

## The Component parts of your Report

This report has been designed so that you can read from the beginning to the end without having to constantly cross reference against different sections. It is designed as a journey that reveals more and more detail as you progress through the report, so just take each section as it comes and take the time to think about what it is telling you before moving onto the next section.

The report consists of three sections. Element Summary, Element Analysis and Strengths & Weaknesses which focuses on individual topics.

### Section 1 - Element Summary Chart

Here we provide a summary comparison of the most significant relationship groups. It is provided in the form of a radar/spider chart to compare overall group feedback and provide an overview of any specific themes.

Some thoughts to consider here:

- How symmetrical is the chart?
- Are there any specific elements that skew high or low?
- At what level is the overall shape?
- How aligned are the scores across relationship levels?

### Section 2 - Element Analysis

Here we start to dive into the detail. The section is divided equally into both the charts (Quantitative Feedback) and the written (Qualitative Feedback) areas. Hopefully your Observers will have been generous enough with their time to provide you with both.

The charts display the summary score and scores for the individual topics and are very simple to understand; just giving the average score by all the people in each group.

The written feedback can provide an added richness to help you understand the numeric scores, which on their own can sometimes not be as informative as you might wish.

Some thoughts to consider on the Quantitative Feedback

- Where are the higher scores and by whom? Why might this be the case?
- What evidence can you think of that would support the scoring you see?
- Are there any surprises for you? Why might this be the case?

Some thoughts to consider on the Qualitative Feedback

- What themes can be picked up from the comments in the qualitative feedback?
- Is there any commonality between the statements in the qualitative feedback?
- Are there any significant disagreements in the statements?

### Section 3 - Strengths & Weaknesses

A table that simply ranks your highest and lowest scores for each specific topic. It is shown by both element (in colour) and topic, in order for you to easily identify any potential themes within the data.

Make sure that you take note of the actual scores. Remember that this is a comparison of all the scores and therefore there has to be a top and a bottom of the list. Often, even the lowest ranked will have a relatively strong score.

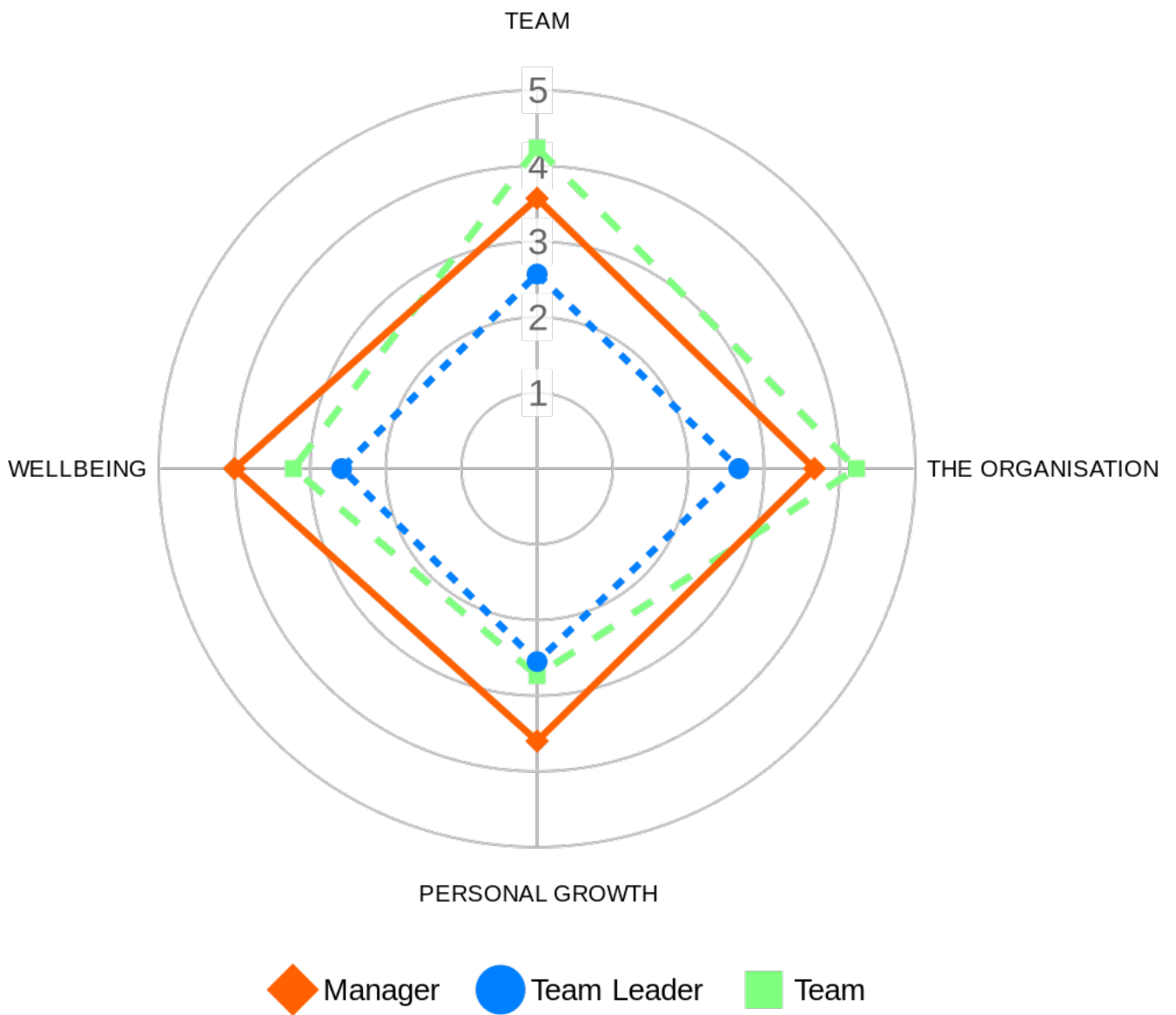
Utilising all of the information, you should decide which topics, if developed, would make the biggest difference to your people; ergo the success of the business (this is very rarely the weakest two or three in the list).

Once you have agreed priorities, the areas identified for development would be those selected for your Pulse survey, providing you with a measure of improvement.

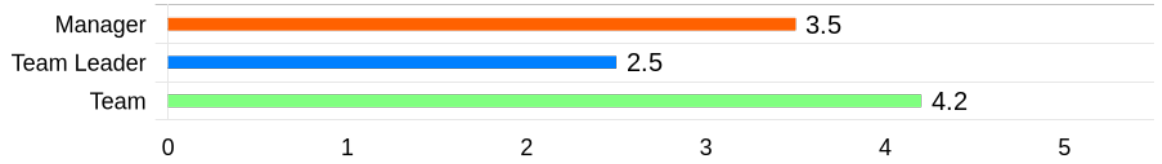
# OVERVIEW

THE FOLLOWING RADAR PLOT SHOWS OVERALL GROUP FEEDBACK AND PROVIDES AN OVERVIEW OF ANY SPECIFIC THEMES

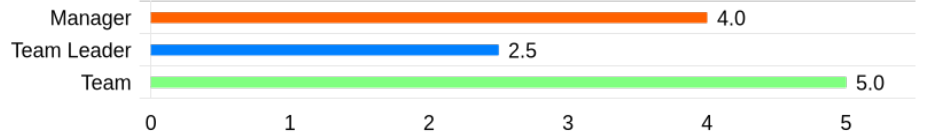
0	Not observed
1	Strongly Disagree
2	Disagree
3	Neither Agree nor Disagree
4	Agree
5	Strongly Agree



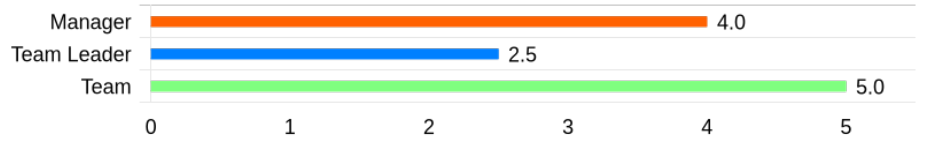
SUMMARY



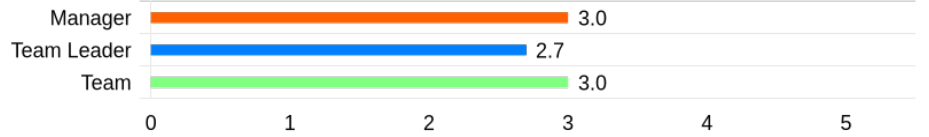
Question 1



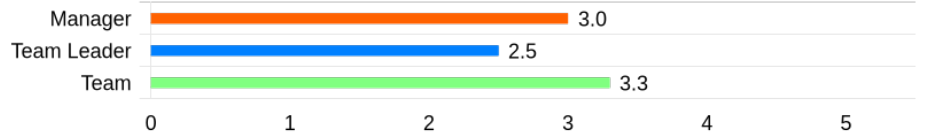
Question 2



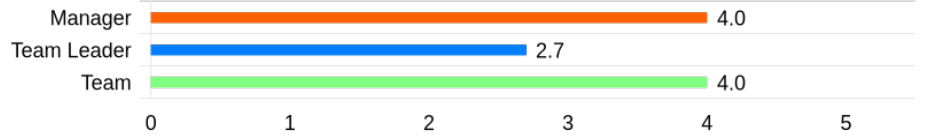
Question 3



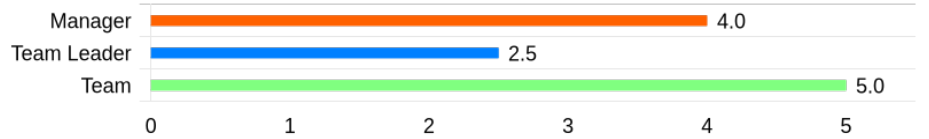
Question 4



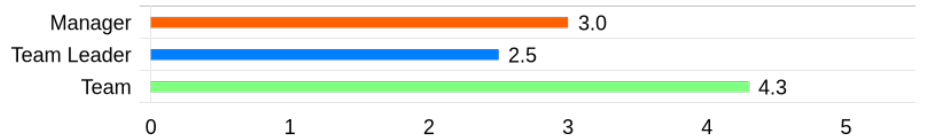
Question 5



Question 6



Question 7



**Please provide any comments you would like to share about Marketing in this area**

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# STRENGTHS AND WEAKNESSES

TOP TEN HIGHEST RATINGS AND BOTTOM TEN LOWEST RATINGS

## MOST SUCCESSFUL

Rank	Element		Score
1	THE ORGANISATION	Question 2	3.7
2	THE ORGANISATION	Question 4	3.7
3	TEAM	Question 5	3.6
4	TEAM	Question 1	3.6
5	THE ORGANISATION	Question 7	3.6
6	THE ORGANISATION	Question 3	3.6
7	TEAM	Question 6	3.6
8	THE ORGANISATION	Question 9	3.5
9	WELLBEING	Question 2	3.3
10	TEAM	Question 3	3.3

## DEVELOPMENT OPPORTUNITIES

Rank	Element		Score
1	PERSONAL GROWTH	Question 6	2.5
2	WELLBEING	Question 4	2.6
3	WELLBEING	Question 1	2.6
4	PERSONAL GROWTH	Question 3	2.6
5	PERSONAL GROWTH	Question 5	2.6
6	THE ORGANISATION	Question 1	2.7
7	TEAM	Question 7	2.8
8	TEAM	Question 2	2.8
9	PERSONAL GROWTH	Question 1	2.8
10	THE ORGANISATION	Question 5	3.0