

Sample Advanced Report

Thank you for your interest in the reports available with 20/20 Insight GOLD!



The best feedback reports make it easy for people to understand their feedback. Whether it's an individual 360 feedback report, an internal climate survey or a customer satisfaction survey, the person reading the report often has questions like these:

- Are the scores high or low?
- What are the areas of strength?
- What areas need to be improved?

20/20 Insight GOLD lets you display feedback information so that these questions are quickly answered. The program includes a wide variety of standard display formats. All you have to do is select the ones you want to include. Or you can use the program's report designer to create customized report sections, which you can save and use at any time.

This report is only one of the many variations you can create with 20/20 Insight GOLD's highly flexible and customizable reporting system.

The scores shown in the report reflect the combined ratings given by all respondents, minus any self-ratings. Self-ratings are not included in any averages.

20/20 Insight GOLD is a very flexible and customizable feedback software program. The Advanced Report module lets you:

- Consolidate data from many projects to create a single aggregate report
- Create comparisons for a given subject (feedback recipient), such as Current vs. Previous, Self vs. Other and Subject vs. Aggregate
- Create comparisons for a given project, such as Current vs. Previous and Project vs. Aggregate with Advanced Report, you're able to select the report sections you want to include that will display the desired aggregate data. This sample displays a Multi-Project sample report. You can also print Project-level and Subject-level reports.
- Multi-Project Report – aggregates data from two or more projects
- Project Report – compares data for one project with data from (a) all projects in the Advanced Report file or (b) an earlier project in order to compare current scores with earlier scores
- Subject Report – compares data for one subject with data from (a) all projects in the Advanced Report file or (b) an earlier project in order to compare current scores with earlier scores

When printing an Aggregate Report, you select only the sections you want to include. You can use any combination of the standard report sections and customized report sections, which you create with the program's report designer.

If you have questions or would like more information about 20/20 Insight GOLD, please contact us at:

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20/20 Insight

Special Confidential Report

Advanced Technologies Sample Comparison
(Multi-project Report)

July 29, 2003

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Performance Support Systems

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20/20 Insight
Special Confidential Report

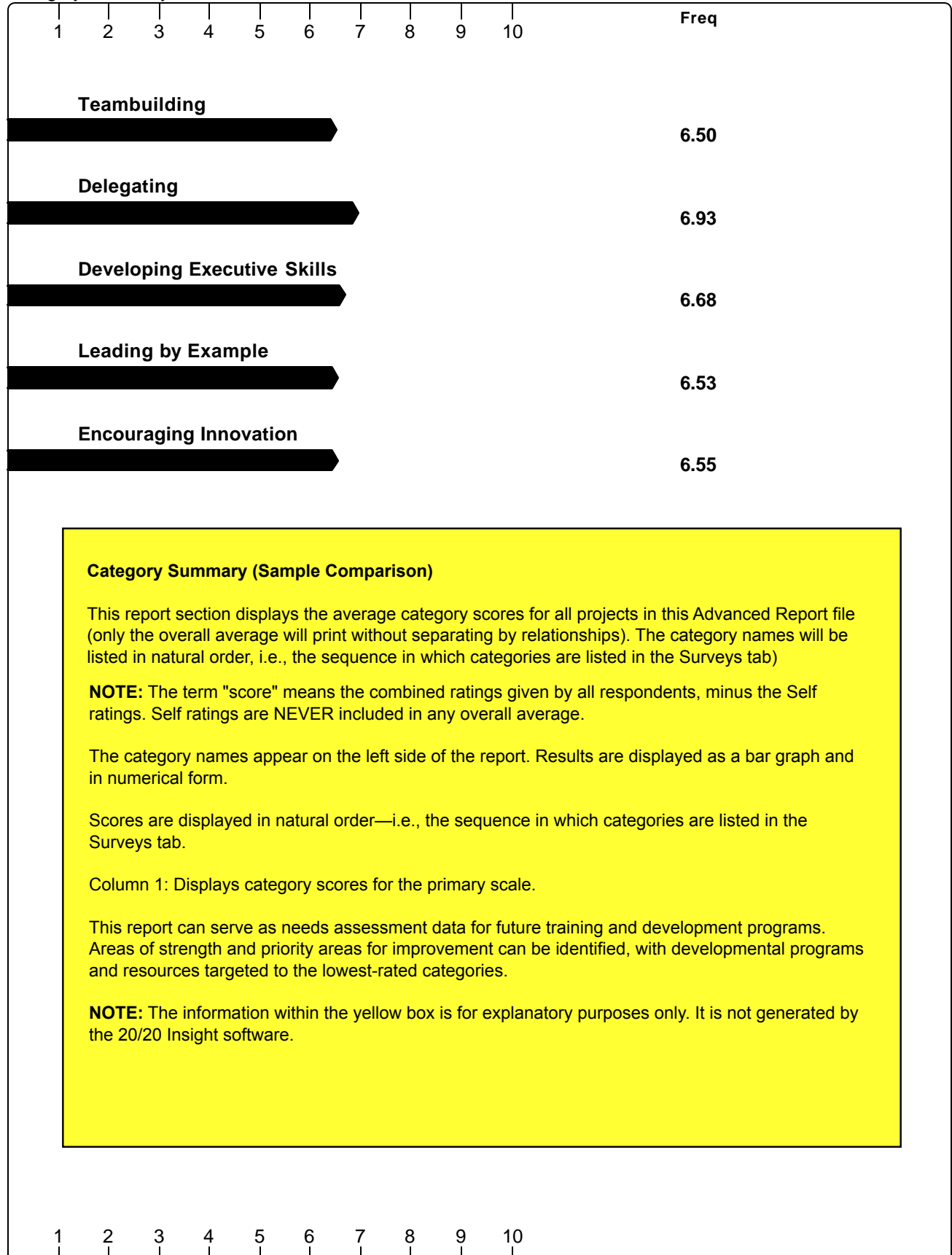
Report for: Advanced Technologies Sample Comparison

C O N T E N T S

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Advanced Technologies Sample Comparison

Category Summary



Category Summary (Sample Comparison)

This report section displays the average category scores for all projects in this Advanced Report file (only the overall average will print without separating by relationships). The category names will be listed in natural order, i.e., the sequence in which categories are listed in the Surveys tab)

NOTE: The term "score" means the combined ratings given by all respondents, minus the Self ratings. Self ratings are NEVER included in any overall average.

The category names appear on the left side of the report. Results are displayed as a bar graph and in numerical form.

Scores are displayed in natural order—i.e., the sequence in which categories are listed in the Surveys tab.

Column 1: Displays category scores for the primary scale.

This report can serve as needs assessment data for future training and development programs. Areas of strength and priority areas for improvement can be identified, with developmental programs and resources targeted to the lowest-rated categories.

NOTE: The information within the yellow box is for explanatory purposes only. It is not generated by the 20/20 Insight software.

1 2 3 4 5 6 7 8 9 10

Advanced Technologies Sample Comparison

Category Summary - Scale Comparison

	1	2	3	4	5	6	7	8	9	10	Freq	Imp	△	
Encouraging Innovation												6.92	6.83	.11
Championing Innovation												6.86	6.74	.12
Promoting Ethics												6.83	6.50	.33
Leading by Example												6.70	6.20	.70

Category Summary – Scale Comparison (Sample Comparison)

This report section displays the average category scores for the primary and comparison scales, along with the difference between the two. Scores are obtained by averaging respondent scores for all items in each category.

NOTE: This report section can be printed only if more than one scale was used in the projects.

NOTE: The term "score" means the combined ratings given by all respondents minus the Self-ratings. Self-ratings are NEVER included in any overall average.

The category names appear on the left side of the page. Results are displayed as a gap graph and in numerical form, listed from most negative difference to most positive difference based on the difference between the two sets of scores (Column 3).

Column 1: Displays category scores for the primary scale.

Column 2: Displays category scores for the comparison scale.

Column 3: Reports the difference between these two sets of scores.

The difference between the two averages is also known as a "gap" graph. A long arrow pointing to the right suggests a priority for improvement because it indicates that performance is lower than desired. A long arrow pointing to the left suggests a strength because performance is at a higher level than expected.

This report can serve as needs assessment data for future training and development programs. Areas of strength and priority areas for improvement can be identified, with developmental programs and resources targeted to the greatest negative gaps.

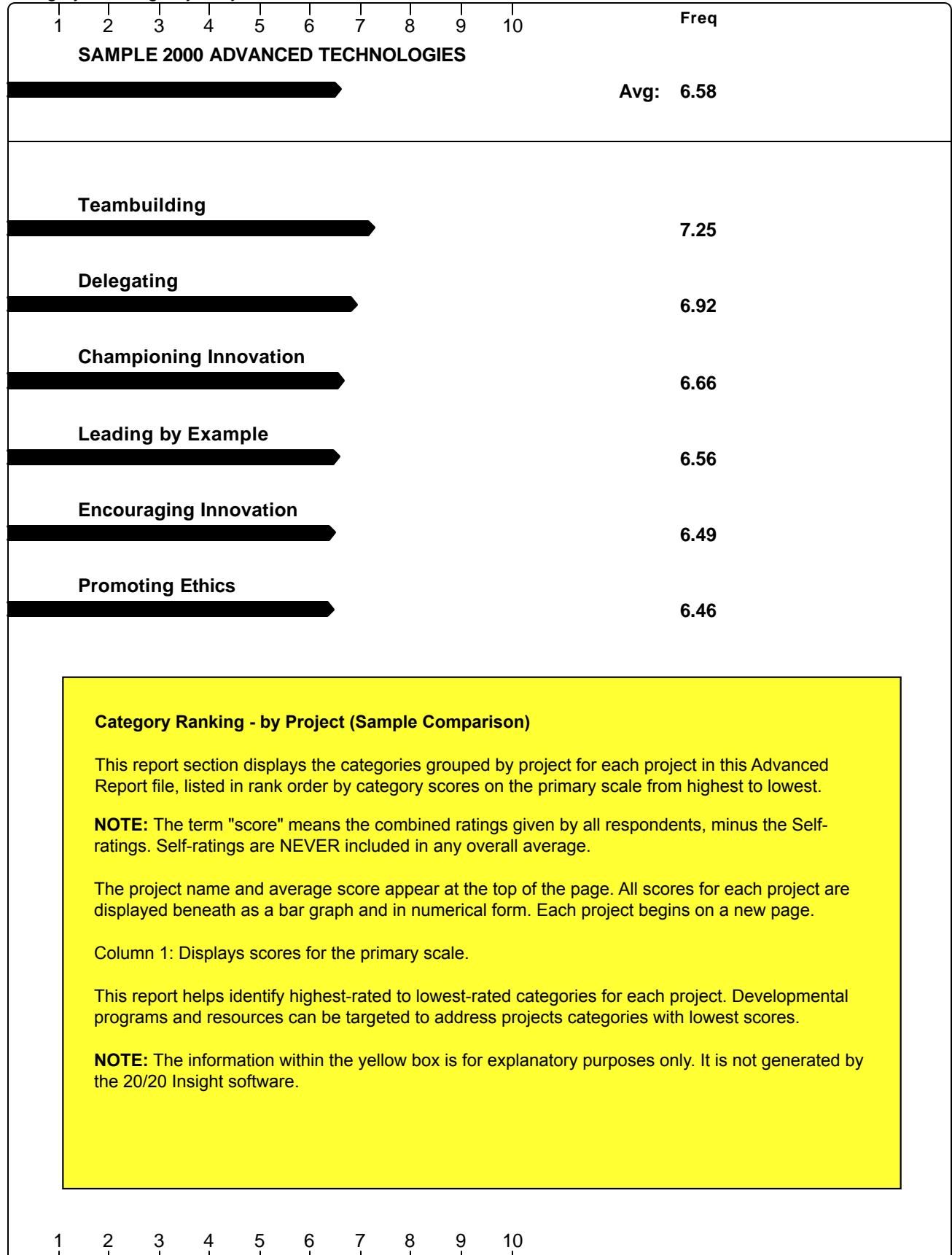
NOTE: The information within the yellow box is for explanatory purposes only. It is not generated by the 20/20 Insight software.

1 2 3 4 5 6 7 8 9 10

Advanced Technologies Sample Comparison

Sample 2000 Advanced Technologies

Category Ranking - by Project



Category Ranking - by Project (Sample Comparison)

This report section displays the categories grouped by project for each project in this Advanced Report file, listed in rank order by category scores on the primary scale from highest to lowest.

NOTE: The term "score" means the combined ratings given by all respondents, minus the Self-ratings. Self-ratings are NEVER included in any overall average.

The project name and average score appear at the top of the page. All scores for each project are displayed beneath as a bar graph and in numerical form. Each project begins on a new page.

Column 1: Displays scores for the primary scale.

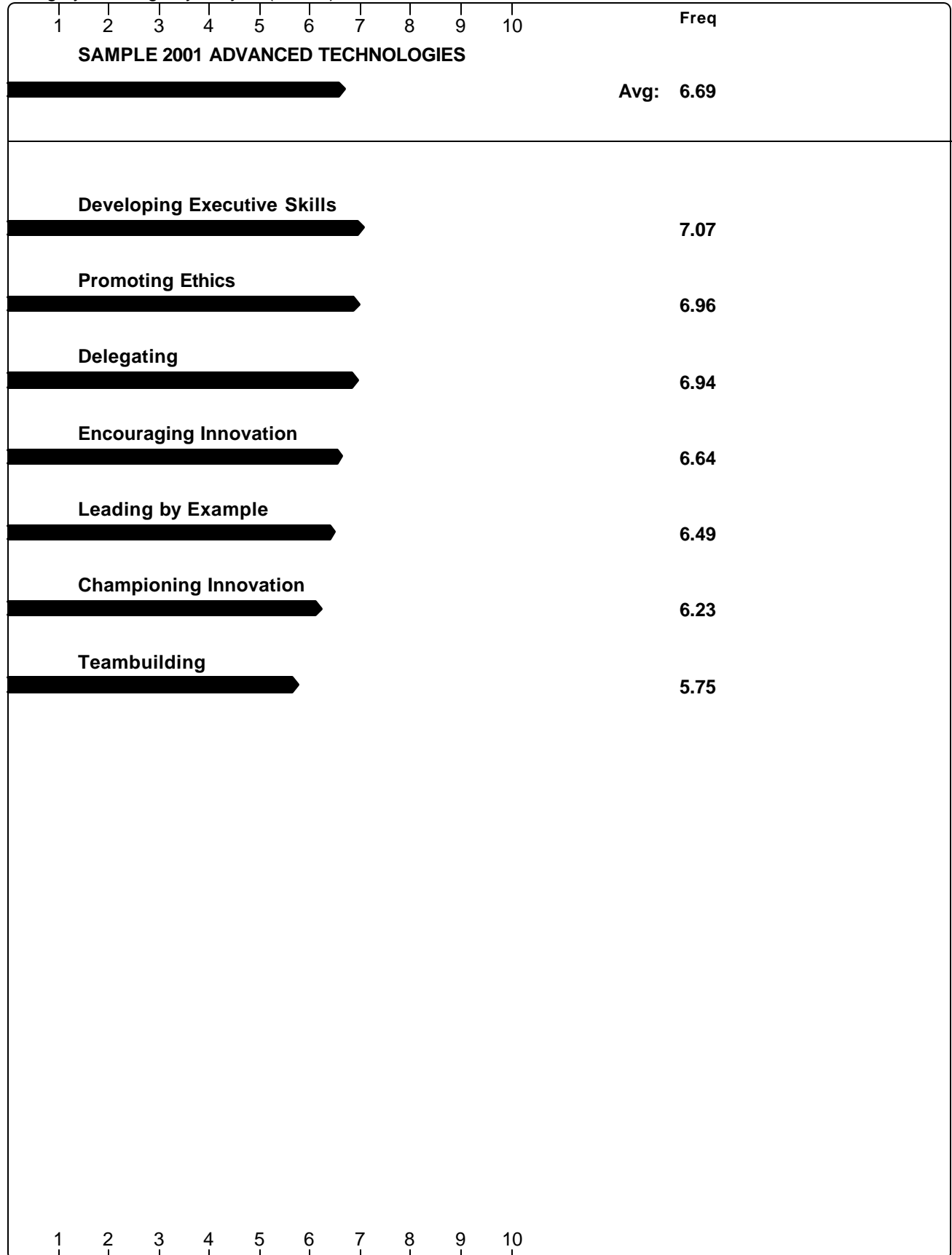
This report helps identify highest-rated to lowest-rated categories for each project. Developmental programs and resources can be targeted to address projects categories with lowest scores.

NOTE: The information within the yellow box is for explanatory purposes only. It is not generated by the 20/20 Insight software.

Advanced Technologies Sample Comparison

Sample 2001 Advanced Technologies

Category Ranking - by Project (cont'd.)








Item Ratings - by Category

1	2	3	4	5	6	7	8	9	10	Freq	N	
TEAMBUILDING												
											Avg: 6.50	2
<p>Helps the team create a vision and goals that are aligned with the organization's vision and goals.</p> <p>50% 50%</p>											6.50	2
<p>Asks for the team's recommendations before making hiring or assignment decisions.</p> <p>50% 50%</p>											6.00	2
<div style="background-color: yellow; padding: 10px;"> <p>Item Ratings – by Category (Sample Comparison)</p> <p>This report section displays scores for all items in this Advanced Report file, organized by category. Scores are obtained by averaging respondent scores for all items and Subjects in each category.</p> <p>Besides reporting the average scores across all projects, this section displays the distribution of ratings (shown as percentages) among all responses for each item. The distribution appears directly beneath each item statement as a row of percentages.</p> <p>NOTE: The term "score" means the combined ratings given by all respondents, minus the Self-ratings. Self-ratings are NEVER included in any overall average.</p> <p>The items are listed on the left side of the page. Results are displayed as a bar graph and in numerical form. Each category begins on a new page, and the category name and average score appear at the top of the page.</p> <p>Scores are displayed in natural order—i.e., the sequence in which categories are listed in the Surveys tab.</p> <p>Column 1: Displays the item scores for the primary scale. The bar graph also represents these averages.</p> <p>Column 2: Displays the total number of individuals who rated this item.</p> <p>This report can serve as needs assessment data for future training and development programs. Areas of strength and priority areas for improvement can be identified for the organization, with developmental programs and resources targeted to the lowest-rated items.</p> <p>NOTE: The information within the yellow box is for explanatory purposes only. It is not generated by the 20/20 Insight software.</p> </div>												
1	2	3	4	5	6	7	8	9	10			

Advanced Technologies Sample Comparison

Delegating

Item Ratings - by Category (cont'd.)

1	2	3	4	5	6	7	8	9	10	Freq	N
DELEGATING											
										Avg: 6.93	19
Gives more freedom of action and authority to people who show ability and commitment.											
	3%		6%	6%	11%	29%	23%	20%	2%		
										7.17	19
Gives more direction and supervision to people who need development.											
	5%	11%	8%	16%	16%	22%	22%				
										6.78	19
Arranges for adequate facilities, tools, materials, time and other resources.											
	3%	8%	3%	8%	22%	24%	19%	13%			
										7.54	19
Goes outside the team for resources and solutions when needed.											
	3%	6%	17%	17%	19%	6%	17%	6%	9%		
										6.22	19

1 2 3 4 5 6 7 8 9 10

