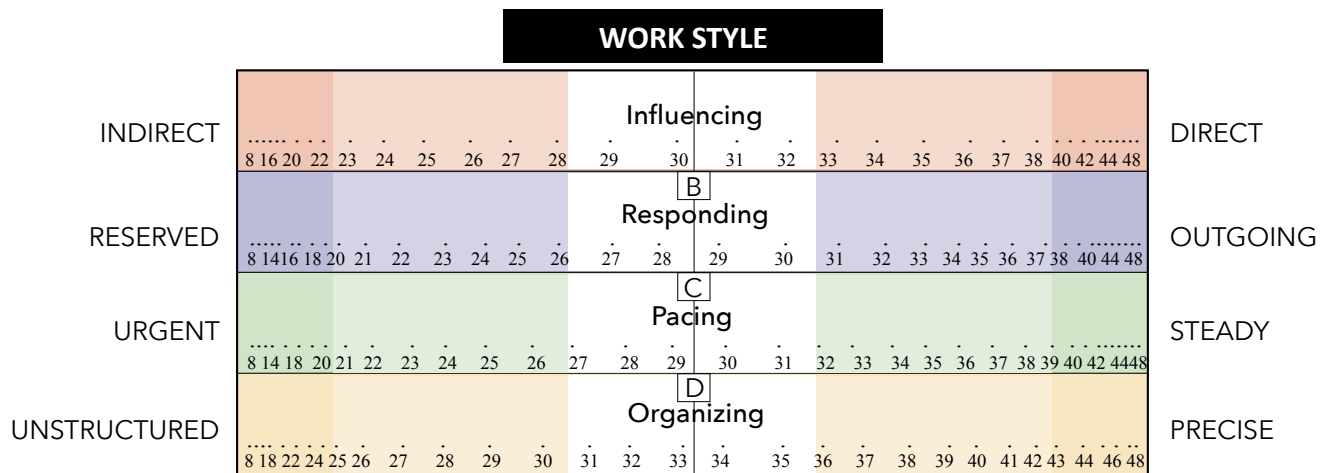


Observer Feedback Rating Form

Name (person receiving feedback): _____

Your name (as observer providing feedback):



Reference guide . . . refer to this chart when describing this person

INDIRECT	Influencing				DIRECT
	Agreeable Approachable Non-intimidating	Tactful and diplomatic Use strategy Avoid conflict	Strong willed Candid Will debate and confront	Assertive Demanding Forceful	
RESERVED	Responding				OUTGOING
	Introspective Quiet in groups Self-contained	Prefer interacting one on one Think before talking Non-demonstrative	Expressive Talkative Demonstrative	Open Animated Friendly	
URGENT	Pacing				STEADY
	Fast paced Like change Bored with routine	Hate to wait Decide quickly Impulsive at times	Deliberate Think options over before deciding	Persistent and calm Patient - anger slowly Even-tempered	
UNSTRUCTURED	Organizing				PRECISE
	Very flexible Postpone organizing Tend to resist rules	Independent Nonconforming Tolerate ambiguity well	Perfectionist Tend to follow rules Plan carefully	Ordered Systematic Structured	