

Conversational Capacity Sample Individual Report

Thomas Smith (disguised name)

Introduction to the Sample Individual Report

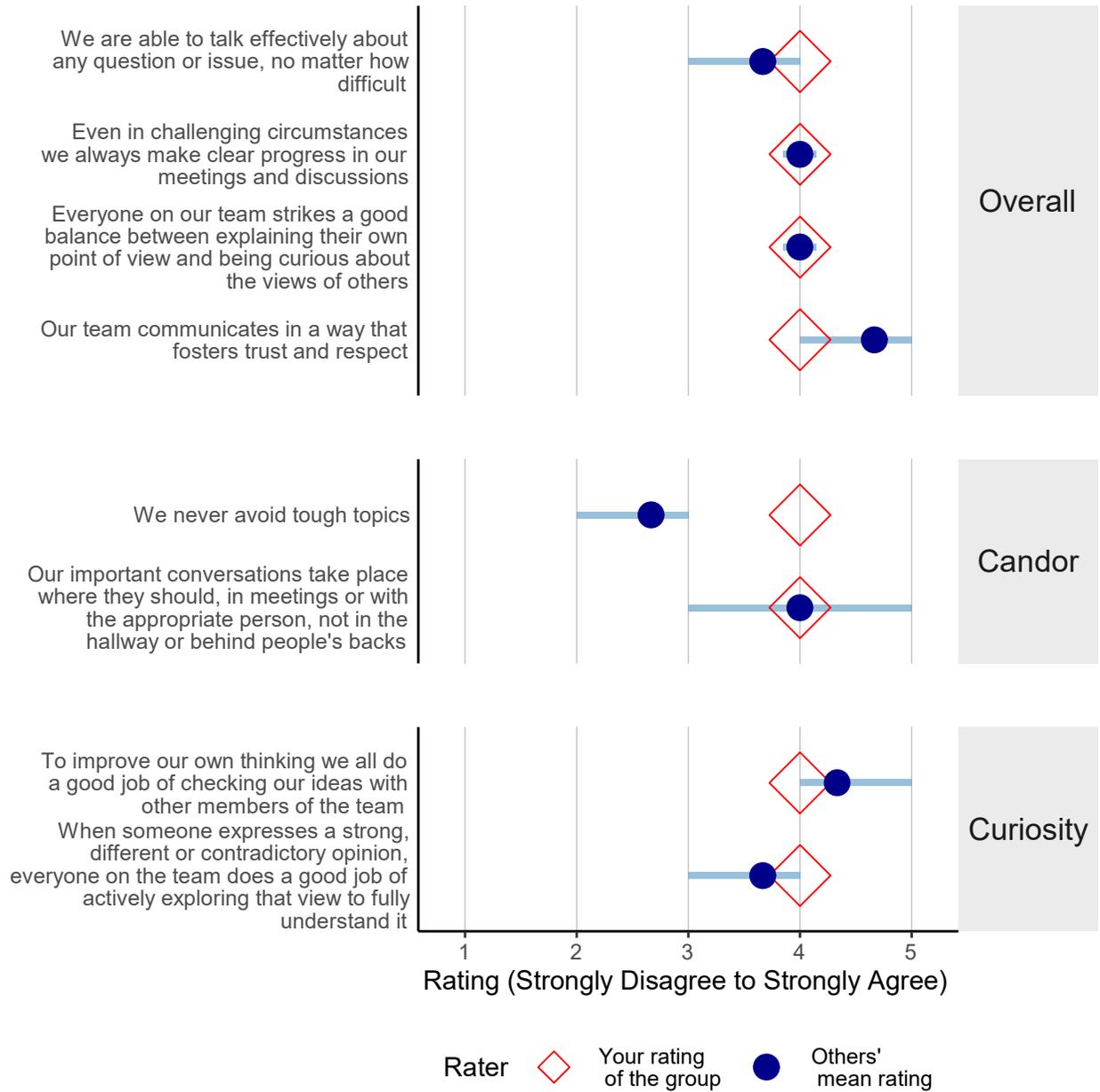
This report shows data from actual participants. Any names have been changed and comments have been modified so that they do not potentially identify the actual client group. This is a report that would typically be given to each participant in a group.

How to read the Group Ratings Summary chart

Items fall into 3 categories - Overall conversational capacity, Candor, and Curiosity

Each diamond on the chart shows how the sample rater rated this group. Horizontal lines show the range of ratings by other participants in the group. If the horizontal line is quite short and doesn't fully extend between two rating levels, this means that all others rated the group at that specific level. The solid circle represents the mean rating of all other participants for that item.

Summary of group ratings for Demo Corp Executive Leadership Team



Rating (Strongly Disagree to Strongly Agree)

Rater ◇ Your rating of the group ● Others' mean rating

Lines represent the range of ratings by others for each item

Your comments about your group

Invest the time to have the conversation. Recently we all held a 60 min zoom to discuss our launch. I had not requested the meeting, others did. However with the topics covered and the "gaps" being collectively filled in, it was clear the meeting was needed. I left the meeting inspired and energized.

I wonder, whether this timely meeting is a norm or not. My only concern is that we not allow "gaps" (misalignments) to linger. My hope is Martha, Susan, Sarah and Thomas can have these timely conversations to optimize alignment in approach and philosophy. Yet I am guessing that with the our client many "gaps" lingered.

It takes time to attain, and maintain alignment (minimize gaps) - i hope we are all commitment to investing the time.

Others' comments about your group

A practice that asks each person: do they feel heard, what questions do we have, are there there things we wonder about (relative to the conversation or quality delivery, how might we be of more service, what might we be missing?

less cramming in of meetings, to allow more space to think.

more face-to-face time

How to read the Summary of Individual Ratings chart

Items fall into 3 categories - Overall conversational capacity, Candor, and Curiosity

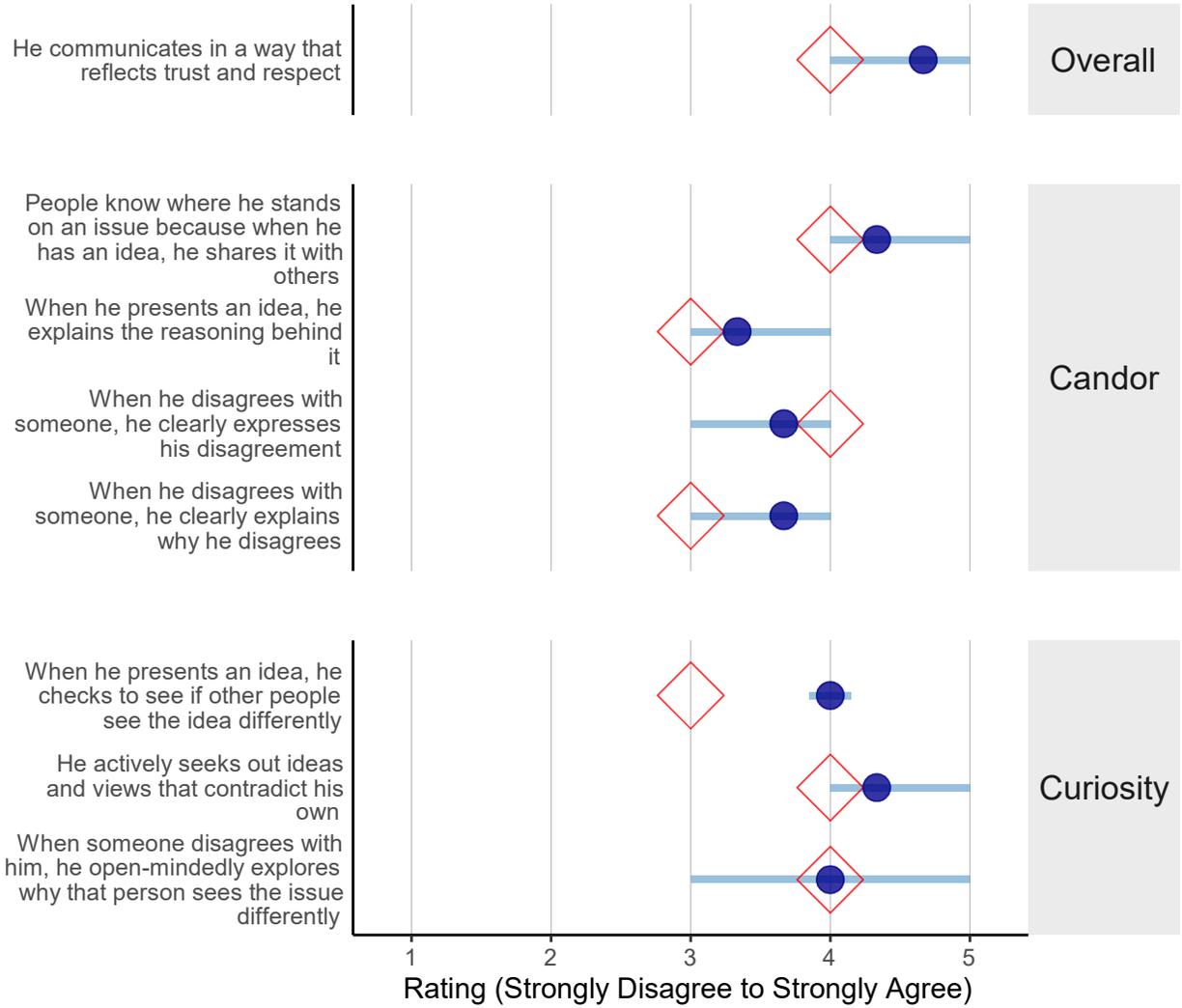
The circles on the left side of the chart show how many participants rated themselves at that level. In this group, there were 4 participants, so there can be up to 4 self-ratings.

The circles on the right side of the chart show how many participants rated other participants (not themselves) at each level. This means that there were up to 12 ratings of other participants (ie, not including self-ratings).

If only one participant rated another participant at a given level, the circle does not have a number inside it.

If the total number of ratings is fewer than the number of participants in the group, one or more participants did not answer that particular question.

Individual ratings for Demo Corp Executive Leadership Team Thomas Smith (disguised name)



Ratings ◇ Self rating ● Others (mean)

Lines represent the range of ratings by others for each item

Your comments about yourself

slow down to explain my thinking???

I am unsure, but would welcome feedback/suggestions.

Others' comments about you

there are times when it seems that while openly asking for differences, there is no interest in actually shifting to a different thing.