

**Read About This Report:****My Manager Report**

**Important: This report is found in the manager's menu of reports, and it uses the manager's scores for its output. Your manager's name should be on this report.**

Every manager is different in how they communicate and what they expect from you. It can take months for you to learn exactly what this manager wants. Using this information, you can quickly gain an understanding of how to communicate more effectively and perform your job better under this manager's supervision. Areas of particular note are in **BOLD** type. This report is not intended to be comprehensive but rather it is designed to highlight key points that are most likely to enhance communication and understanding.

**My Manager:****Manager's Speed of Communication**

- This manager's explanations can be quick and incomplete, they assume that you see and know the same things as they do.
- It is important to ask questions to clarify your understanding of what they are saying
- When you present your ideas to them, the ideas must be well thought out but presented clearly and concisely.

**Manager's Need for Control**

- **This manager has a high need for control**
- It is important for you to demonstrate knowledge and ability to complete projects successfully in order to be given more responsibility
- Having a delegation plan makes this easier

**Calling Out Problems**

- This manager's feedback is direct
- The feedback can be too direct at times
- It is important for you to hear the underlying message despite what might be considered poor delivery.

**Manager's Feedback To You**

- This manager's feedback is direct
- The feedback can be too direct at times
- It is important for you to hear the underlying message despite what might be considered poor delivery.

**Manager's Discussion Style**

- This manager expects debate or discussions that may challenge their opinion as a means of validating the idea It must be presented in an appropriate and professional manner
- It is important to note that lack of discussion or challenge is interpreted as agreement