

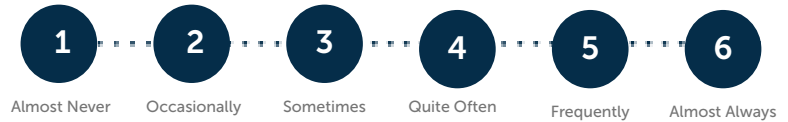
Reading Your Results

- ● Key
- ● Polarity
- ●[®] Indicator

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 KPI you were asked to rate how often you demonstrate each behavior.



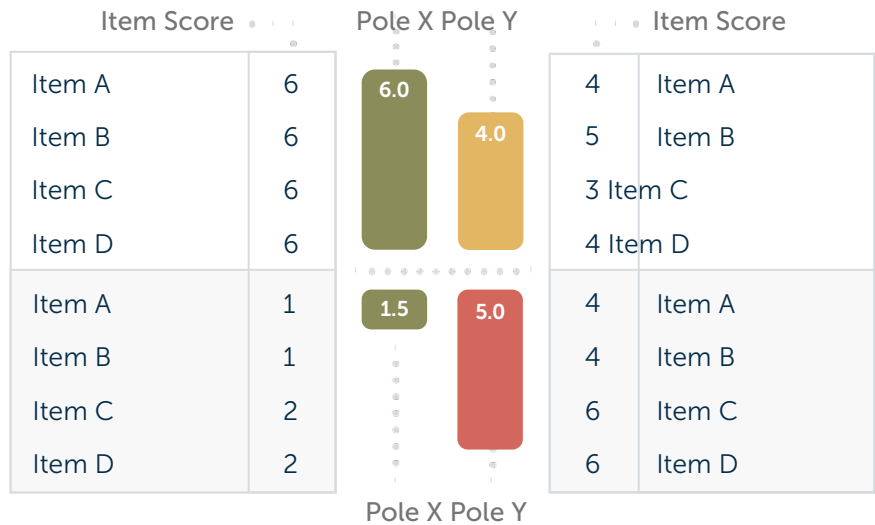
POLARITY CHART

A central focus of the KPI are the bars representing the average of the behaviors that lead to the benefits and overuses of a pole.

The length of the bar **above** the dotted line is the average of the behavioral statements that lead to the benefits of the pole.

The length of the bar **below** the dotted line is the average of the behavioral statements that lead to the overuses of the pole.

The **item score** is your response to a behavior associated with the benefits or overuses of a pole.



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.

EXAMPLES OF SOME COMBINATIONS



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