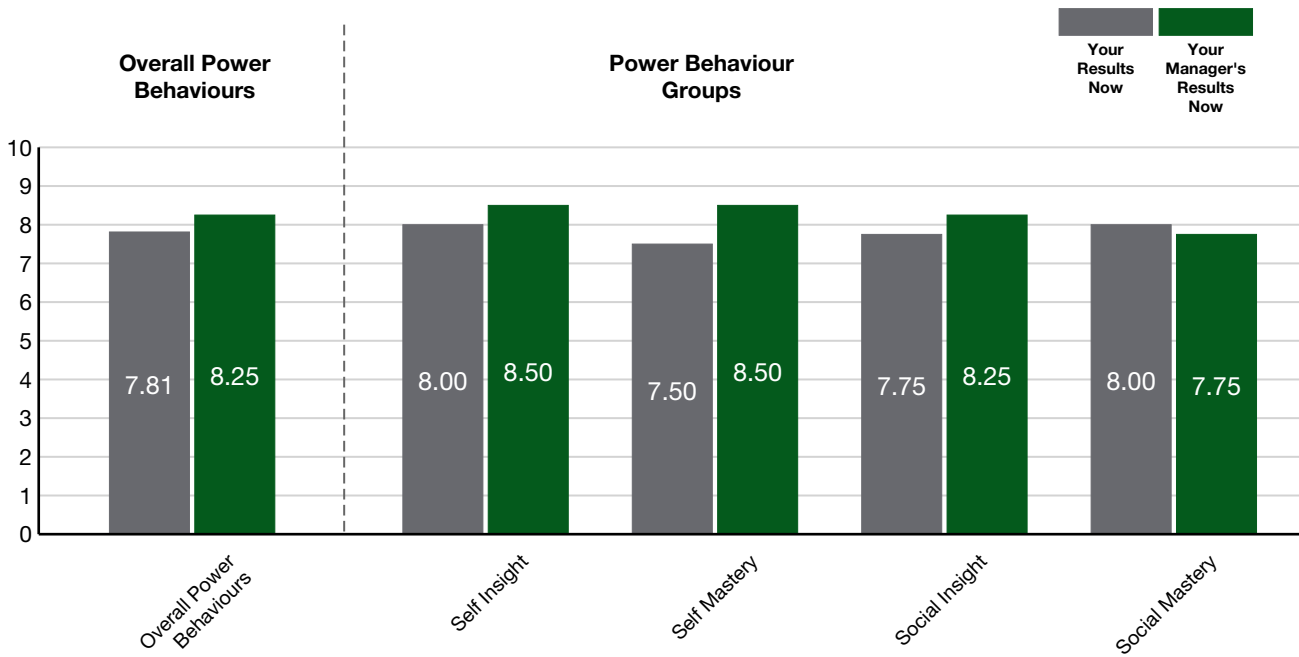


Current Comparison of Pulse Ratings



Explanation of Data

In the graph above (and table below), the results of your Pulse questionnaire are compared to the equivalent results as seen from your manager/supervisor's perspective. This allows for any difference in perception to be identified.

An exact agreement is often unrealistic but when the difference between these ratings is 1 or more, the difference is likely to be significant and worth exploring. These are noted in green in the table below. For any Power Behaviour groups identified as such, consider discussing the discrepancy with your manager/supervisor.

Power Behaviour Groups	Comparative Results	
	Your Results	Your Manager's Results
Overall	7.81	8.25
Self Insight	8.00	8.50
Self Mastery	7.50	8.50
Social Insight	7.75	8.25
Social Mastery	8.00	7.75

Results by Power Behaviour

For this section of the Pulse, the focus is on those Power Behaviours that **your manager/supervisor has identified as requiring the most improvement effort now**. These are highlighted in red in the table below.

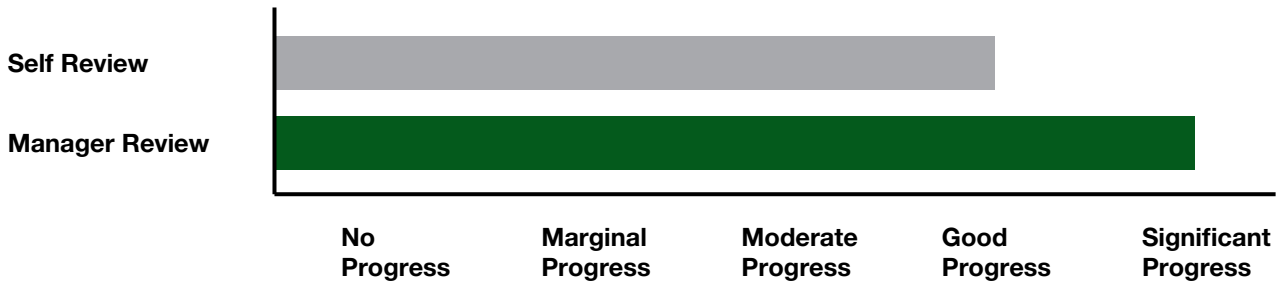
Your scores are additionally included to allow you to compare your perception to that of your manager/supervisor for each of the Power Behaviours.

Power Behaviours	Comparative Results	
	Your Results	Your Manager's Results
Self Insight		
I display awareness of my strengths/weaknesses/potential and limitations	8	8
I demonstrate a genuine awareness of my values and goals	8	9
I demonstrate an understanding of how emotions impact on relationships	8	8
I show that I understand the link between emotions and work performance	8	9
Self Mastery		
I show I have an ability to proactively utilise my strengths in changing circumstances	7	9
I learn from my mistakes and successes	7	8
I show I can adapt creatively to enhance the probability of success	8	8
I think clearly and stay focussed under pressure	8	9
Social Insight		
I listen to and understand the needs of others and match these to appropriate services/products	8	8
I display an ability to see the world through the 'others' lens, and to take that perspective into account	7	9
I show an understanding of diverse worldviews and am sensitive to group differences	8	8
I anticipate and grasp a client's perspective promptly and act as a trusted advisor	8	8
Social Mastery		
I effectively motivate and manage others	8	8
I demonstrate inspirational team leadership	9	8
I demonstrate direct and indirect influencing skills	8	7
I develop, coach, build and link people and teams to achieve common goals	7	8

Personal Development Objective

To reduce risk with new initiatives: Identify internal and external obstacles; Rank each obstacle in importance; Gather information; Implement preventive action and/or contingency plans.

Progress Summary



Self Comments

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Manager/Supervisor Comments

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