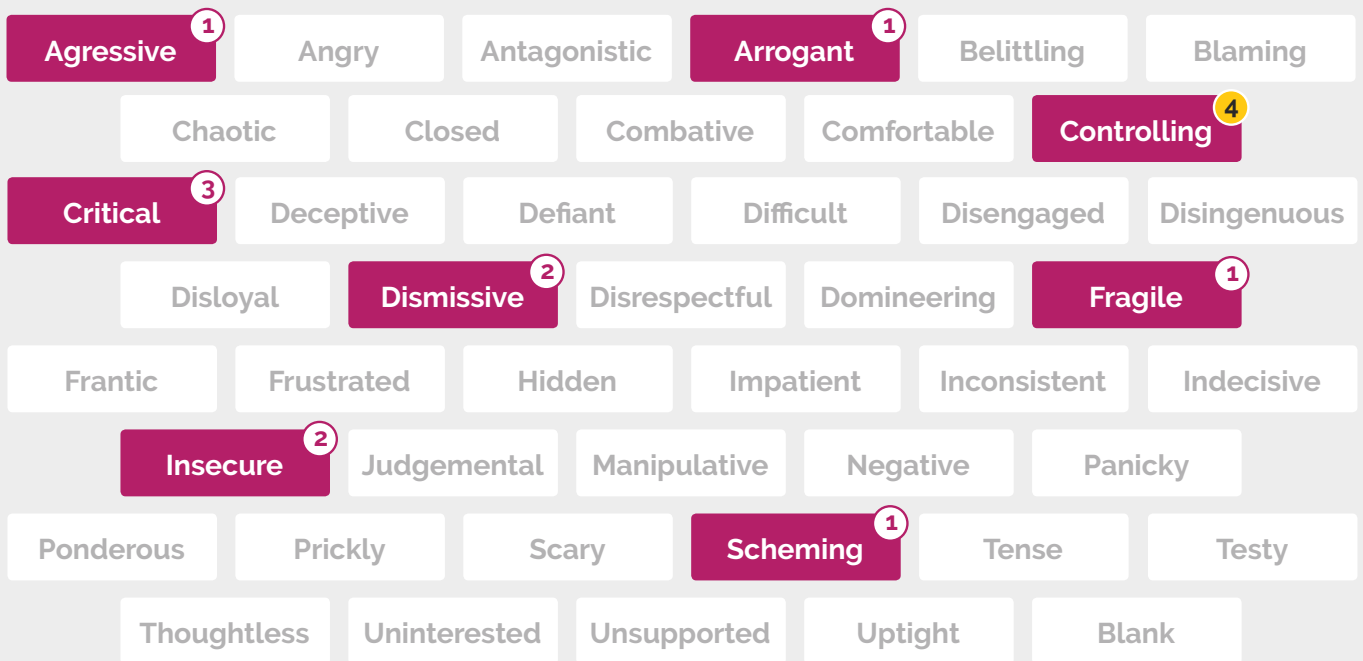
You	Steven	Rosa	David	Ella	Cary	Trevor	Audrey
Accountable	Balanced	Collaborative	Collaborative	Empathetic	Accountable	Balanced	Collaborative
Balanced	Collaborative	Empathetic	Cooperative	Open	Balanced	Collaborative	Empathetic
Candid	Cooperative •	Inspiring	Realistic	Present	Candid •	Cooperative	Honest •
Genuine	Empathetic	Open	Respectful	Sincere •	Genuine	Empathetic	Open
Trustworthy	Genuine	Present	Trustworthy	Trustworthy	Trustworthy	Genuine	Present
Tomas	Kristina	Jimmie	Rick	Heather	Edmund	Conrad	Lauren
Accountable	Balanced	Collaborative	Collaborative	Empathetic	Accountable	Balanced	Collaborative
Balanced	Collaborative	Empathetic	Cooperative	Open	Balanced	Collaborative	Empathetic
Candid	Cooperative •	Inspiring	Realistic	Present	Candid •	Cooperative	Honest •
Genuine	Empathetic	Open	Respectful	Sincere •	Genuine	Empathetic	Open
Trustworthy	Genuine	Present	Trustworthy	Trustworthy	Trustworthy	Genuine	Present

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	Steven	Rosa	David	Ella	Cary	Trevor	Audrey
Bored	Critical	Controlling	Controlling	Controlling	Bored	Critical	Controlling
Critical	Controlling	Critical	Scheming	Insecure	Closed	Controlling	Critical
Defiant	Insecure	Thoughtless	Critical	Wondering •	Defiant	Insecure	Thoughtless
Uninterested	Indecisive	Worrisome •	Judgemental	Testy	Impatient	Negative	Grumpy •
Uptight	Manipulative	Unsupported	Testy	Thoughtless	Uninterested	Boring •	Uptight
Tomas	Kristina	Jimmie	Rick	Heather	Edmund	Conrad	Lauren
Bored	Critical	Controlling	Controlling	Controlling	Bored	Critical	Controlling
Critical	Controlling	Critical	Scheming	Insecure	Closed	Controlling	Critical
Defiant	Insecure	Thoughtless	Critical	Wondering •	Defiant	Insecure	Thoughtless
Uninterested	Indecisive	Worrisome •	Judgemental	Testy	Impatient	Negative	Grumpy •
Uptight	Manipulative	Unsupported	Testy	Thoughtless	Uninterested	Boring •	Uptight

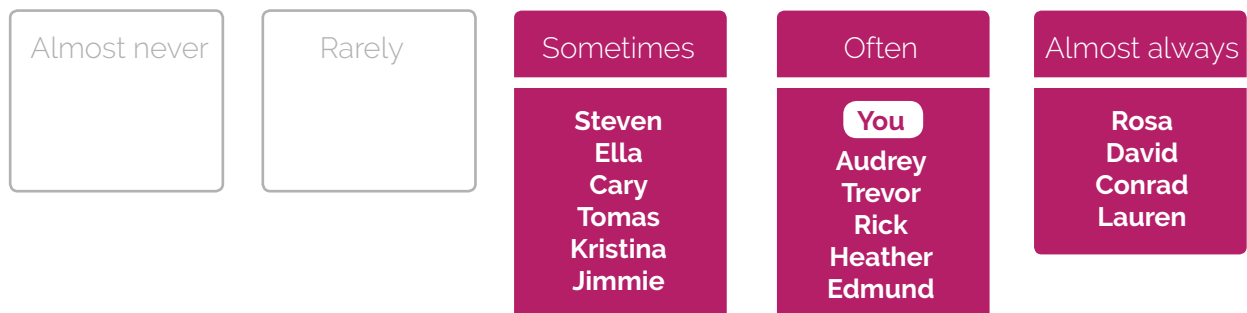
Words marked with • have been personally selected.

How you rated against the following statements...

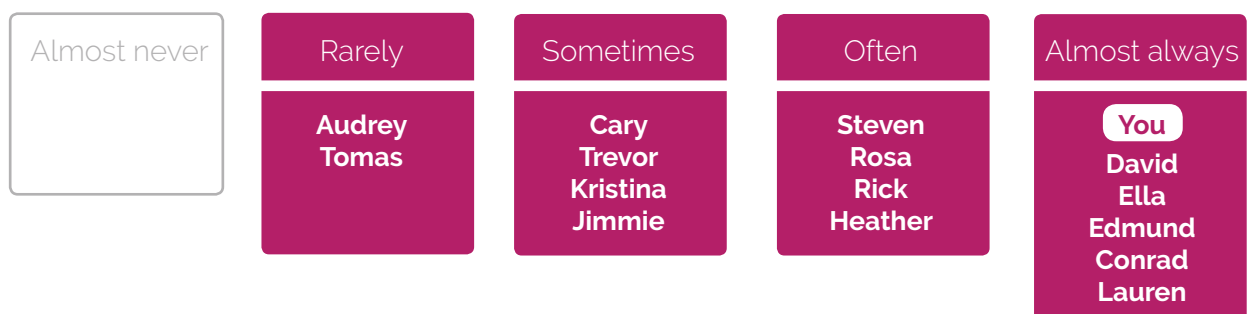
Leads in an authentic way



Is inclusive and builds trusting relationships and encourages colleagues to collaborate

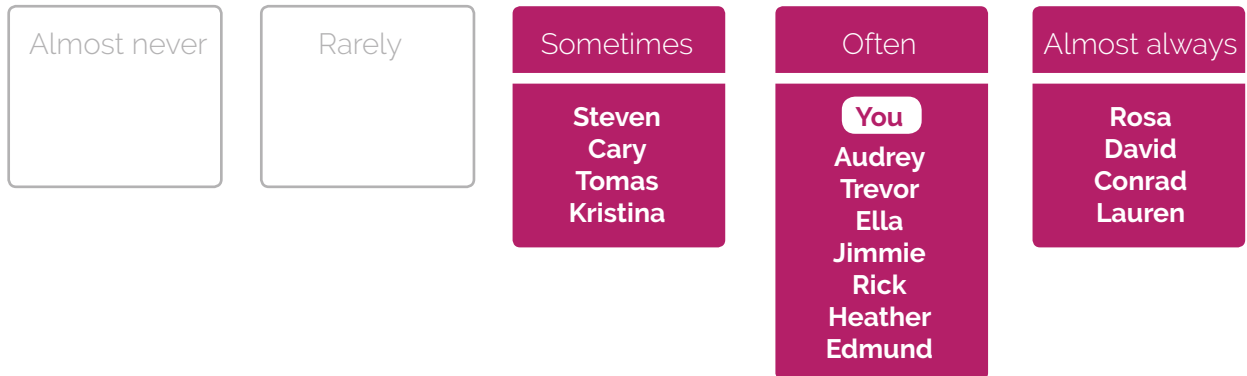


Consistently embraces change

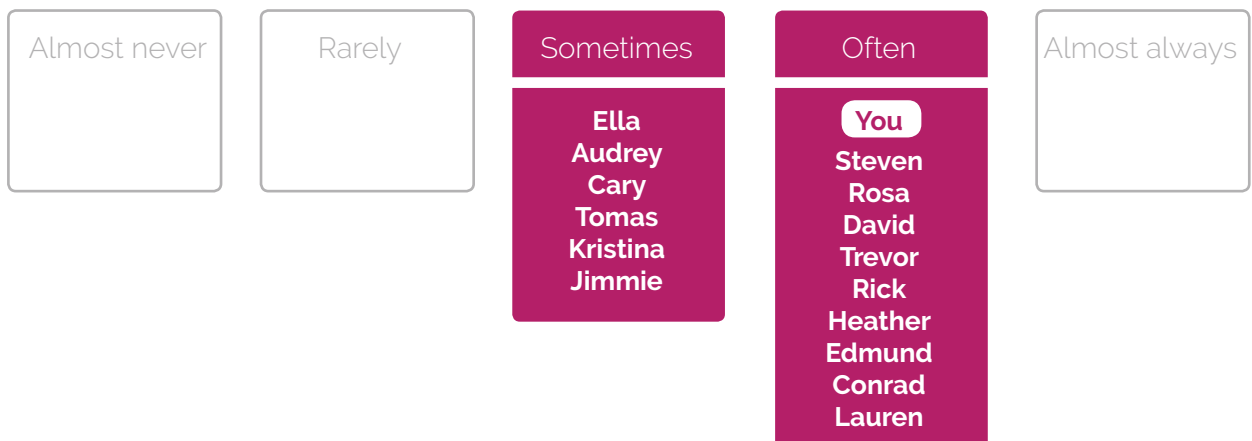


How you rated... (cont.)

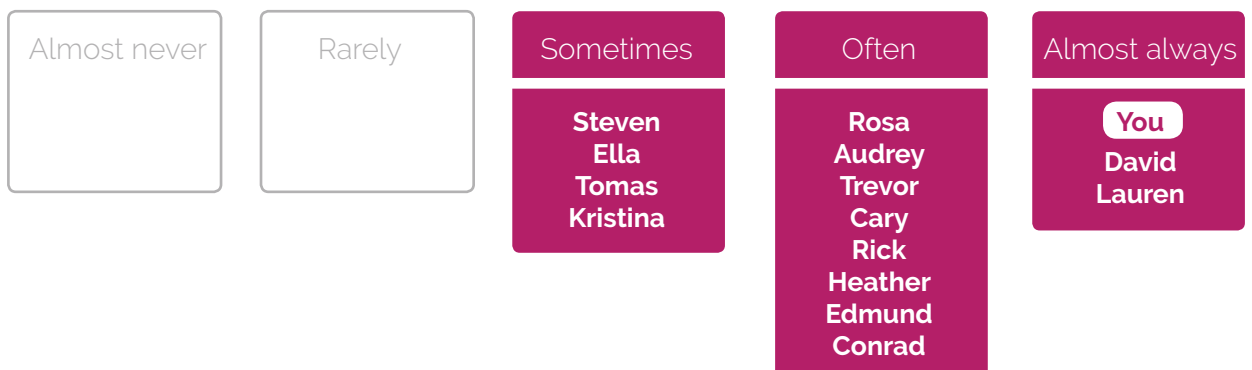
Is focused on high performance and has the belief to succeed



Through role modelling the right behaviours inspires others to perform their best

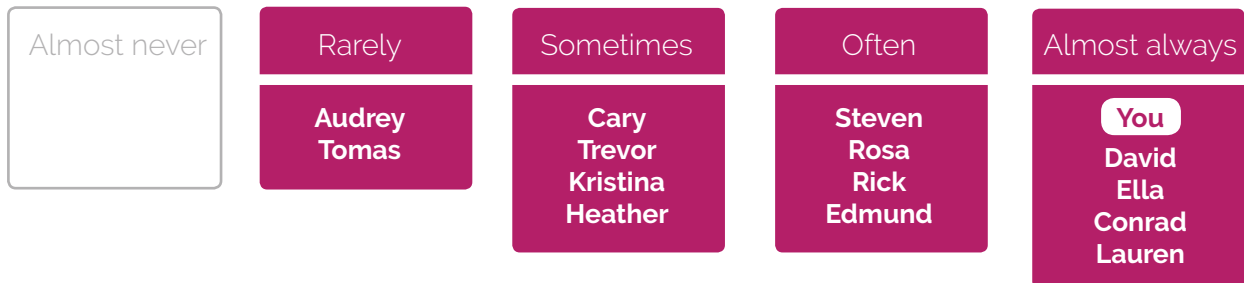


Recognises and rewards good behaviour and performance

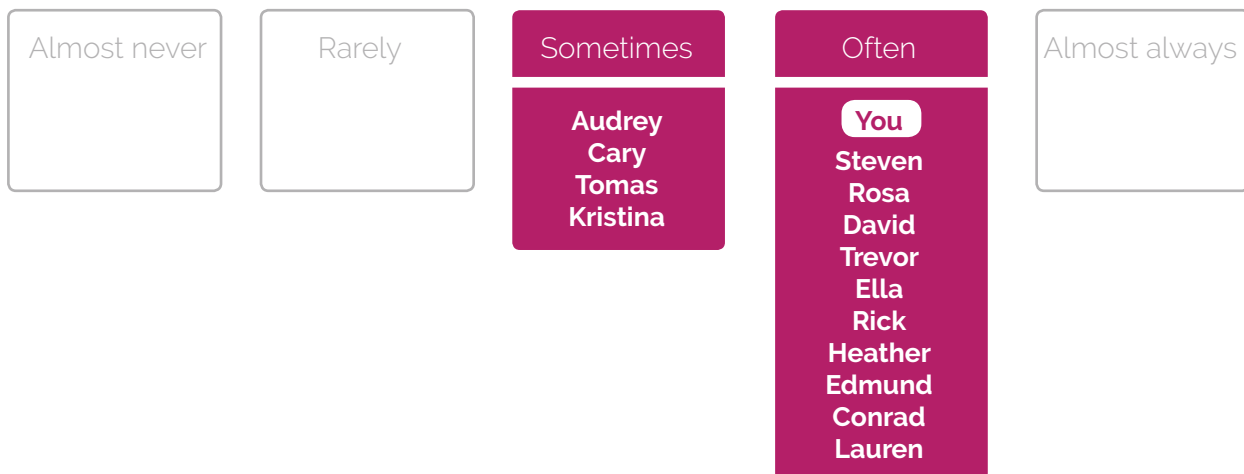


How you rated... (cont.)

Treats others with fairness and respect



Uses the right tools and has the ways and means to do a great job



Your truth-tellers' comments

What is it about this person (especially their character) that you see them doing 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.

A colleague 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.

A colleague 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!

A colleague says...

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

A colleague 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.

Your truth-tellers' comments

What do you believe could be their 'Achilles heel' (that could prevent them from reaching their potential)?

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.

A colleague 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.

A colleague 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.

A colleague says...

Seemingly disorganised and doesn't plan ahead to bring people with her. Sally will always deliver requires a huge amount of trust as sometimes others are blind as to what she is getting us involved in.

A colleague 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.