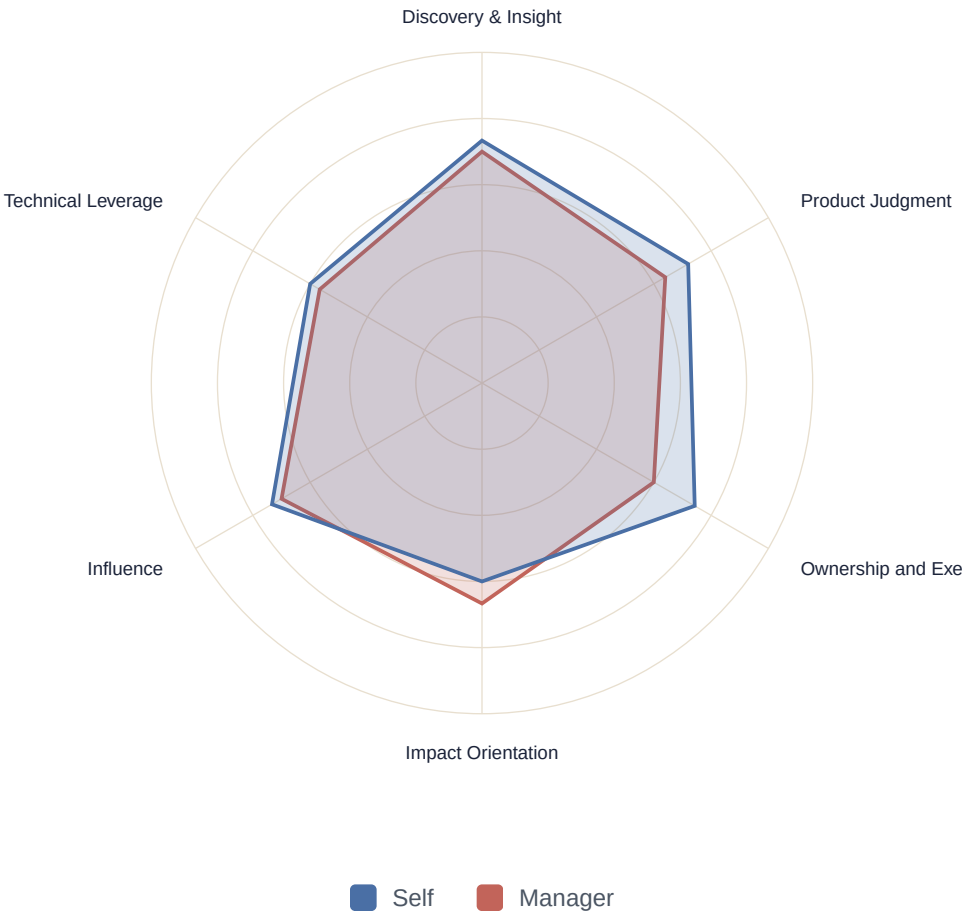
COMPETENCY MAP · JOINT REPORT

John Doe

PM (P3) · Manager: Jane Doherty · 2026-04-29

Competency view

Self-ratings and manager-ratings averaged per competency. Scale 1 (below) to 5 (exceptional).



Gap analysis

Where self and manager views diverge most. Positive gap means self-rating is higher than manager.

Competency	Self	Mgr	Gap
Ownership and Execution	3.7	3.0	**+0.7**
Product Judgment	3.6	3.2	+0.4
Impact Orientation	3.0	3.3	-0.3
Discovery & Insight	3.7	3.5	+0.2
Influence	3.7	3.5	+0.2
Technical Leverage	3.0	2.8	+0.2

Generated by Competency Map. Records auto-delete after 90 days.

BEHAVIOR DETAIL

John Doe

Per-behavior self and manager ratings, grouped by competency.

Discovery & Insight

Behavior	Self	Mgr	Gap
Customer empathy	3	4	-1
Customer discovery	4	4	0
Customer insight synthesis	3	3	0
Market and competitive intelligence	4	3	+1
Data pattern recognition	3	3	0
Curiosity and learning posture	5	4	+1

Product Judgment

Behavior	Self	Mgr	Gap
Vision and strategy setting	3	3	0
Roadmap ownership and rationale	4	4	0
Problem framing and scoping	4	3	+1
Ship to learn / hypotheses and betas	4	3	+1
Strategic and systems thinking	3	3	0

Ownership and Execution

Behavior	Self	Mgr	Gap
End-to-end delivery and quality	4	4	0
Decisiveness and accountability	4	2	+2
Keeping the team moving	4	3	+1
Scoping discipline and saying no	3	2	+1
Self-awareness and feedback receptivity	4	3	+1
Peer coaching and force-multiplying	3	3	0
Operating in ambiguity	4	4	0

Impact Orientation

Behavior	Self	Mgr	Gap
Outcomes over output	3	4	-1
Fiduciary responsibility / ROI thinking	3	3	0
Feature-level business case building	3	3	0

Influence

Behavior	Self	Mgr	Gap
Cross-functional partnership	4	5	-1
Influence without authority	3	4	-1
Communication and storytelling	5	3	+2
Written communication	4	4	0
Negotiation and trade-offs	3	3	0
Reading and navigating the organization	3	2	+1

Technical Leverage

Behavior	Self	Mgr	Gap
AI literacy	4	4	0
Platform IQ / platform fluency	3	3	0
Technical fluency	2	2	0
Prototyping and rapid experimentation	3	3	0
Tech debt fluency	3	2	+1
Platform judgment	3	3	0