

PRE-ACTION PLAN QUESTIONS

- ✓ Which profile results do you feel best about?
- ✓ Which outcomes are most bothersome to you?
- ✓ Where are the biggest discrepancies between you and your subordinates?
Among your subordinates (high variances)?
- ✓ How satisfied are you with your pattern of skills? Does the pattern reflect
your role (sales versus management versus strategy, etc.)?
- ✓ How do you feel about the effectiveness of your work group?
- ✓ Are your subordinates telling you something?
- ✓ If you could change only one score, which one would it be? Why?
- ✓ Is there anything you can do to bring about the change?
- ✓ What feedback are you going to give your subordinates?