

Sarah Gentry Reflected Best-Self

Analysis of Feedback

Commonality/Theme	Examples Given	My Interpretation
1. Supportive	<ol style="list-style-type: none">1. Immediately takes issues as a challenge and works together to come up with solutions2. When issues can't be resolved on the spot, immediately contacts the next best person3. Bubbles up bigger concerns to upper management and provides feedback4. Steps in and defends decisions that are made	I take issues seriously and want to do whatever I can to resolve them. I enjoy seeing problems get corrected and it also helps to build trust.
2. Creative	<ol style="list-style-type: none">1. Provides new ways of resolving issues while seeking input from those it effects2. Puts own spin on directives from upper management to suit the needs of the team as best as possible3. When given a challenge meets it head on and runs, coming up with different options with a multifaceted approach	I enjoy problem solving, coming up with different ways of doing things and making it my own.
3. Understanding	<ol style="list-style-type: none">1. Understands that people need second chances to prove themselves2. Gives people opportunities before judging3. Has a personal touch with consoling people in tough times and offers the Employee Assistance Program every time she sees something is off or knows someone is going through a hard time	It really means a lot to me to at least offer people whatever I can and give them the space/time needed to improve themselves while being cognizant of business needs.

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Reflected Best-Self Portrait

I am at my best when I am supportive, creative and understanding. I have been let down so many times by so many leaders and that is my motivation to do well. I look at all the people who I ask for feedback from and see how reluctant they are sometimes to even tell me what they think could be better because I can see the look of disappointment in their faces and reactions when I ask for their opinion. I don't want to be like those "leaders" who couldn't follow through. I want to be and am the one they can count on. I am their go-to person. I follow through and follow back up with them on their concerns and when I don't have the immediate answer I keep those accountable who I reach out to, to get the answer.

When it comes to solving problems there is no other person I would go to than me! I take my own views and come up with the best ideas I can provide, then merge that with the ideas of those that have a vested interest to come up with the best solution. When I receive directives from those above me I take it as a challenge to figure out how to make it my own. When I say my own I don't necessarily mean what I only make of it. I take it as a way to address it the way I feel it needs to be addressed and relate it to something that is pertinent to my team. I then let me team determine the best way to follow through with the directives so that they take ownership and responsibility for making it happen. Not to say that I don't follow up, but it just makes it that much more affective when they take it to their teams where my expectation is for them to do the same thing over again by having their team making it their own. Again, in turn putting ownership and responsibility at the next level to make it even that more successful, but also being considerate that the bigger message maintains it's purpose.

I've worked with so many people from so many different backgrounds and even just looking at the examples set forth before me, there is no doubt that I am flexible in my ability to interpret people's different situations so that I may be able to cope with their individual situations and at a minimum provide an understanding to what they are going through is bigger than the demands before them in their and my position. I give people guidance when they need it whether solicited or not. I live by the example I want my people see which is to be the best leader possible by being honest with them, showing support, challenging them and myself, being loyal, showing and earning respect, being ethical, being a sounding board, being someone they can talk to about anything and only act where necessary or asked, don't jump to conclusions, don't interrupt or micro-manage them, let them make their own mistakes where it can be afforded to show them how to learn before barging in to show them how things are supposed to be, ensure they are constantly learning by talking about other things outside of what they are working on. Outside of work I am the best girlfriend, stepmother, daughter, granddaughter, cousin and friend because I am there for those who need it. Both reflective of my ways at work I also am loving, kind, generous, and volunteer.