

SAMPLE SURVEY

Confidential Feedback Report

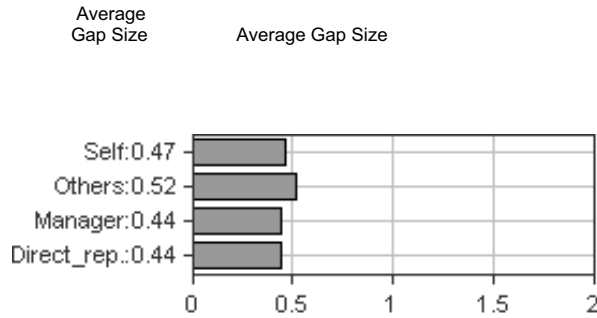
Composite
SAMPLE COMPANY

SAMPLE SURVEY LISTING OF INDIVIDUAL BEHAVIORS

How often does this person:

LISTENING

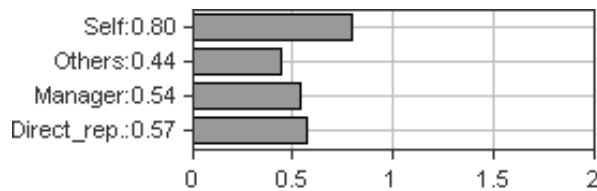
1) Encourage others to express their views?



Gap Size Distribution

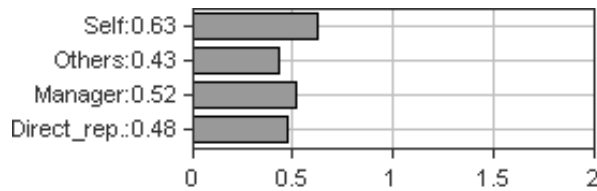
R	No Gap	1	2	3	4
	16	14			
1	76	32	9	3	1
	18	6	3		
	56	17	5	3	

2) Listen with an open mind?



R	No Gap	1	2	3	4
	9	18	3		
2	77	37	5	2	
1	14	10	2		
	47	24	8	2	

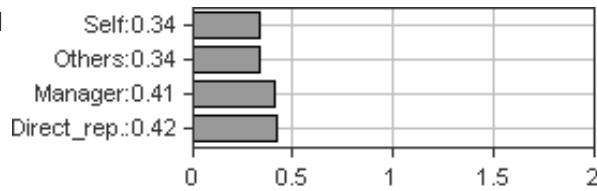
3) Try to understand others' viewpoints and opinions?



R	No Gap	1	2	3	4
	11	19			
3	79	32	7	2	
	14	12	1		
	55	15	9	2	

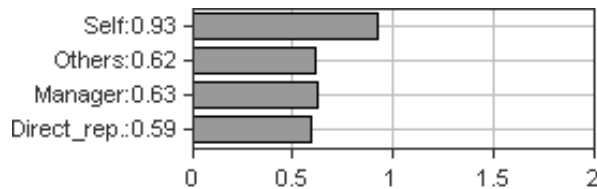
RESULTS-BASED L

4) Serve as a sounding board for peoples' ideas, problems, and perspectives?



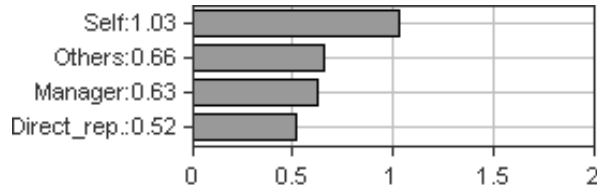
R	No Gap	1	2	3	4
1	19	10			
4	84	26	5	1	
	19	6	1	1	
1	57	14	8		1

5) Help others identify the main cause of a problem before attempting to help them solve the problem?



R	No Gap	1	2	3	4
	6	20	4		
	66	37	12	3	1
	17	6	1	3	
	46	23	9	2	

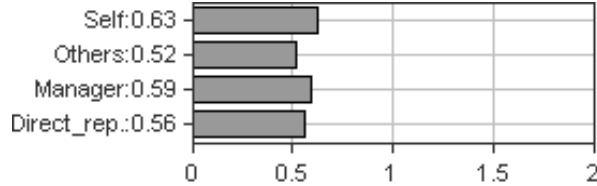
6) Help others find their own solution to a problem rather than solving the problem for them?



R	No Gap	1	2	3	4
	6	17	7		
2	59	41	11	3	1
	13	12	1	1	
1	48	21	6	1	1

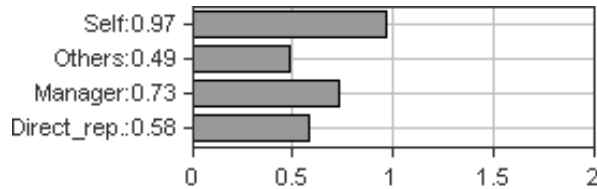
AGREEMENTS

7) Make sure others clearly understand what he or she is asking them to do - whenever he or she asks them to do something?



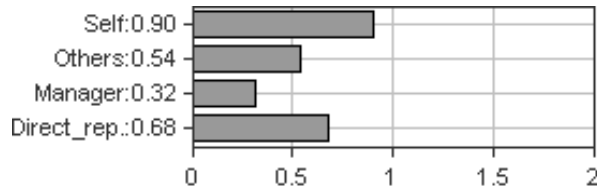
R	No Gap	1	2	3	4
	14	13	3		
	70	40	6	2	1
	16	7	3	1	
	50	20	9	1	1

8) Form clear agreements with others about what they will actually do - whenever he or she asks them to do something?



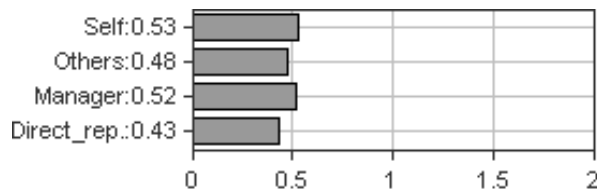
R	No Gap	1	2	3	4
	6	19	5		
	74	31	8	2	1
	13	7	6		
	47	23	10		1

9) Follow up on agreements with others in order to help keep them on track?



R	No Gap	1	2	3	4
	6	21	3		
	67	36	7	4	
	18	6	1		
1	42	24	10	2	1

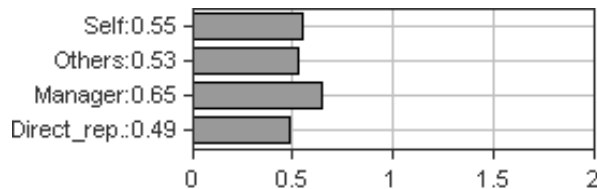
10) Show his or her appreciation whenever others follow through on their agreements?



R	No Gap	1	2	3	4
	14	16			
2	75	29	8	2	1
	17	6	4		
	54	19	3	3	

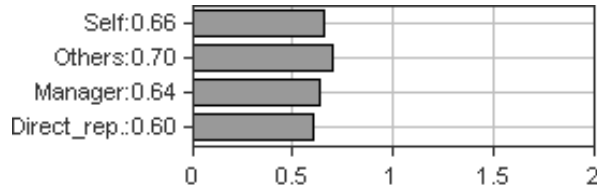
RECONFIRMING AG

11) Work with others to create shared solutions to agreements that have gotten off track?



R	No Gap	1	2	3	4
	15	12	2		
2	70	27	10	4	
	14	9	1	2	
	48	18	6	2	

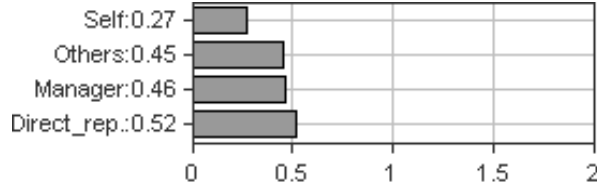
12) Try to diffuse any defensiveness that arises when following up on agreements?



R	No Gap	1	2	3	4
	15	9	5		
2	61	30	16	4	1
	15	5	4	1	
	43	19	9	1	1

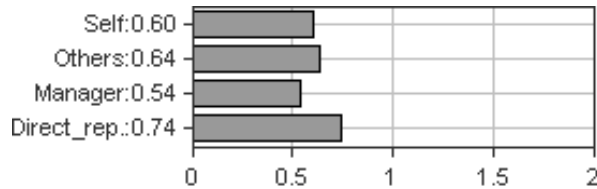
CONFLICT MGMT

13) Treat those who have conflicting viewpoints with respect?



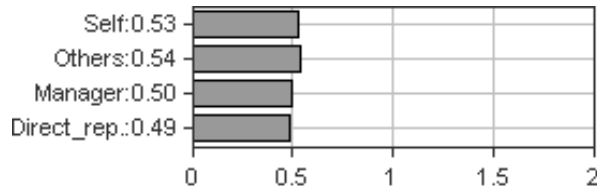
R	No Gap	1	2	3	4
	22	8			
2	82	23	8	2	2
	18	4	4		
	52	18	6	1	2

14) Work to discover the true causes of a conflict between him or her and others?



R	No Gap	1	2	3	4
	15	12	3		
1	60	35	12	1	2
	17	5	3	1	
	39	19	11	3	1

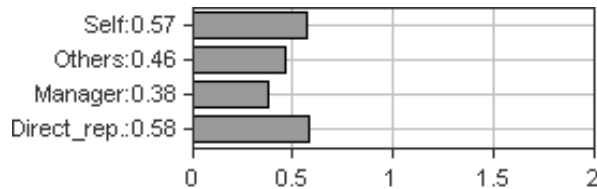
15) Work to create solutions to conflict that benefit all involved?



R	No Gap	1	2	3	4
	16	12	2		
3	72	28	10	3	1
	18	5	1	2	
	51	14	6	2	1

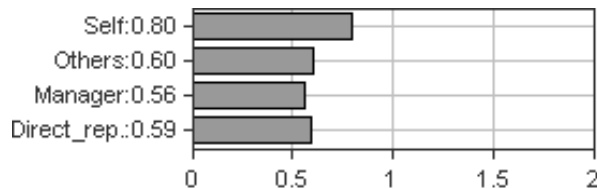
COACHING

16) Coach and advise others?



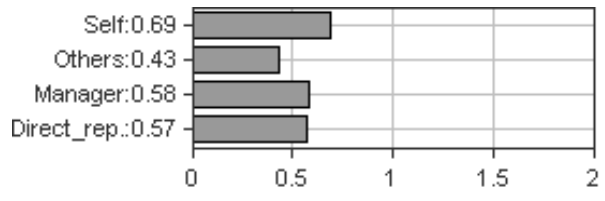
R	No Gap	1	2	3	4
	15	13	2		
2	70	29	6	3	
	20	3	2	1	
	53	14	10	3	1

17) Offer feedback in such a way that others appreciate it and want to hear it?



R	No Gap	1	2	3	4
	9	18	3		
2	62	38	10	2	1
	17	5	5		
	48	21	10	1	1

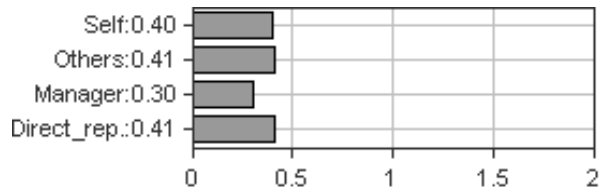
18) Focus his or her coaching or advising efforts on important areas of performance?



R	No Gap	1	2	3	4
	12	14	3		
1	72	23	6	2	1
	17	5	2	2	
	49	20	6	3	1

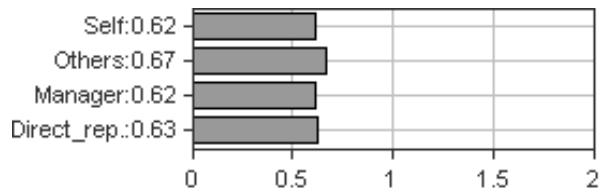
INTERACTION

19) Work constructively with others?



R	No Gap	1	2	3	4
	18	12			
3	80	34	5	2	
	20	6	1		
1	57	14	6	2	

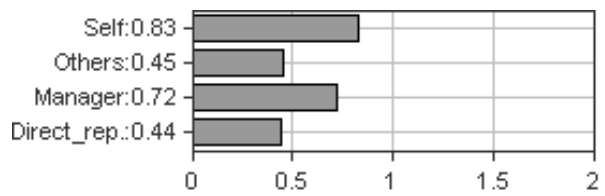
20) Adjust his or her behavior in order to get more in sync with others?



R	No Gap	1	2	3	4
1	13	14	2		
3	59	44	8	6	
1	14	8	4		
	46	19	6	3	2

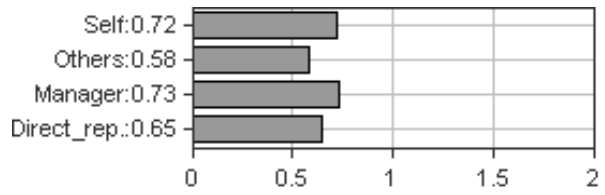
TEAM FACILITATN

21) Facilitate meetings that achieve stated objectives?



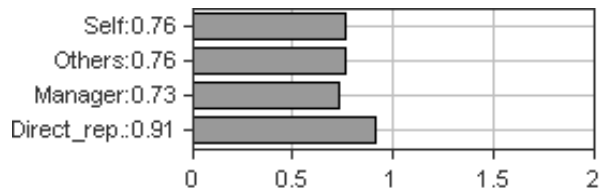
R	No Gap	1	2	3	4
	9	17	4		
1	71	21	6	3	1
	13	7	4	1	
	48	24	5		

22) Handle difficult group situations so that the relationships between group members remain healthy?



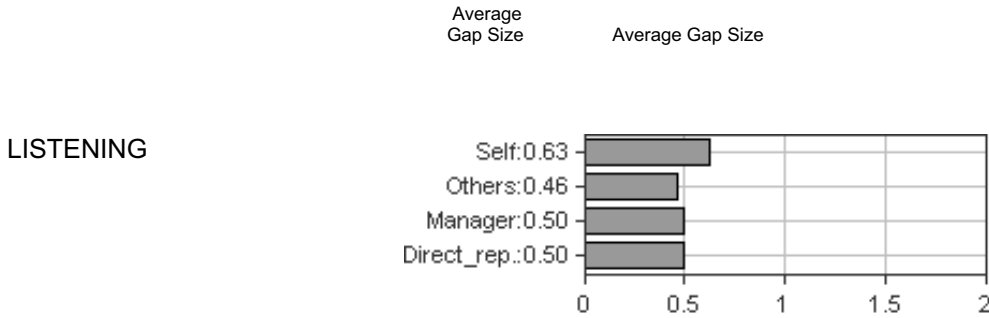
R	No Gap	1	2	3	4
	11	15	3		
1	69	26	11	4	1
	15	7	2		2
	42	18	7	2	2

23) Help resolve the issues preventing agreement during group discussions?



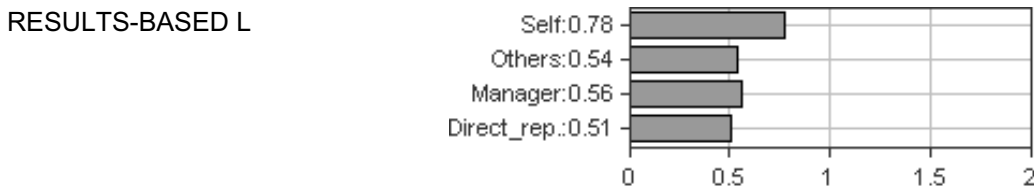
R	No Gap	1	2	3	4
	10	16	3		
	46	55	9	2	2
	13	9	2	2	
	23	40	8	1	2

SAMPLE SURVEY THEME REPORT

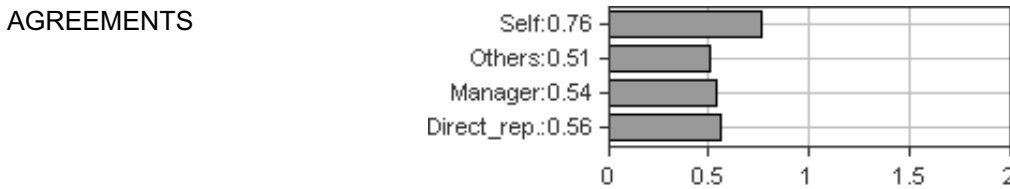


Gap Size Distribution

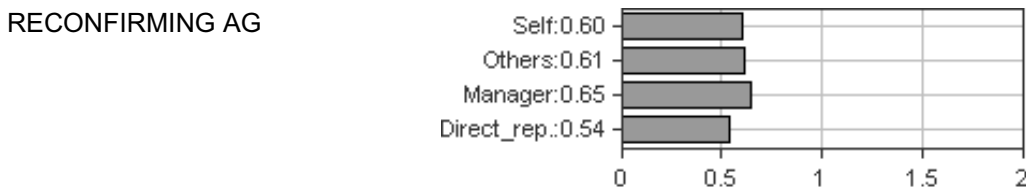
R	No Gap	1	2	3	4
	36	51	3		
6	232	101	21	7	1
1	46	28	6		
	158	56	22	7	



R	No Gap	1	2	3	4
1	31	47	11		
6	209	104	28	7	2
	49	24	3	5	
2	151	58	23	3	2



R	No Gap	1	2	3	4
	40	69	11		
2	286	136	29	10	3
	64	26	14	1	
1	193	86	32	6	3

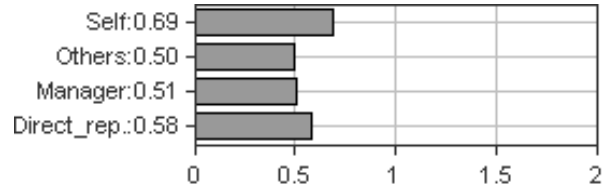


R	No Gap	1	2	3	4
	30	21	7		
4	131	57	26	8	1
	29	14	5	3	
	91	37	15	3	1



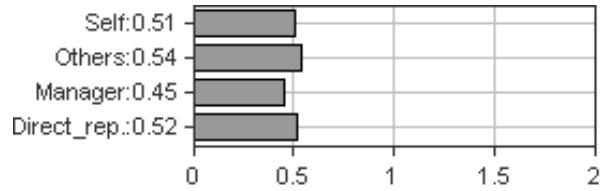
R	No Gap	1	2	3	4
	53	32	5		
6	214	86	30	6	5
	53	14	8	3	
	142	51	23	6	4

COACHING



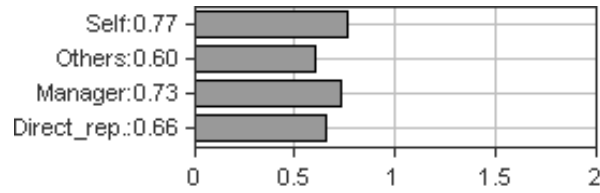
R	No Gap	1	2	3	4
	36	45	8		
5	204	90	22	7	2
	54	13	9	3	
	150	55	26	7	3

INTERACTION



R	No Gap	1	2	3	4
1	31	26	2		
6	139	78	13	8	
1	34	14	5		
1	103	33	12	5	2

TEAM FACILITATN



R	No Gap	1	2	3	4
	30	48	10		
2	186	102	26	9	4
	41	23	8	3	2
	113	82	20	3	4

Overview Report

STRENGTHS WITH OTHERS

The following practices are the practices with the smallest Average Gap Sizes. These practices are your Strengths. Continue performing these in the future as you have in the past.

Practice	Gap Size
4) Serve as a sounding board for peoples' ideas, problems, and perspectives?	0.34
19) Work constructively with others?	0.41
18) Focus his or her coaching or advising efforts on important areas of performance?	0.43
3) Try to understand others' viewpoints and opinions?	0.43
2) Listen with an open mind?	0.44

POSSIBLE DEVELOPMENTAL NEEDS WITH OTHERS

The following practices are your possible Developmental Needs. These are the practices with the largest Average Gap Sizes.

Practice	Gap Size
23) Help resolve the issues preventing agreement during group discussions?	0.76
12) Try to diffuse any defensiveness that arises when following up on agreements?	0.70
20) Adjust his or her behavior in order to get more in sync with others?	0.67
6) Help others find their own solution a to problem rather than solving the problem for them?	0.66
14) Work to discover the true causes of a conflict between him or her and others?	0.64

Overview Report

STRENGTHS WITH MANAGER

The following practices are the practices with the smallest Average Gap Sizes. These practices are your Strengths. Continue performing these in the future as you have in the past.

Practice	Gap Size
19) Work constructively with others?	0.30
9) Follow up on agreements with others in order to help keep them on track?	0.32
16) Coach and advise others?	0.38
4) Serve as a sounding board for peoples' ideas, problems, and perspectives?	0.41
1) Encourage others to express their views?	0.44

POSSIBLE DEVELOPMENTAL NEEDS WITH MANAGER

The following practices are your possible Developmental Needs. These are the practices with the largest Average Gap Sizes.

Practice	Gap Size
23) Help resolve the issues preventing agreement during group discussions?	0.73
22) Handle difficult group situations so that the relationships between group members remain healthy?	0.73
8) Form clear agreements with others about what they will actually do - whenever he or she asks them to do something?	0.73
21) Facilitate meetings that achieve stated objectives?	0.72
11) Work with others to create shared solutions to agreements that have gotten off track?	0.65

Overview Report

STRENGTHS WITH DIRECT REP.

The following practices are the practices with the smallest Average Gap Sizes. These practices are your Strengths. Continue performing these in the future as you have in the past.

Practice	Gap Size
19) Work constructively with others?	0.41
4) Serve as a sounding board for peoples' ideas, problems, and perspectives?	0.43
10) Show his or her appreciation whenever others follow through on their agreements?	0.43
21) Facilitate meetings that achieve stated objectives?	0.44
1) Encourage others to express their views?	0.44

POSSIBLE DEVELOPMENTAL NEEDS WITH DIRECT REP.

The following practices are your possible Developmental Needs. These are the practices with the largest Average Gap Sizes.

Practice	Gap Size
23) Help resolve the issues preventing agreement during group discussions?	0.91
14) Work to discover the true causes of a conflict between him or her and others?	0.74
9) Follow up on agreements with others in order to help keep them on track?	0.68
22) Handle difficult group situations so that the relationships between group members remain healthy?	0.65
20) Adjust his or her behavior in order to get more in sync with others?	0.63