



Success Profile Results

For

CFO

Date:

December 15, 2008

Number of Participants included: 5

Competency	Tier	Total Score	Reliability Coefficient[s1]
High levels of Integrity and Trust	1	205	0.92
Makes Decisions When they Need to be Made	1	183	0.86
Effectively Solves Problems	1	169	0.87
Understands Business	1	167	0.67
Managerial Courage	1	167	0.78
Composed in Pressure Situations	1	160	0.62
Effective Team Builder	2	149	0.81
Reads people well	2	138	0.66
Perseveres through difficult times	2	134	0.62
Effective Negotiator	2	132	0.73
Effective Communicator	2	131	0.79
Interpersonally Savvy	2	128	0.62
Confident	2	126	0.54
Deals well with Paradox	3	122	0.43
Manages Conflict Well	3	121	0.53
Manages Organizational Vision and Purpose	3	121	0.52
Smart	3	119	0.68
Tolerates Ambiguity	3	116	0.57
Effectively Sets Priorities	3	116	0.58
Effective Listener	3	113	0.63
Politically Savvy	3	112	0.6
Great at Motivating Others	3	111	0.79
Rewards people effectively	3	111	0.65
Inspirational	3	100	0.39