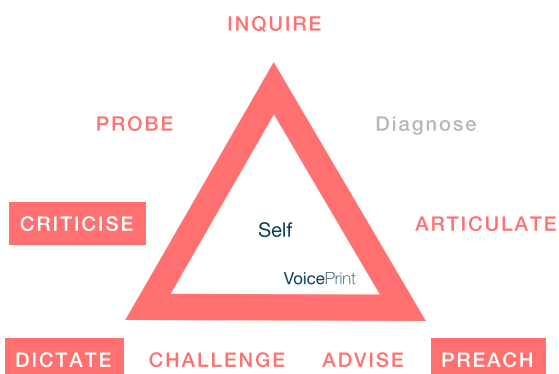
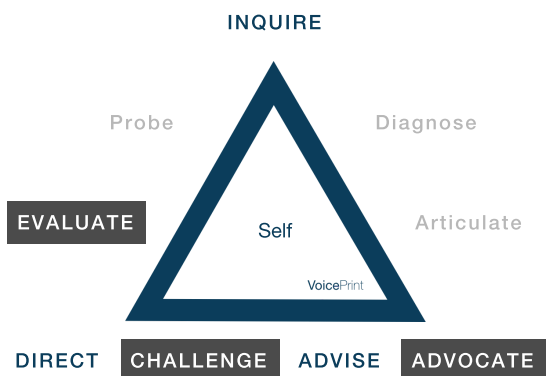
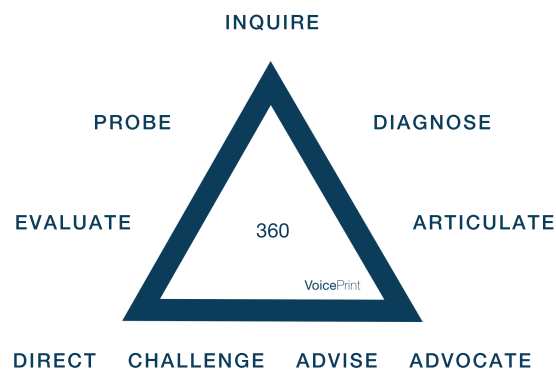


Self Perception

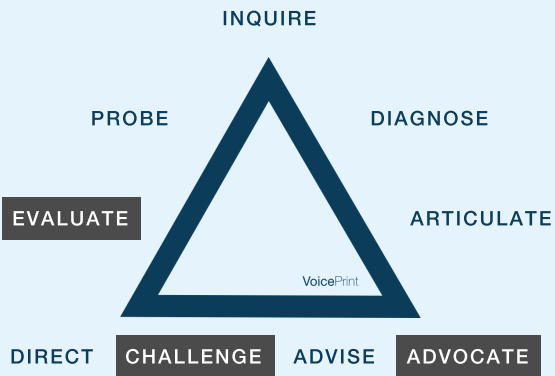


360 Feedback

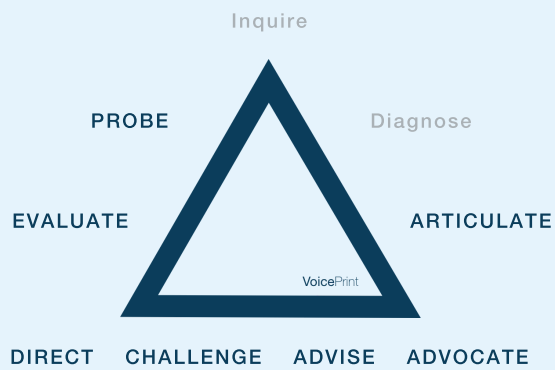


EXPLORING	Inquire	To ask open-mindedly in order to find out more. The voice that seeks to understand others.
	Probe	To dig deeper, going beyond or behind what is already apparent. The voice that calls for further detail or disclosure.
	Diagnose	To analyse in order to come to an understanding. The voice 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.

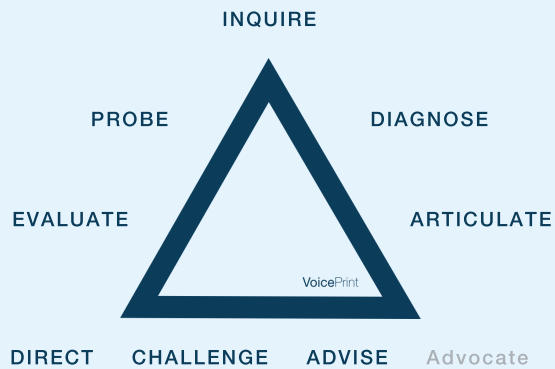
Managers



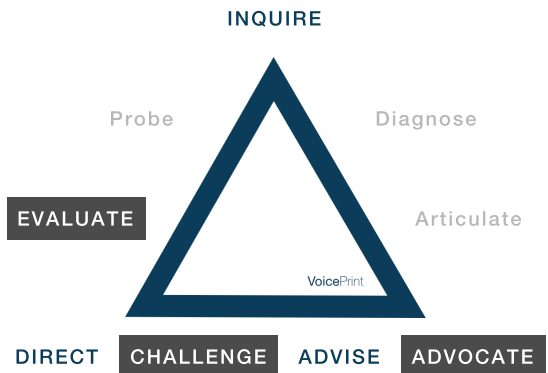
Peers



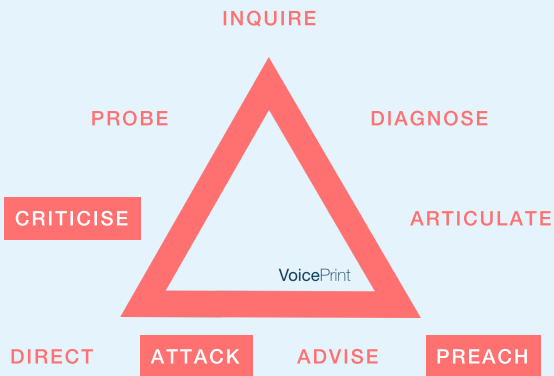
Team



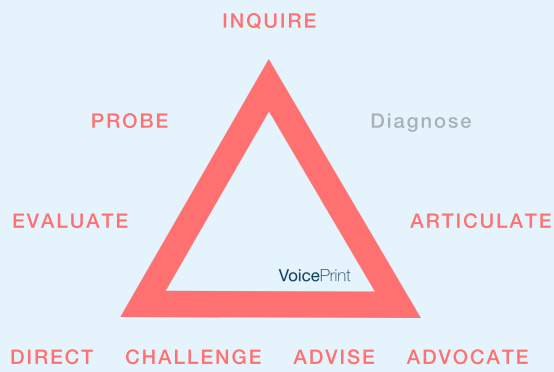
Self Perception



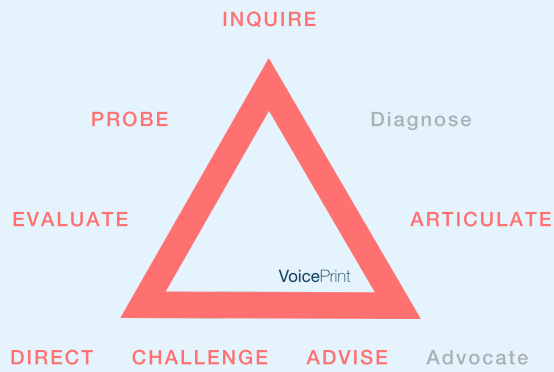
Managers



Peers



Team



Self Perception

