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## ODsurvey Sample Survey

### Sample Frequency Distribution

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# Sample Frequency Distribution

## Frequency Distribution

This report type shows the total of responses under each answer option for a survey question or group of questions (category). The numbers represent the number of respondents that gave a certain response from each demographic group.

For example, if 3 out of 10 people in the Direct Report demographic group marked N/A as a response to a given question, the Frequency Distribution will show 3 respondents saying N/A for the Direct Report group. The results are indicated by a number below each answer option.

In this report the Not Applicable responses are included. This ensures that each answer option, including N/A, is tabulated.

This report is used when you want a detailed description of survey results. The Frequency Distribution report provides an in-depth look at the data.

### Demographic Summary

Self	1
Boss	1
Direct Report	3
Peer	3
Customer	4
Other	3
Total	15



# Sample Frequency Distribution

## Top Four (4 questions)

4. At the end of a project, discusses improvements to make next time with his/her team.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
All Respondents (15)	0	1	3	2	8	1

9. People respect this person's knowledge and experience in his/her field.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
All Respondents (15)	1	2	1	5	5	1

6. Is more interested in learning from problems than blaming them on others.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
All Respondents (15)	0	1	6	3	5	0

17. Demonstrates personal commitment and persistence in achieving goals.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
All Respondents (15)	0	1	3	6	5	0



# Sample Frequency Distribution

## Bottom Four (4 questions)

28. Has a clear vision of what he/she wants to achieve.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
All Respondents (15)	1	2	7	4	1	0

27. Displays a sense of security and self-assurance.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
All Respondents (15)	0	2	8	4	1	0

14. Acts decisively after considering input.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
All Respondents (15)	0	3	7	4	1	0

15. Anticipates and overcomes obstacles, balancing quality, budget, and timeliness.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
All Respondents (15)	0	1	8	6	0	0



# Sample Frequency Distribution

## Self Improvement (13 questions)

Summary:

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	2	2	4	5	0
Boss (1)	0	0	1	5	4	3
Direct Report (3)	1	4	12	14	5	3
Peer (3)	0	2	18	15	4	0
Customer (4)	0	6	15	22	9	0
Other (3)	0	4	12	16	7	0
Total (15)	1	18	60	76	34	6

1. Applies new and innovative ways of doing things.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	1	0	0	0	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	0	0	2	1	0	0
Peer (3)	0	1	1	1	0	0
Customer (4)	0	0	1	2	1	0
Other (3)	0	1	1	1	0	0
Total (15)	0	3	6	5	1	0



# Sample Frequency Distribution

2. Applies new ways of doing things to improve effectiveness.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	1	0	0	0	0
Boss (1)	0	0	0	1	0	0
Direct Report (3)	0	0	0	3	0	0
Peer (3)	0	0	1	2	0	0
Customer (4)	0	0	1	2	1	0
Other (3)	0	0	3	0	0	0
Total (15)	0	1	5	8	1	0

3. Asks people from other groups for suggestions for improvement.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	1	0	0	0
Boss (1)	0	0	0	1	0	0
Direct Report (3)	0	0	1	0	2	0
Peer (3)	0	0	2	0	1	0
Customer (4)	0	0	1	2	1	0
Other (3)	0	1	1	1	0	0
Total (15)	0	1	6	4	4	0



## Sample Frequency Distribution

4. At the end of a project, discusses improvements to make next time with his/her team.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	1	0	0	0
Boss (1)	0	0	0	0	1	0
Direct Report (3)	0	0	0	1	1	1
Peer (3)	0	0	1	0	2	0
Customer (4)	0	0	1	0	3	0
Other (3)	0	1	0	1	1	0
Total (15)	0	1	3	2	8	1

5. Discusses lessons learned with his/her team to improve results next time.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	0	1	0
Boss (1)	0	0	0	0	0	1
Direct Report (3)	0	0	0	1	0	2
Peer (3)	0	0	1	2	0	0
Customer (4)	0	1	1	1	1	0
Other (3)	0	0	1	1	1	0
Total (15)	0	1	3	5	3	3



## Sample Frequency Distribution

6. Is more interested in learning from problems than blaming them on others.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	0	1	0
Boss (1)	0	0	0	0	1	0
Direct Report (3)	0	0	1	0	2	0
Peer (3)	0	0	2	1	0	0
Customer (4)	0	1	2	0	1	0
Other (3)	0	0	1	2	0	0
Total (15)	0	1	6	3	5	0

7. Is open to constructive criticism without becoming defensive.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	0	0	1	0
Direct Report (3)	0	0	1	2	0	0
Peer (3)	0	0	2	1	0	0
Customer (4)	0	1	2	1	0	0
Other (3)	0	0	0	3	0	0
Total (15)	0	1	5	8	1	0





## Sample Frequency Distribution

8. Is open to new learning and criticism without becoming defensive.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	0	1	0	0
Direct Report (3)	0	1	1	1	0	0
Peer (3)	0	0	1	2	0	0
Customer (4)	0	1	0	3	0	0
Other (3)	0	0	0	2	1	0
Total (15)	0	2	2	10	1	0

9. People respect this person's knowledge and experience in his/her field.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	0	1	0
Boss (1)	0	0	0	0	0	1
Direct Report (3)	1	1	0	1	0	0
Peer (3)	0	1	0	1	1	0
Customer (4)	0	0	1	3	0	0
Other (3)	0	0	0	0	3	0
Total (15)	1	2	1	5	5	1



## Sample Frequency Distribution

10. Stays current with latest technologies, trends and developments in his/her job.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	0	1	0
Boss (1)	0	0	0	0	1	0
Direct Report (3)	0	2	1	0	0	0
Peer (3)	0	0	1	2	0	0
Customer (4)	0	0	2	2	0	0
Other (3)	0	0	0	3	0	0
Total (15)	0	2	4	7	2	0

11. Stays current with the latest technologies and developments in his/her field.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	0	1	0	0
Direct Report (3)	0	0	2	1	0	0
Peer (3)	0	0	1	2	0	0
Customer (4)	0	1	1	1	1	0
Other (3)	0	0	2	1	0	0
Total (15)	0	1	6	7	1	0



## Sample Frequency Distribution

12. Talks with people from other groups to find better ways of working together.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	0	1	0	0
Direct Report (3)	0	0	2	1	0	0
Peer (3)	0	0	3	0	0	0
Customer (4)	0	1	1	2	0	0
Other (3)	0	1	1	0	1	0
Total (15)	0	2	7	5	1	0

13. When I have a tough problem, people recommend this person as an expert in his/her field.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	0	1	0
Boss (1)	0	0	0	0	0	1
Direct Report (3)	0	0	1	2	0	0
Peer (3)	0	0	2	1	0	0
Customer (4)	0	0	1	3	0	0
Other (3)	0	0	2	1	0	0
Total (15)	0	0	6	7	1	1

### Results Oriented (11 questions)



# Sample Frequency Distribution

Summary:

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	3	5	3	0
Boss (1)	0	2	7	1	1	0
Direct Report (3)	2	4	11	11	5	0
Peer (3)	0	3	10	15	4	1
Customer (4)	0	4	15	16	8	1
Other (3)	1	1	13	12	5	1
Total (15)	3	14	59	60	26	3

14. Acts decisively after considering input.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	0	0	1	0
Direct Report (3)	0	1	2	0	0	0
Peer (3)	0	1	1	1	0	0
Customer (4)	0	1	2	1	0	0
Other (3)	0	0	2	1	0	0
Total (15)	0	3	7	4	1	0



# Sample Frequency Distribution

15. Anticipates and overcomes obstacles, balancing quality, budget, and timeliness.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	0	1	0	0
Direct Report (3)	0	0	3	0	0	0
Peer (3)	0	1	1	1	0	0
Customer (4)	0	0	3	1	0	0
Other (3)	0	0	1	2	0	0
Total (15)	0	1	8	6	0	0

16. Assumes ownership of problems and the role of problem-solver.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	1	1	0	1	0	0
Peer (3)	0	1	0	1	1	0
Customer (4)	0	0	0	3	1	0
Other (3)	0	0	0	3	0	0
Total (15)	1	2	1	9	2	0



## Sample Frequency Distribution

17. Demonstrates personal commitment and persistence in achieving goals.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	1	0	0	0	0
Direct Report (3)	0	0	1	1	1	0
Peer (3)	0	0	1	2	0	0
Customer (4)	0	0	0	1	3	0
Other (3)	0	0	1	1	1	0
Total (15)	0	1	3	6	5	0

18. Looks for ways to personally cut costs and increase productivity.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	0	1	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	0	1	0	1	1	0
Peer (3)	0	0	2	1	0	0
Customer (4)	0	0	1	2	1	0
Other (3)	0	0	1	1	1	0
Total (15)	0	1	5	5	4	0



# Sample Frequency Distribution

19. Makes a valuable contribution to tasks he/she is involved in.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	0	1	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	0	0	0	2	1	0
Peer (3)	0	0	1	2	0	0
Customer (4)	0	0	1	3	0	0
Other (3)	0	0	1	0	1	1
Total (15)	0	0	4	7	3	1

20. Manages around/through obstacles to meet deadlines/budgets and project goals.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	0	1	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	0	0	1	1	1	0
Peer (3)	0	0	1	2	0	0
Customer (4)	0	1	1	0	1	1
Other (3)	0	0	1	1	1	0
Total (15)	0	1	5	4	4	1



## Sample Frequency Distribution

21. Provides early warning to senior management when results are in jeopardy beyond personal/work group ability to correct.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	1	0	0	0	0
Direct Report (3)	0	0	0	3	0	0
Peer (3)	0	0	0	3	0	0
Customer (4)	0	0	1	1	2	0
Other (3)	0	0	1	2	0	0
Total (15)	0	1	2	10	2	0

22. Sets clear priorities and explains interdependency of projects.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	1	0	0	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	0	0	3	0	0	0
Peer (3)	0	0	1	1	1	0
Customer (4)	0	0	2	2	0	0
Other (3)	0	0	3	0	0	0
Total (15)	0	0	11	3	1	0





## Sample Frequency Distribution

23. Sets/advises on action plans that measure drivers of results and enable prompt course correction.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	1	0	0	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	0	1	1	1	0	0
Peer (3)	0	0	1	0	2	0
Customer (4)	0	1	2	1	0	0
Other (3)	0	1	2	0	0	0
Total (15)	0	3	8	2	2	0

24. Welcomes "bad" news as well as good.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	1	0	0	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	1	0	0	1	1	0
Peer (3)	0	0	1	1	0	1
Customer (4)	0	1	2	1	0	0
Other (3)	1	0	0	1	1	0
Total (15)	2	1	5	4	2	1

## Resilience (6 questions)



# Sample Frequency Distribution

Summary:

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	3	3	0	0
Boss (1)	0	0	3	2	1	0
Direct Report (3)	0	0	5	10	2	1
Peer (3)	1	5	5	5	2	0
Customer (4)	0	0	11	10	3	0
Other (3)	0	2	10	5	1	0
Total (15)	1	7	37	35	9	1

25. Demonstrates flexibility when responding to uncertainty, ambiguity, and change.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	1	0	0	0
Boss (1)	0	0	0	0	1	0
Direct Report (3)	0	0	0	3	0	0
Peer (3)	0	1	0	1	1	0
Customer (4)	0	0	3	0	1	0
Other (3)	0	0	2	1	0	0
Total (15)	0	1	6	5	3	0



# Sample Frequency Distribution

26. Develops structured or organized approaches to managing ambiguity.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	0	1	0	0
Direct Report (3)	0	0	1	1	1	0
Peer (3)	0	1	1	1	0	0
Customer (4)	0	0	1	3	0	0
Other (3)	0	0	2	1	0	0
Total (15)	0	1	5	8	1	0

27. Displays a sense of security and self-assurance.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	0	0	1	1	1	0
Peer (3)	0	1	2	0	0	0
Customer (4)	0	0	2	2	0	0
Other (3)	0	1	2	0	0	0
Total (15)	0	2	8	4	1	0



## Sample Frequency Distribution

28. Has a clear vision of what he/she wants to achieve.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	1	0	0	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	0	0	1	2	0	0
Peer (3)	1	1	0	1	0	0
Customer (4)	0	0	2	1	1	0
Other (3)	0	1	2	0	0	0
Total (15)	1	2	7	4	1	0

29. Manages change rather than fighting against it.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	0	1	0	0
Boss (1)	0	0	0	1	0	0
Direct Report (3)	0	0	0	2	0	1
Peer (3)	0	0	2	0	1	0
Customer (4)	0	0	2	1	1	0
Other (3)	0	0	1	2	0	0
Total (15)	0	0	5	7	2	1



## Sample Frequency Distribution

30. Views work as challenging and full of opportunity.

Scale	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Self (1)	0	0	1	0	0	0
Boss (1)	0	0	1	0	0	0
Direct Report (3)	0	0	2	1	0	0
Peer (3)	0	1	0	2	0	0
Customer (4)	0	0	1	3	0	0
Other (3)	0	0	1	1	1	0
Total (15)	0	1	6	7	1	0