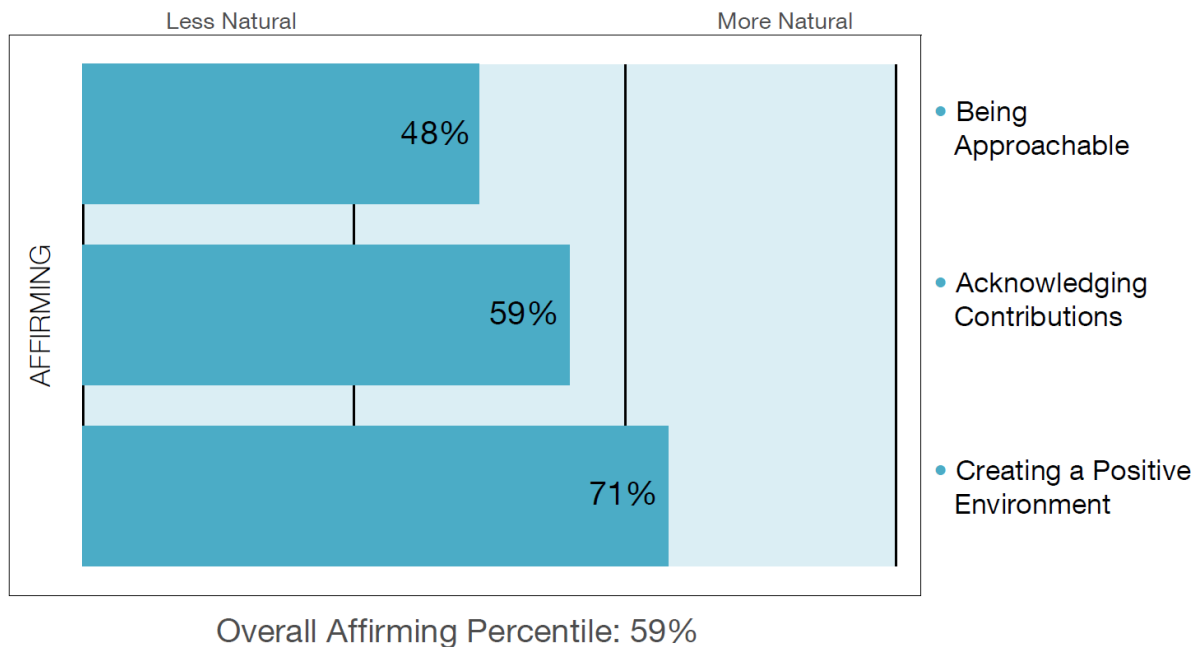


## 363 FACILITATOR REPORT: THE GROUP SUMMARY PAGES

The group summary pages in the *363 for Leaders Facilitator Report* each contain a bar graph with percentiles. Below is an example of one such graph.



This example was pulled from a report that included twenty leaders. The average score for the group was calculated for the three practices (i.e., Being Approachable, Acknowledging Contributions, Creating a Positive Environment) and the one approach (i.e., Affirming).

Next, those average scores are compared against other leaders who have gone through the 363 process and a percentile is generated.

For example, in this case, 48% of leaders have scored the same or below our group's average when it comes to Being Approachable. Through some simple math (i.e.,  $100\% - 48\%$ ), we can tell that 52% of leaders scored higher than our group's average.

Likewise, 59% of leaders scored the same or below our group's overall average for Affirming. This suggests that we're doing a little better than the norm when it comes to this behavior.

The sample used for the report includes over 3000 leaders and over 50,000 raters. Note that from a statistical perspective, the more leaders you have in a group, the more likely the group's percentiles will be close to 50%. This observation is based on a well-documented statistical principle called *regression toward the mean*.