

Group Summary by Leadership Practice

This page displays the average Self and Observer responses for all individuals participating in this group. The AVG column shows the averages of each type of Observer responses for each of The Five Practices. Responses can range from 6 to 60. The STD DEV measures the distribution of scores around the mean (average score) and as the number increases from zero it means that the distribution of scores is increasingly widespread.

		AVG	STD DEV
Model the Way	Self	46.2	5.3
	Manager	43.0	8.1
	Direct Report	43.1	9.2
	Co-Worker	43.6	10.3
	Other	46.4	9.1
	All Observers	44.1	9.6
Inspire a Shared Vision	Self	42.3	7.9
	Manager	36.4	11.1
	Direct Report	41.4	9.8
	Co-Worker	38.8	11.3
	Other	43.6	9.4
	All Observers	40.2	11.5
Challenge the Process	Self	46.3	6.7
	Manager	41.0	9.1
	Direct Report	44.1	9.0
	Co-Worker	41.8	9.8
	Other	44.8	8.3
	All Observers	42.9	9.4
	Self	50.3	4.3
	Manager	45.5	8.7
Enable	Direct Report	49.1	7.7
Others to Act	Co-Worker	47.6	8.2
	Other	48.2	10.0
	All Observers	47.8	9.4
	Self	46.3	6.4
	Manager	42.1	9.9
Encourage	Direct Report	43.4	9.6
the Heart	Co-Worker	44.6	10.0
W the mean	Other	45.6	9.9
	All Observers	44.3	9.9

ALL OBSERVER	Self Surveys Tallied: 20	Direct Report Surveys Tallied: 37	Other Surveys Tallied: 45
SURVEYS TALLIED: 191	Manager Surveys Tallied:22	Co-Worker Surveys Tallied: 87	

AVG-Average of all Observer responses in each category

STD DEV-Standard Deviation

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Chao Zhang

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