

# HUMAN KPI

- ● **Key**
- ● **Polarity**
- ● **Indicator**

## READING YOUR RESULTS

# HOW TO READ YOUR RESULTS

Your results indicate how often you demonstrate the behaviors likely to get the benefits or overuses associated with the pole of a polarity.

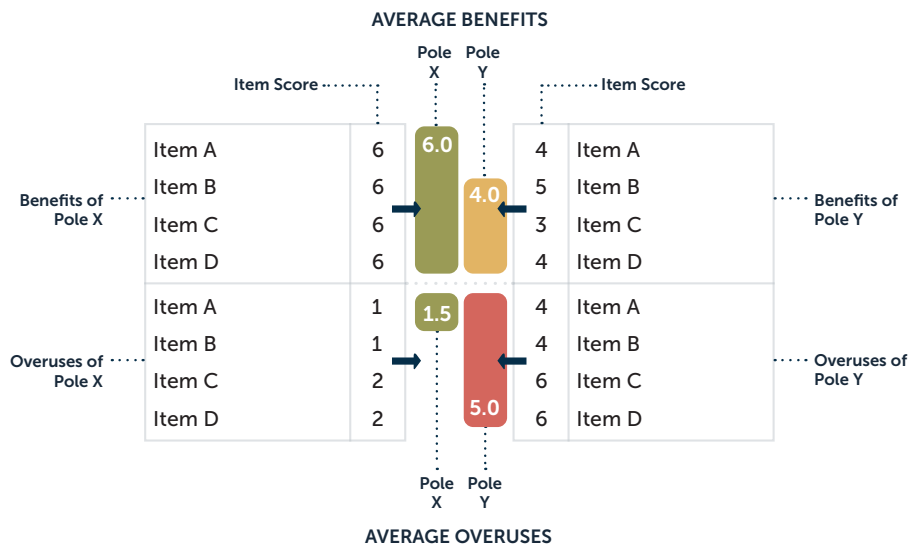
When taking the assessment, you (and others if you participated in a 360) were asked to rate how often you demonstrate behaviors described by each of the assessment items.



These items correspond to the benefits and overuses of the poles of the six key human polarities.

Scores of the four individual items in each benefit and overuse are combined for an average score in that quadrant represented by the bars in the middle.

A dash in place of a number [ - ] means there was no data for that item. In those cases, averages are calculated using only the items that received responses.



A central focus of the KPI are the bars representing the average benefits and average overuses of each pole.

**A good rule of thumb:**  
Benefits—the more, the better.  
Overuses—the less, the better.

## EXAMPLES OF SOME COMBINATIONS

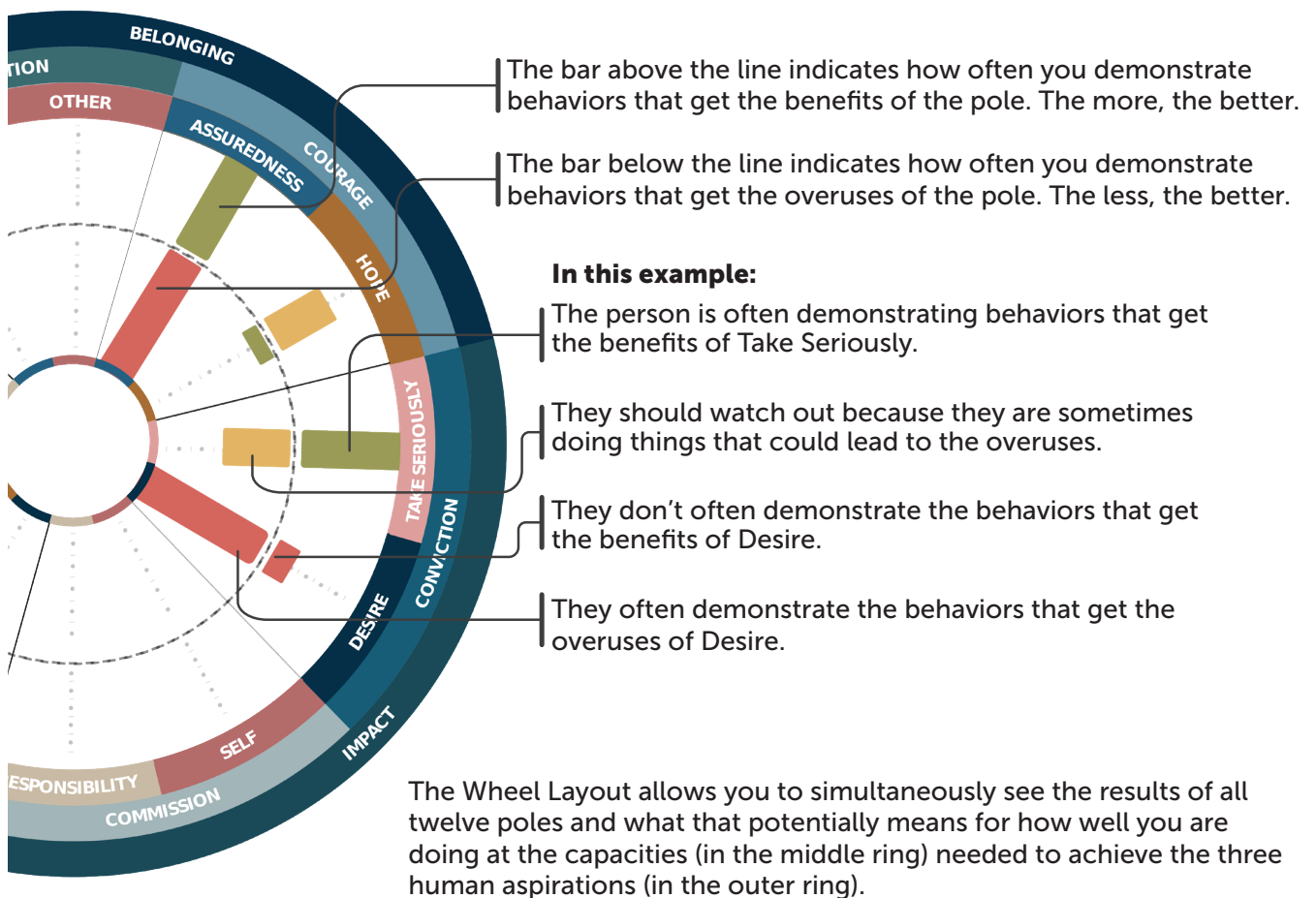


## THE THREE SELF-ASSESSMENT RESULTS LAYOUTS

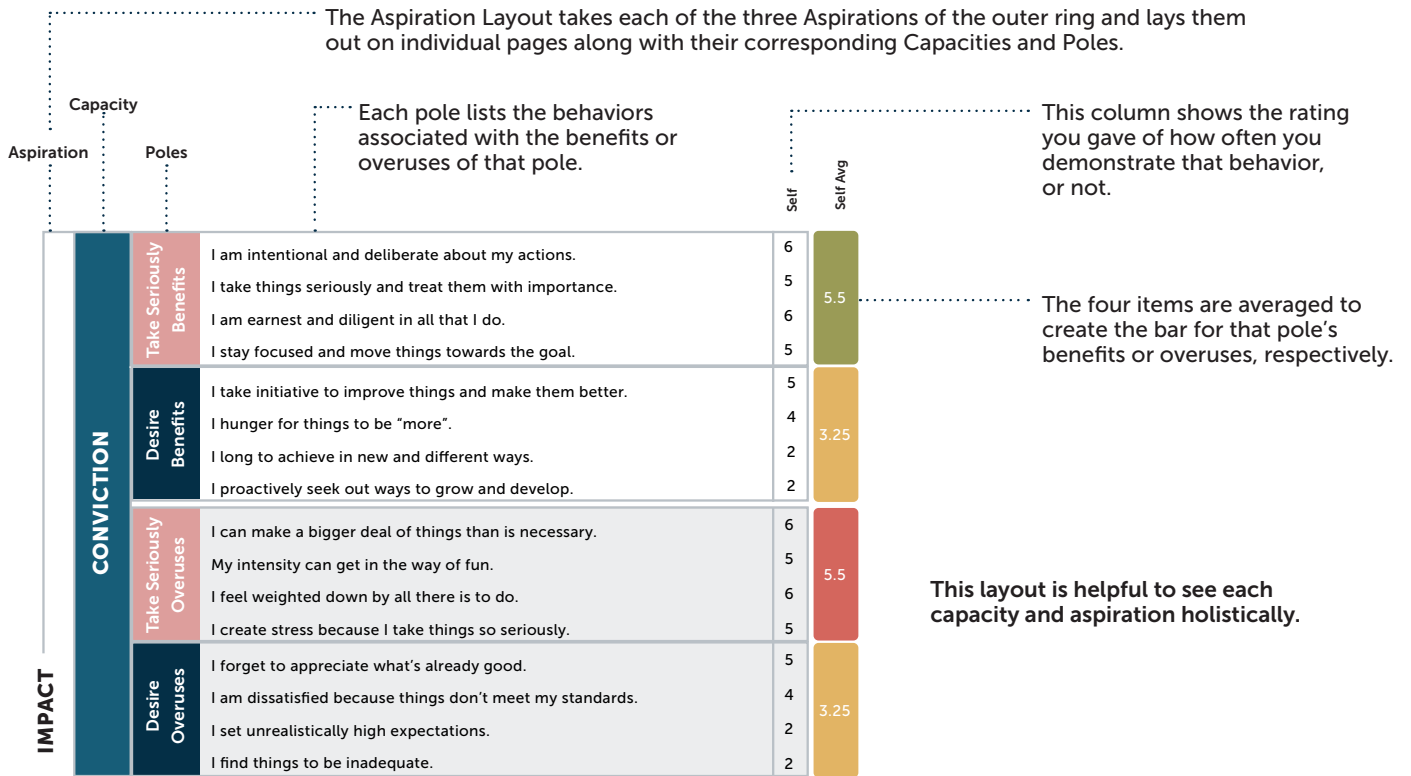
Your self-assessment results are presented in three different layouts. The data is the same in all three, it is simply represented differently to help make sense of the results in different ways.

### THE WHEEL LAYOUT

The first layout shows the bars for each of the poles in the center ring of the wheel. The bars work in the same way described on previous page. **Benefits—the more the better.** **Overuses—the less the better.**



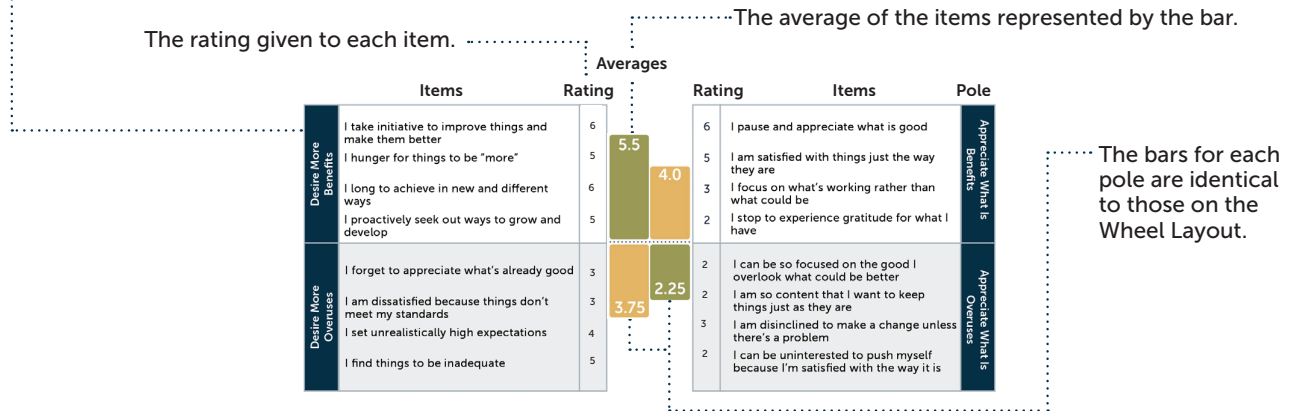
# THE ASPIRATION LAYOUT



# THE POLARITY LAYOUT

The final layout of the self-assessment report brings each of the poles back together with its interdependent pair. All of the items and ratings in this layout are the same as previous layouts – they are simply presented differently here to make different sense of the data.

Behaviors associated with the benefits and overuses of each pole.



This layout shows how well you are navigating each of the polarities. It is helpful for identifying your preferred pole of a polarity and better understanding how you show up based on those preferences.

## THE THREE 360 RESULTS LAYOUTS

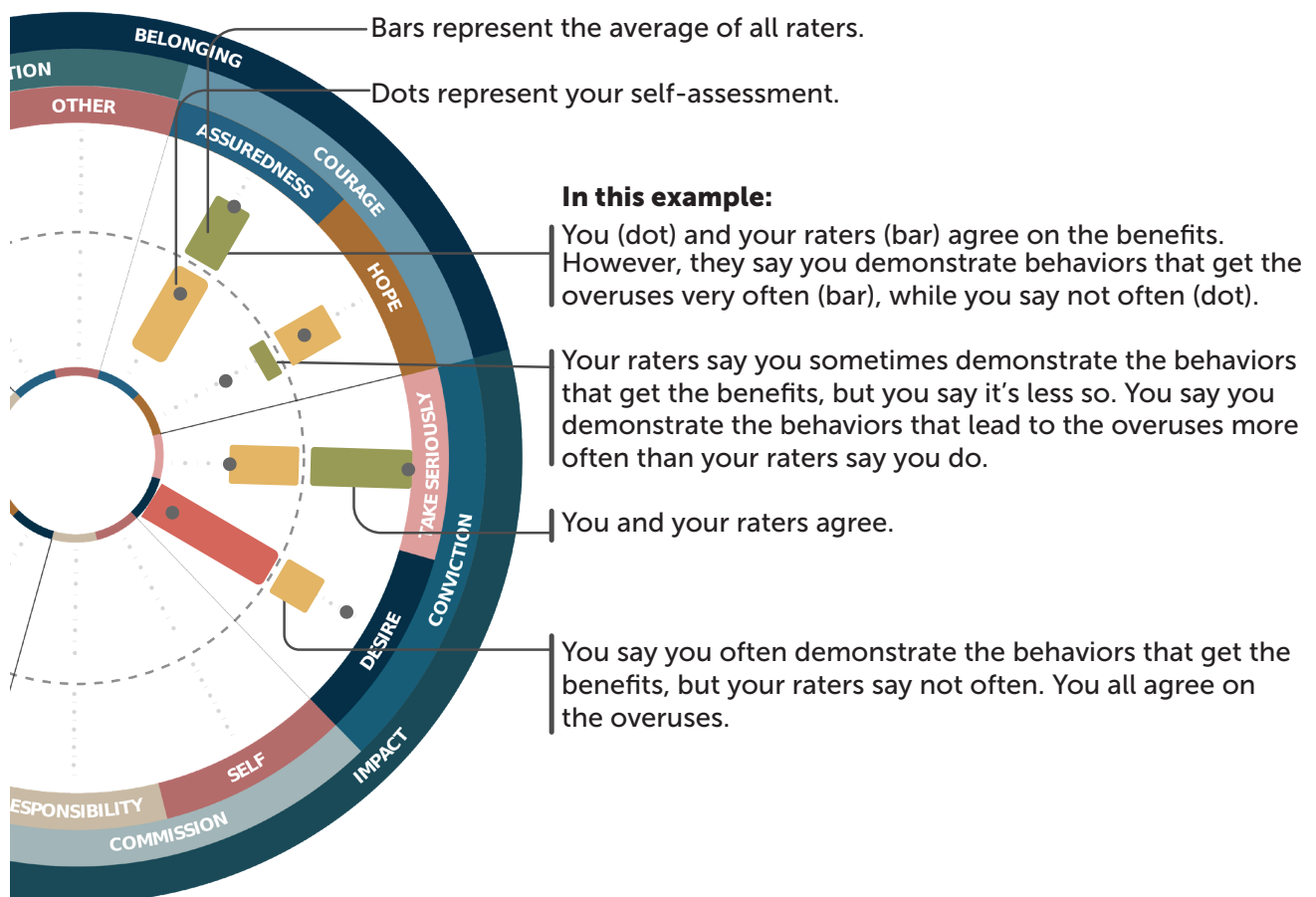
Your 360 results contain three layouts similar to those in the self-assessment results. The data is the same in all three layouts, it is simply represented differently to help make sense of the results in different ways.

For 360 results, with the exception of Key Stakeholder, all scores for a particular rater group are the average of the responses from the people in that group. In order to show a score, a rater group must have had two or more people from that group respond—this helps protect confidentiality.

Scores attributed to All Raters do not include your self-assessment scores.

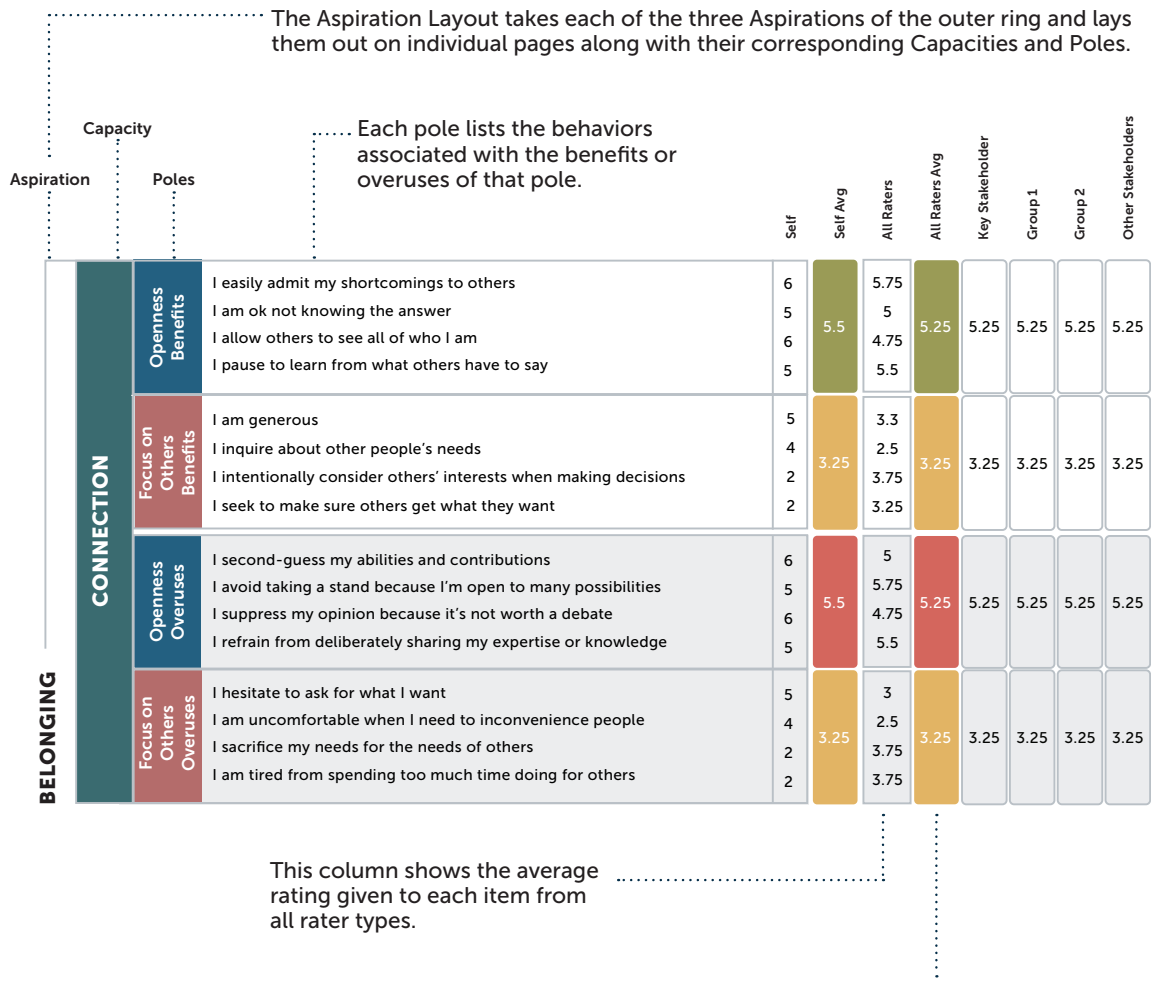
## THE 360 WHEEL LAYOUT

The 360-Wheel Layout contains bars that represent the average of All Raters. The dots on the bars indicate how you rated yourself in each of the areas. This allows you to see where your self-assessment aligns to, and differs from, that of your raters.



# THE 360 ASPIRATION LAYOUT

The 360 Aspiration Layout reads exactly like the one in the self-assessment with additional data from each of the different rater groups – Key Stakeholder, Group 1, Group 2, Other Stakeholders, and Average of All Raters.



# THE 360 POLARITY LAYOUT

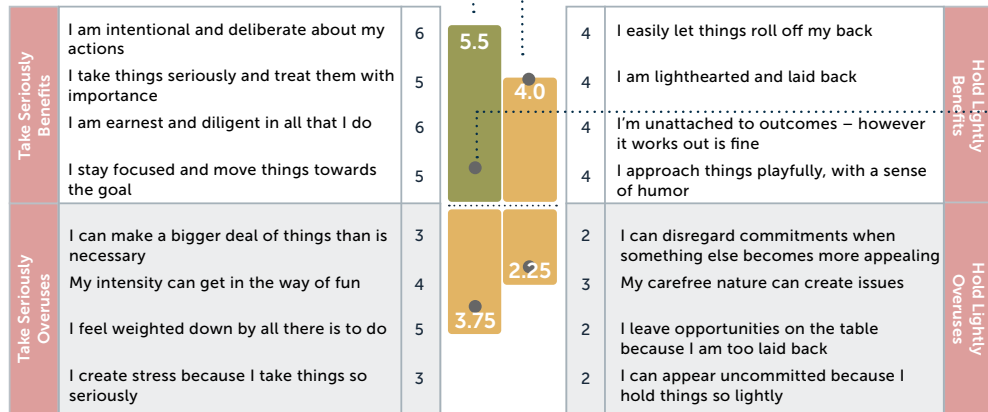
The 360 Polarity Layout consists of one page for each of the six key human polarities. Each of the pages contains a polarity with its respective benefits and overuses along with the averaged item scores and bars for each of the rater groups.

This map at the top of the page includes the average for All Raters.

The average of the four items is represented by the bar.

The average of how All Raters scored the individual items are listed in the corresponding column.

All Raters



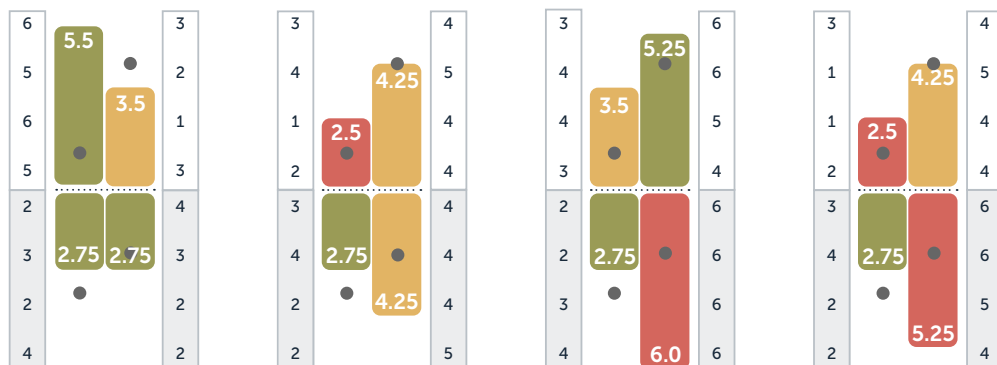
The dots represent your self-assessment scores. To see your rating for individual assessment items refer back to the 360 Aspiration Layout.

Key Stakeholder

Group 1

Group 2

Other Stakeholders



The bottom row of figures contains data from each of the different rater groups.

Each of these figures corresponds to the benefits and overuses in the visual at the top of the page. You can imagine inserting the entire figure into the center of the visual at the top to see how that rater group evaluated you on this specific polarity.

Item scores in the columns represent the average of the ratings given to that item by all members of the rater group.