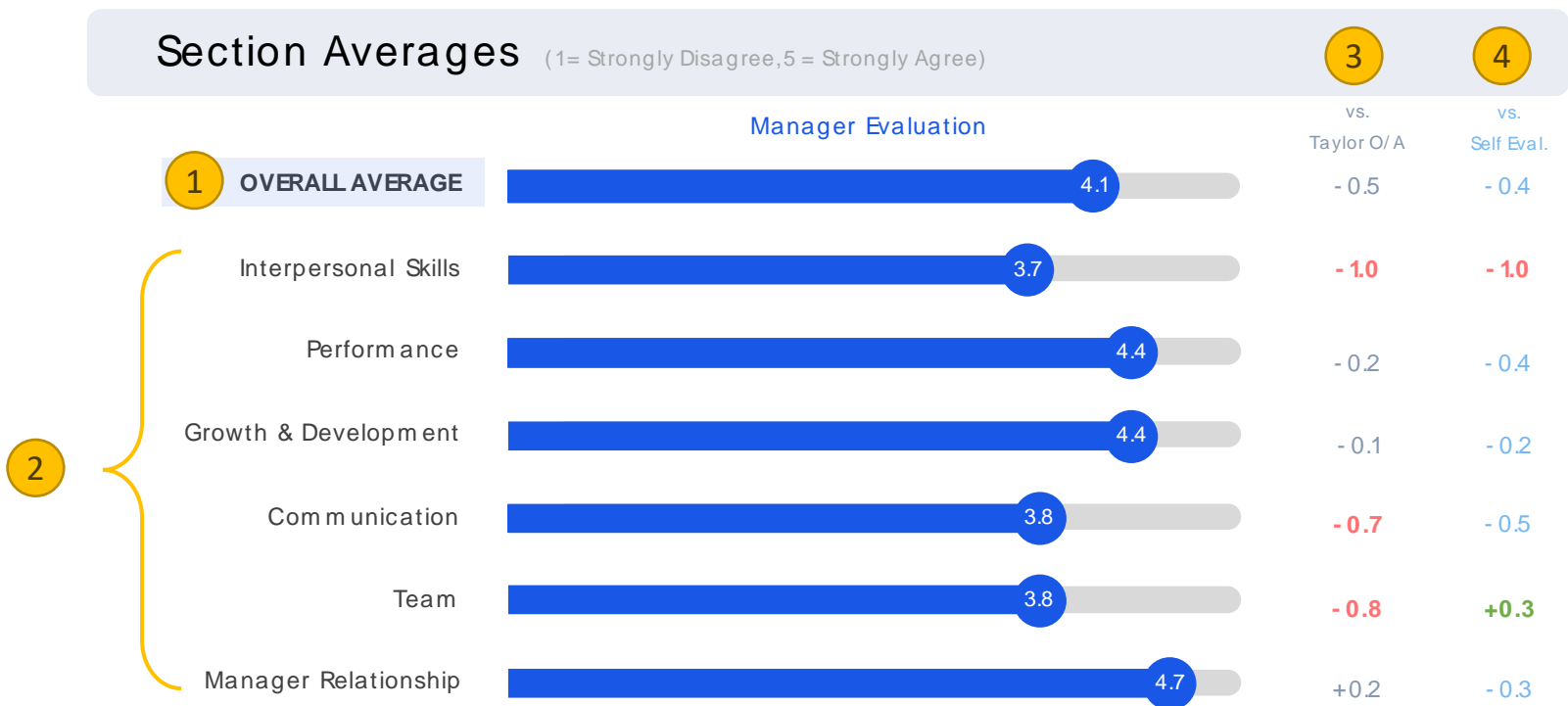




6 Month Alignment

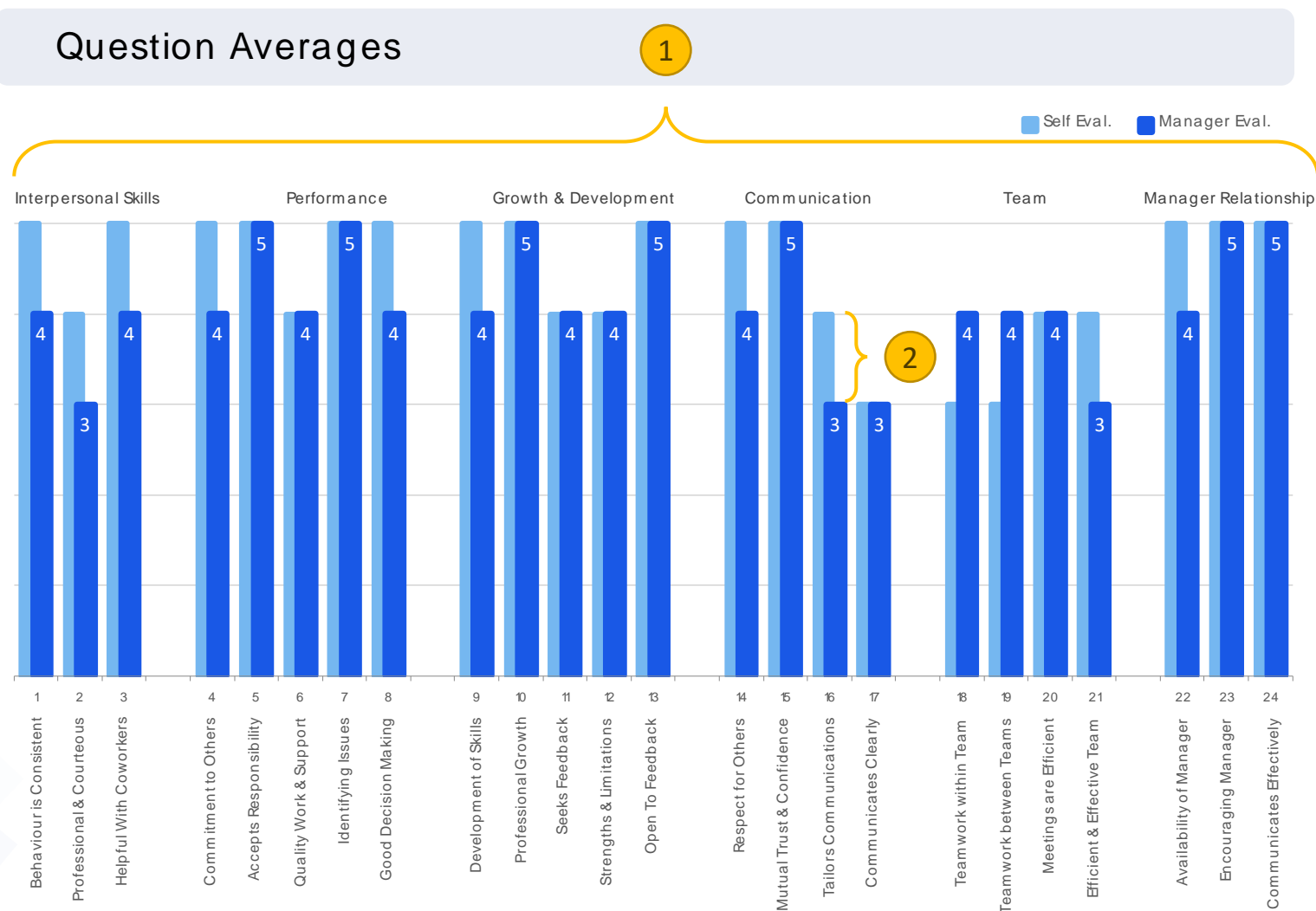
Interpreting Your Report

Section Averages



- 1 The Overall Average represents the average score from across questions (using a scale from 1 to 5)
- 2 Questions are grouped into themes/categories to help summarize the survey results
- 3 Comparison vs. overall organizational average
- 4 Comparisons vs. self-evaluation scores

Question Averages



1 Detailed scoring for every question within the survey (visibility into each response)

2 Differences in perceptions (scores) will help shape your priorities when developing actions for each employee

Qualitative Verbatim

Section	Comments/ Feedback	Self Evaluation Comments
Interpersonal Skills	My relationship with co-workers is professional, I help them out when they have questions and am sure they would do the same for me.	2
	Maria is an employee that treats others like family, her helpfulness towards others allows for a smooth operation of our department.	
Performance	I own up to my mistakes immediately, better to be honest and forthcoming than hide things. My role is performed as expected, sometimes I have a difficult time evaluating tasks and making decisions.	
	Maria has been empowered to make her own decisions and has developed the skill set to problem solve when needed. If the decision is too large, she's comfortable enough to seek guidance when required.	

- 1 All verbatim comments that were provided from both the manager & employee
- 2 Comments can often provide the “why” behind why the scores that were provided as well as any ‘perception gaps’ between mgrs & employees