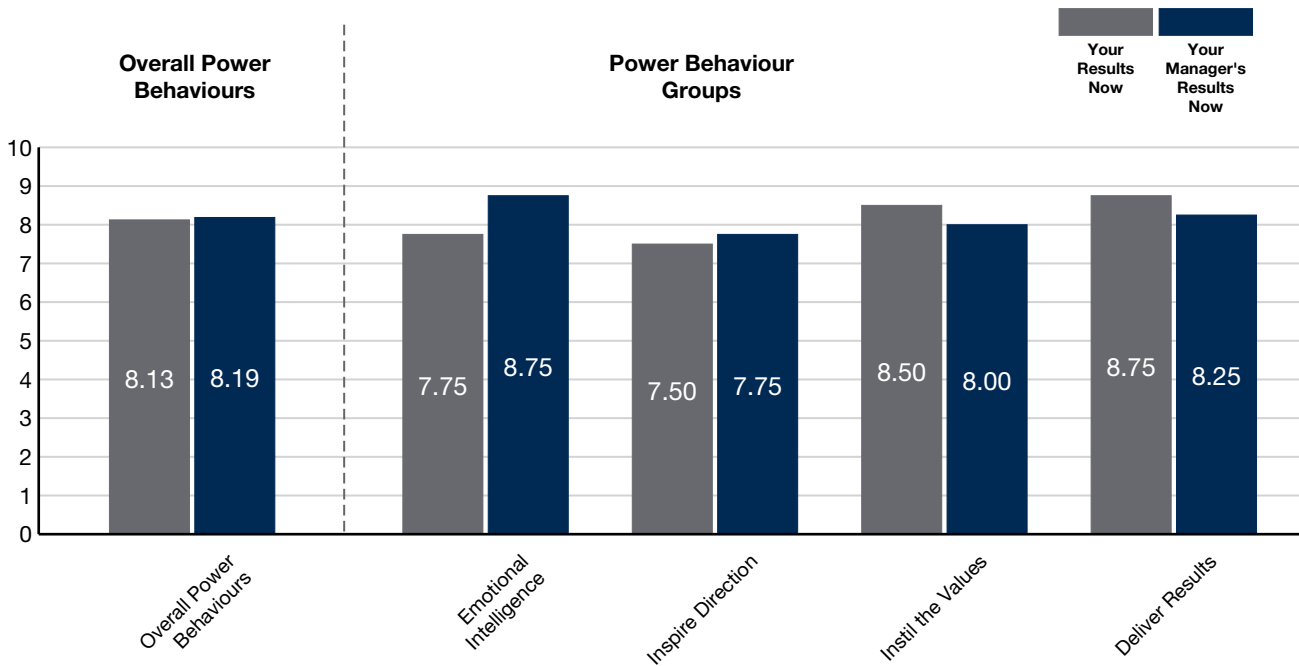


Current Comparison of Pulse Ratings



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 blue 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	8.13	8.19
Emotional Intelligence	7.75	8.75
Inspire Direction	7.50	7.75
Instil the Values	8.50	8.00
Deliver Results	8.75	8.25

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 blue in the table below.

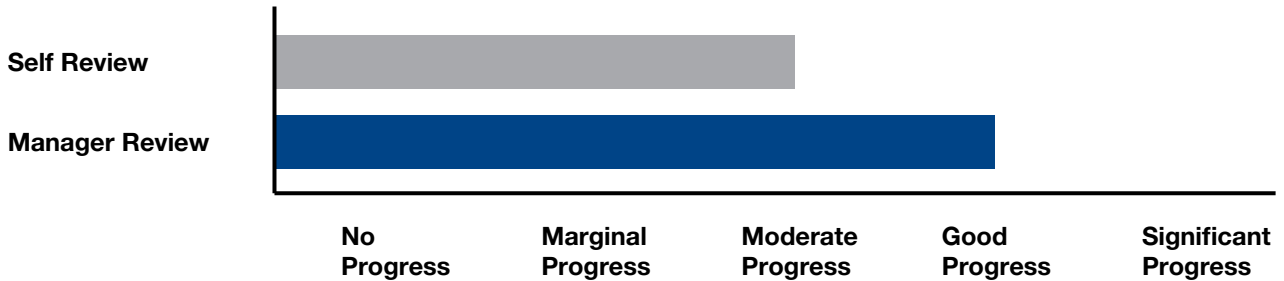
Your scores are additionally included to allow you to compare your perception to that of your manager/supervisor for each of the Power Behaviours.

Power Behaviours	Comparative Results	
	Your Results	Your Manager's Results
Emotional Intelligence		
I display self knowledge	7	8
I focus effort on the critical success factors of the business	8	9
I create a climate of trust	9	10
I coach others on how to be successful in their jobs	7	8
Inspire Direction		
I inspire others to follow my lead	7	7
I show others their place in the vision	8	8
I communicate important future goals and direction to others	8	9
I help others overcome their concerns about change	7	7
Instil the Values		
I communicate the operating values to others	8	9
I explain to others how the operating values should be applied	9	7
I use the operating values to assist decision-making	8	8
I demonstrate understanding of what operating values mean in practice	9	8
Deliver Results		
I recognise the different talents people have to offer	10	9
I clarify roles, responsibilities, accountabilities and authorities	8	8
I link and co-ordinate the team in terms of the jobs to be done	8	7
I provide feedback which is even-handed and fair	9	9

Personal Development Objective

Demonstrate sound leadership in the management of my direct reports.

Progress Summary



Self Comments

- I try to ensure my messaging is always current and not just a rehash of work previous submitted that is not relevant or current for the audience.

Manager/Supervisor Comments

- Sample has had some challenging situations to deal with in managing his direct reports and, in some cases, this has made him uncomfortable because he is new to managing teams. However, he has risen to the challenge on each occasion and is gaining confidence in his ability to lead a team.