

VoicePrint Practitioners' Webinar

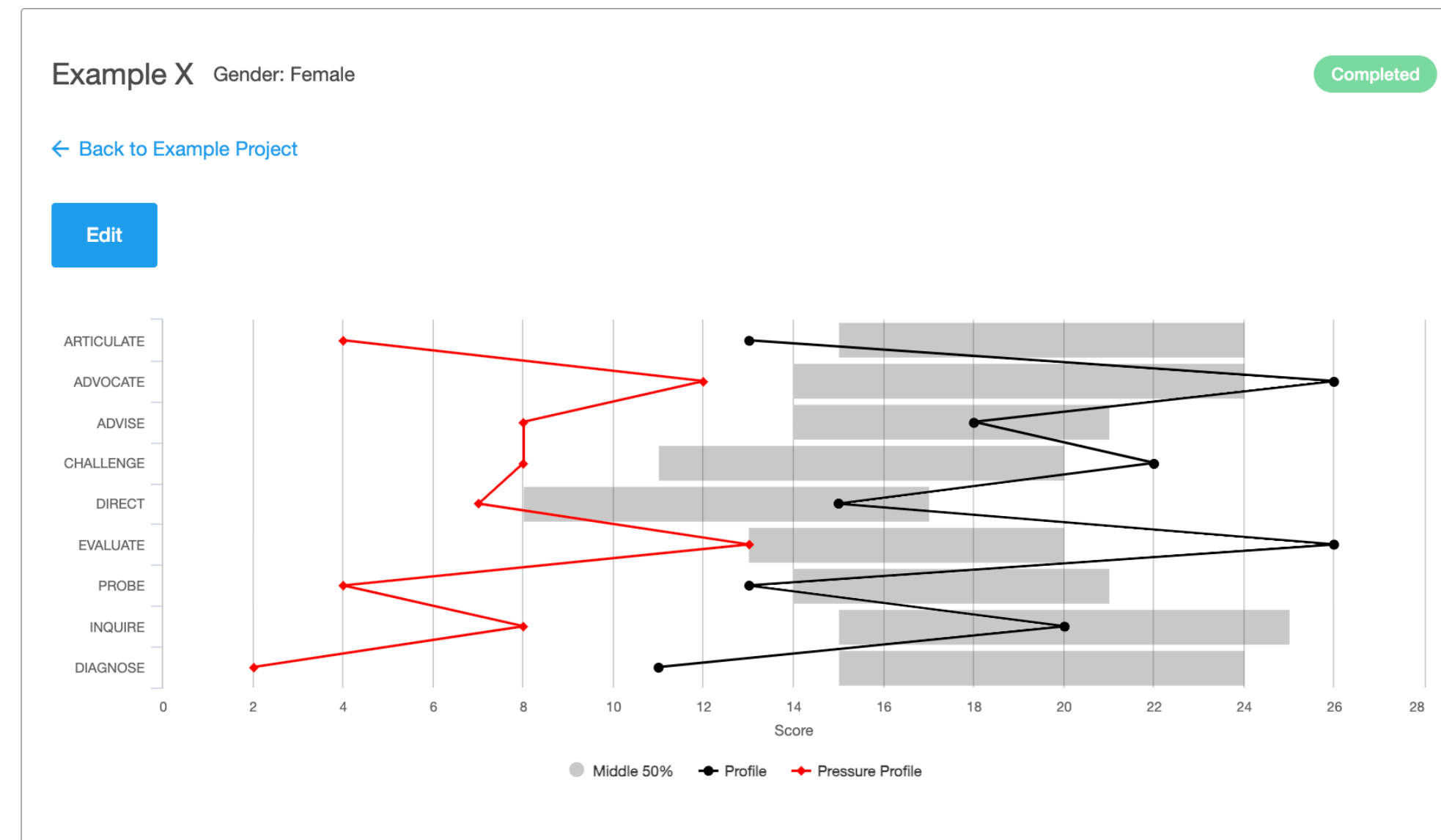
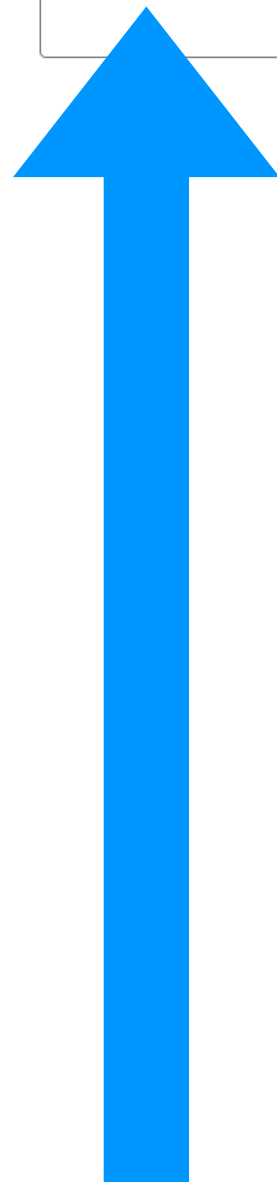
The Short Reports: Summary, Snapshot and Outlines

Where to find them

On your Project dashboard

VoicePrints Search in this project

Name	Email	Profiles	Created	Completed
Anonymised Example	alan@businesscognition.co.uk	Report PDF Report PDF Add Report PDF	23.10.2023	07.03.2024
Example X	alan@businesscognition.co.uk	Report PDF Report PDF Add Add Listening	20.10.2023	09.01.2022
AN Example Profile	alan@businesscognition.co.uk	Report PDF Report PDF Add Add Listening	10.10.2023	



Reports

Self Assessment

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VP360

[View](#) [Download](#)

Outlines

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Snapshot

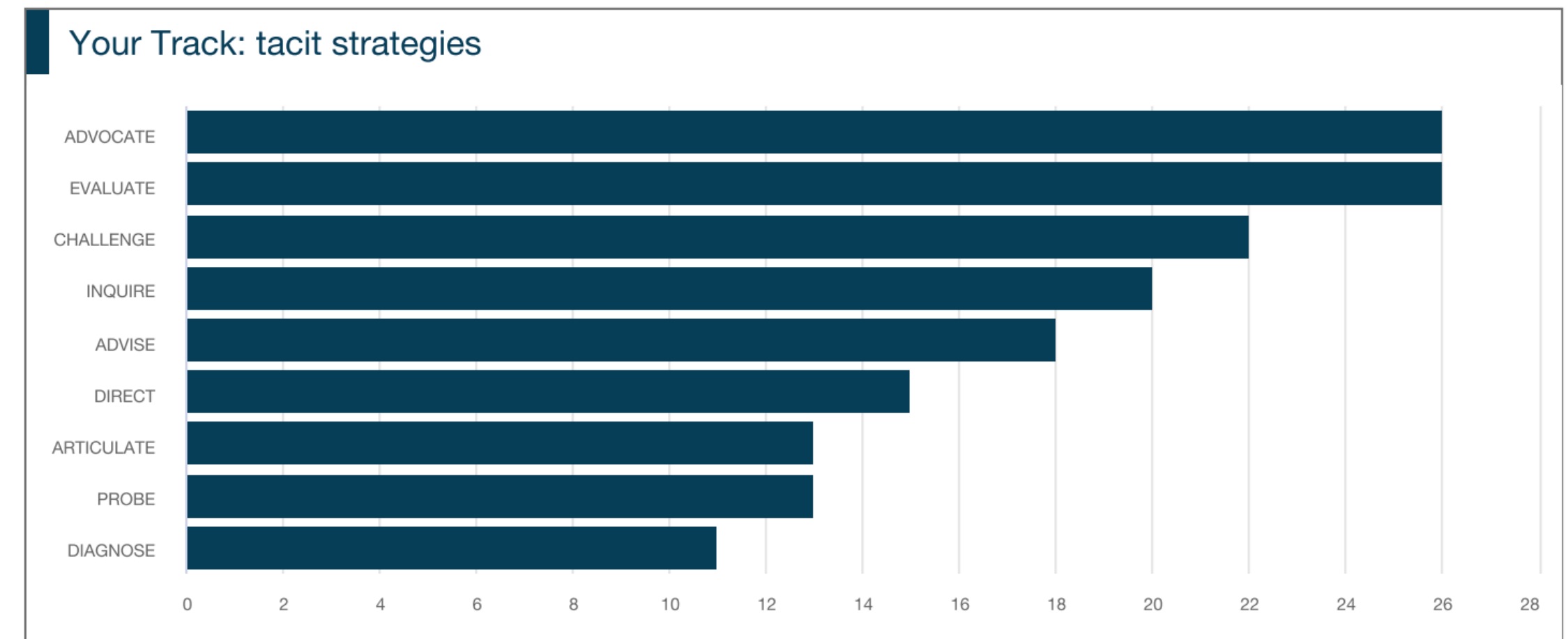
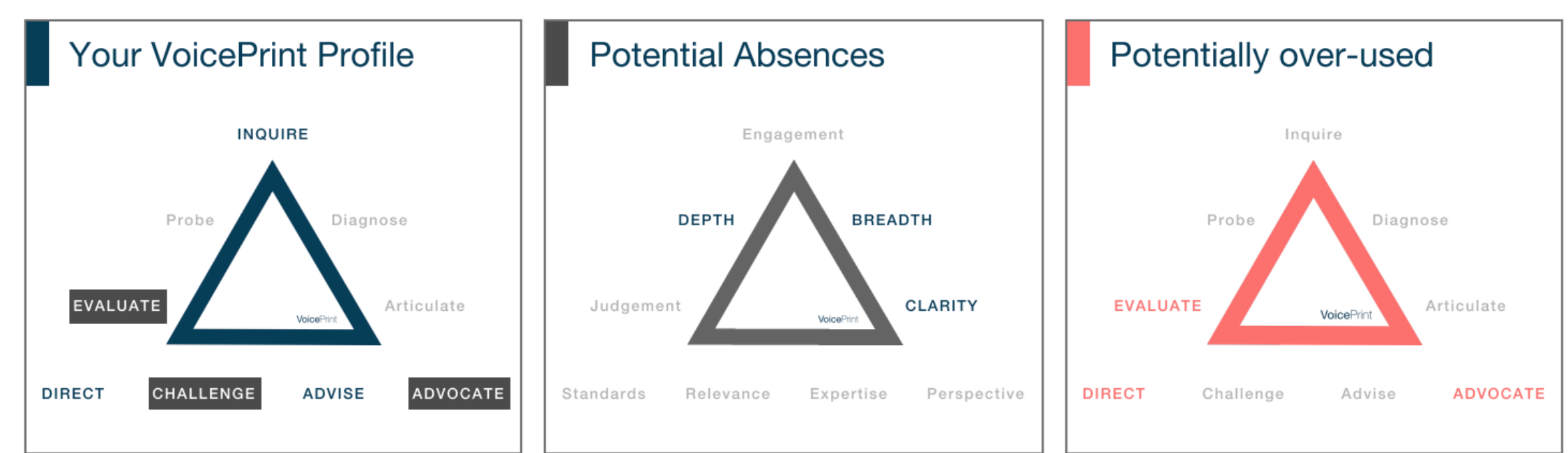
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Summary

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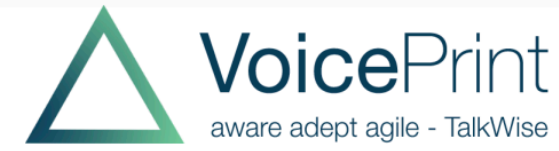
The Summary Report

- The self-perception voices profile in a single page: key graphics only
- Grey Triangle indicates qualities that might be absent, because use of the relevant voice is low range
- Red Triangle indicates voices that are high range in the pressure profile and potentially over-used
- The Percentile scale clarifies how low, how typical, or how high, and therefore potential impact, but also the direction and extent of any shifts under pressure



Voice	Very low	Low	Medium Range	High	Very High	If Overused															
Probe						Intrude															
Inquire						Interrogate															
Diagnose						Over Analyse															
Articulate						Verbose															
Advocate						Preach															
Advise						Patronise															
Challenge						Attack															
Direct						Dictate															
Evaluate						Criticise															
Percentile	1	5	10	15	20	25	30	35	40	45	50	55	60	65	70	75	80	85	90	95	99

The Snapshot Report

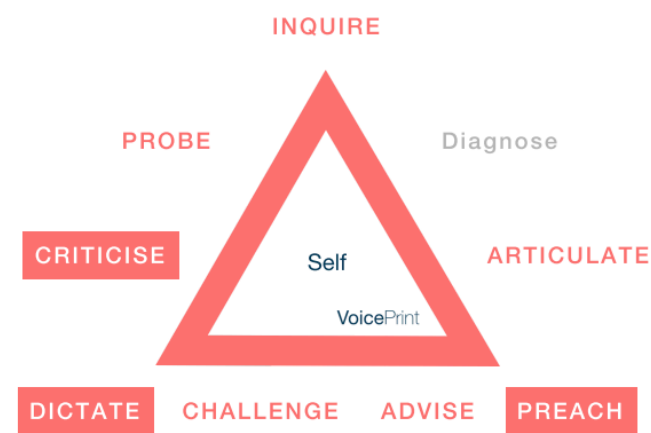
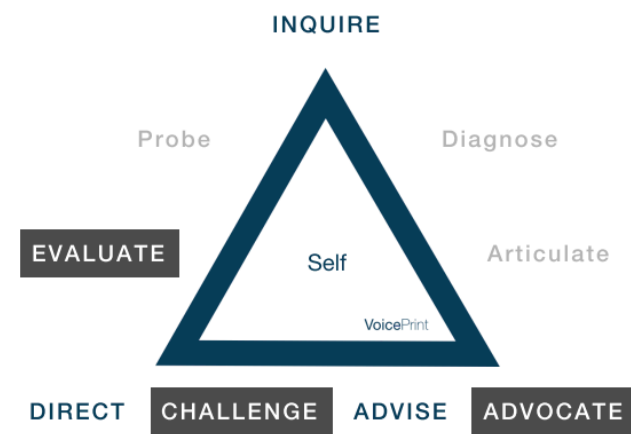


Snapshot Report

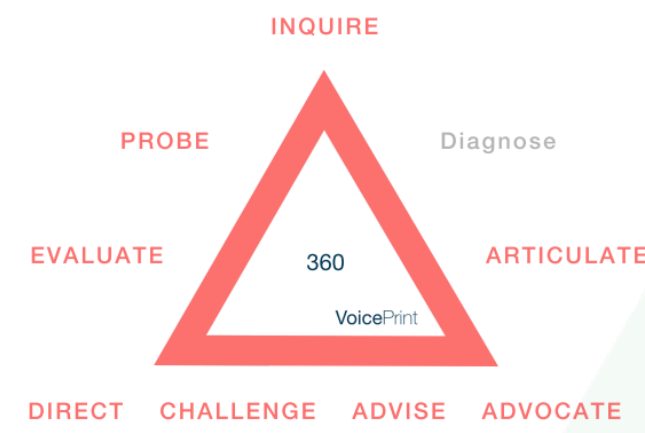
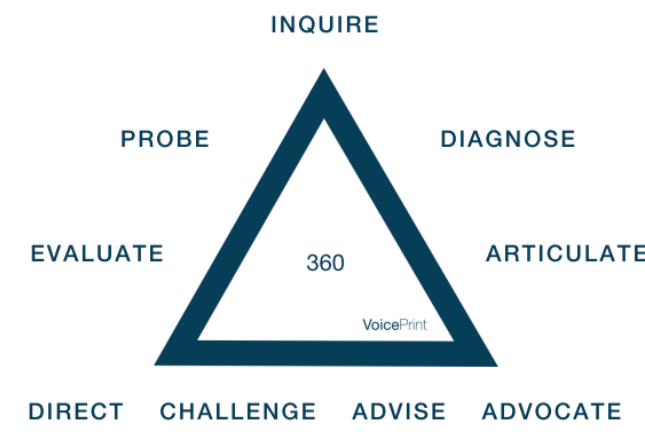
EXAMPLE X

20.10.2023

Self Perception

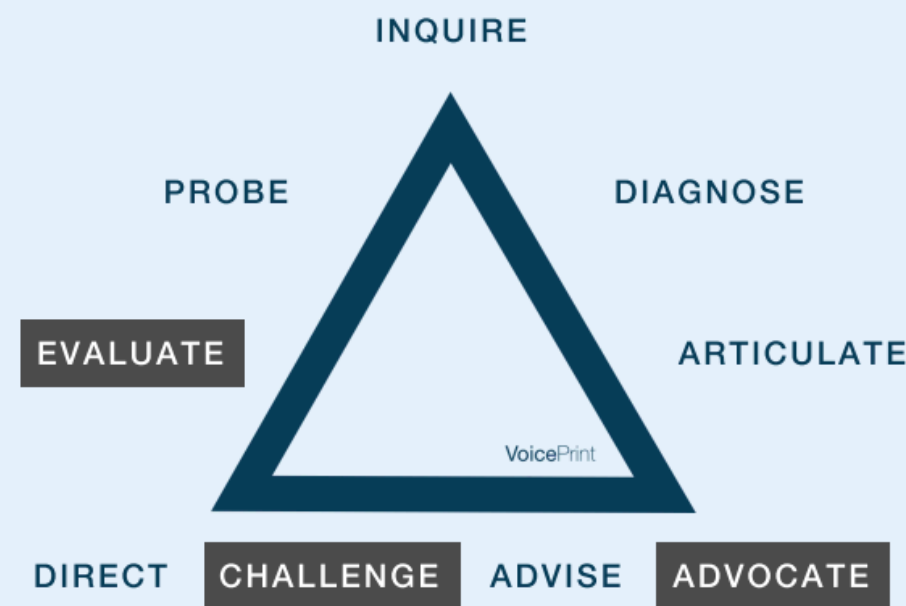


360 Feedback

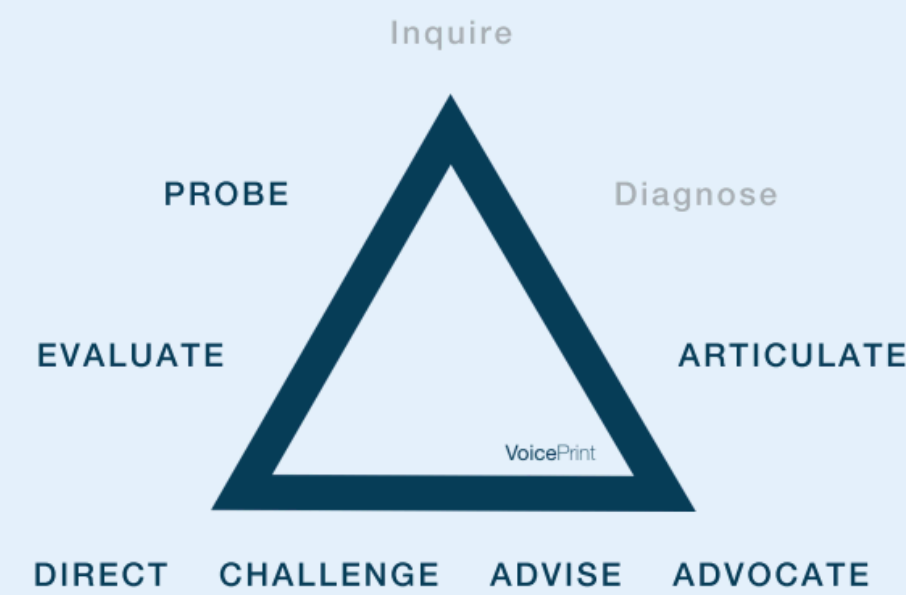


EXPLORING	Inquire	To ask open-mindedly in order to find out more. The voice that seeks to understand others.
	Probe	To dig deeper, going beyond or behind what is already apparent. The voice that calls for further detail or disclosure.
	Diagnose	To analyse in order to come to an understanding. The voice that seeks to connect and make sense of information.
POSITIONING	Advocate	To hold a personal position or view, either for or against. The voice that pushes a case or argues for a viewpoint.
	Advise	To suggest a course of action or a way of thinking. The voice that offers a proposal or solution.
	Articulate	To describe and clarify in a precise, neutral, matter-of-fact way. The voice that combines and summarises other inputs
CONTROLLING	Direct	To call (or recall) attention to a responsibility, required standard or boundary. The voice of authority that demands compliance.
	Challenge	To interrupt in order to improve the quality of what is happening. The voice that re-focuses.
	Evaluate	To weigh up thoroughly and objectively, considering both strengths and weaknesses. The voice that deliberates and assesses.

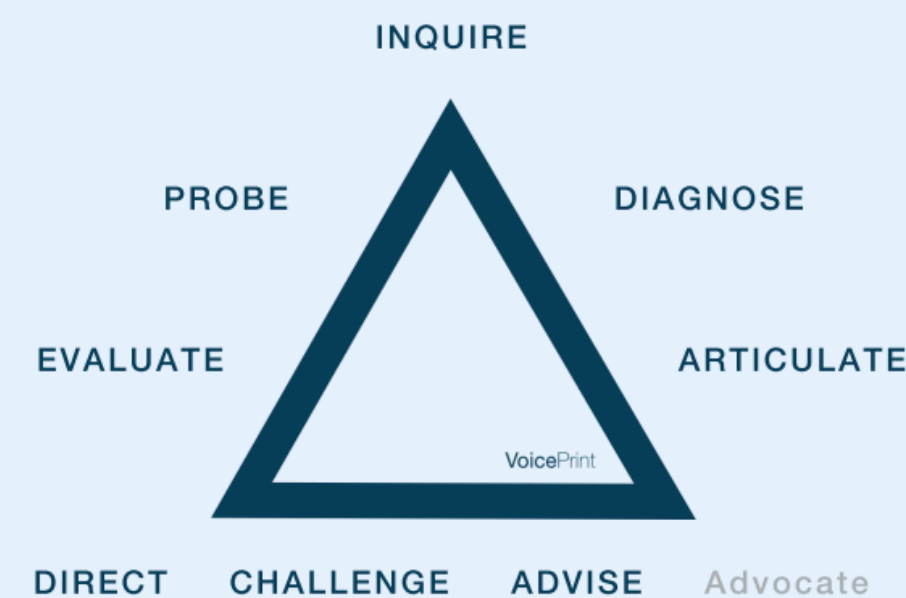
Managers



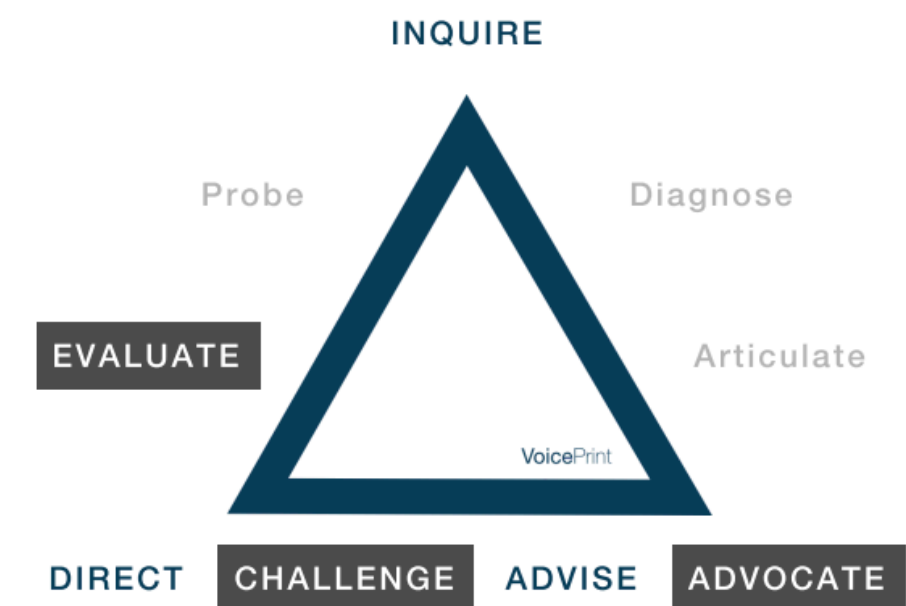
Peers



Team



Self Perception



The Outlines Report

- The VoicePrint 360 feedback scores, voice by voice on a single page
- No other text, so no qualitative comments
- Use of the percentile scale clarifies the direction and extent of differences in perception
- You can toggle particular constituencies in or out of the on-screen version to clarify comparisons

