

Category Summary

This report section displays all category scores.

Results are displayed both as a bar graph and in numerical form. The category names appear on the left side of the page. Self-ratings are not included in these averages.

The first column displays scores for the primary scale from highest to lowest. It represents the average of all item scores within each category; the bar graph also shows these averages.

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

Item Ratings--Relationships/Comments

This section displays detailed information about the individual items, organized by category.

Results are displayed both as a bar graph and in numerical form. Self-ratings are displayed as a separate bar graph and are not included in the score.

The category name appears underneath the item in the upper-right corner, and the items related to the category are listed from the highest average to the lowest average.

Directly beneath each item statement is a row of numbers that represent the level of agreement among respondents for that item. This distribution of ratings shows the number of respondents who gave ratings at each point on the scale (e.g., 2 people may have given a rating of 4, 3 people gave a rating of 5, etc.).

The horizontal bar graphs and corresponding number to the right display the item score on the primary scale, based on the relationship type. The first bar shows the overall score from all respondents. The remaining bars show the average ratings given by each respondent type (e.g., peer, manager, sw,se,nc, etc.).

The second column (N) represents the number of people who contributed ratings for that particular item. This number can vary across items because some respondents may have skipped some items.

If any respondents wrote comments about a particular item, the comment appears immediately below the bar graphs. Each dash (-) represents a comment from a different person.

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Highest-Rated Items

This section reports the scores of the subject's 6 highest-rated items across all categories. Self-ratings are not included in these averages.

Results are displayed both as a bar graph and in numerical form, from highest to lowest.

Items are shown on the left side of the page, with the related category in parenthesis below it.

The first column displays the average score for each item on the primary scale, with the highest score listed first, followed by the second highest score, and so on

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Lowest-Rated Items

This section reports the scores of the subject's 5 lowest-rated items across all categories. Self-ratings are not included in these averages.

Results are displayed both as a bar graph and in numerical form, from lowest to highest.

Items are shown on the left side of the page, with the related category in parenthesis below it.

The first column displays the average score for each item on the primary scale, with the lowest score listed first, followed by the second lowest score, and so on.

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Summary Questions (Sample Comparison) This report section displays Summary Questions that were included in the assessment and the responses given by each respondent. Responses are grouped by question and are completely anonymous.

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