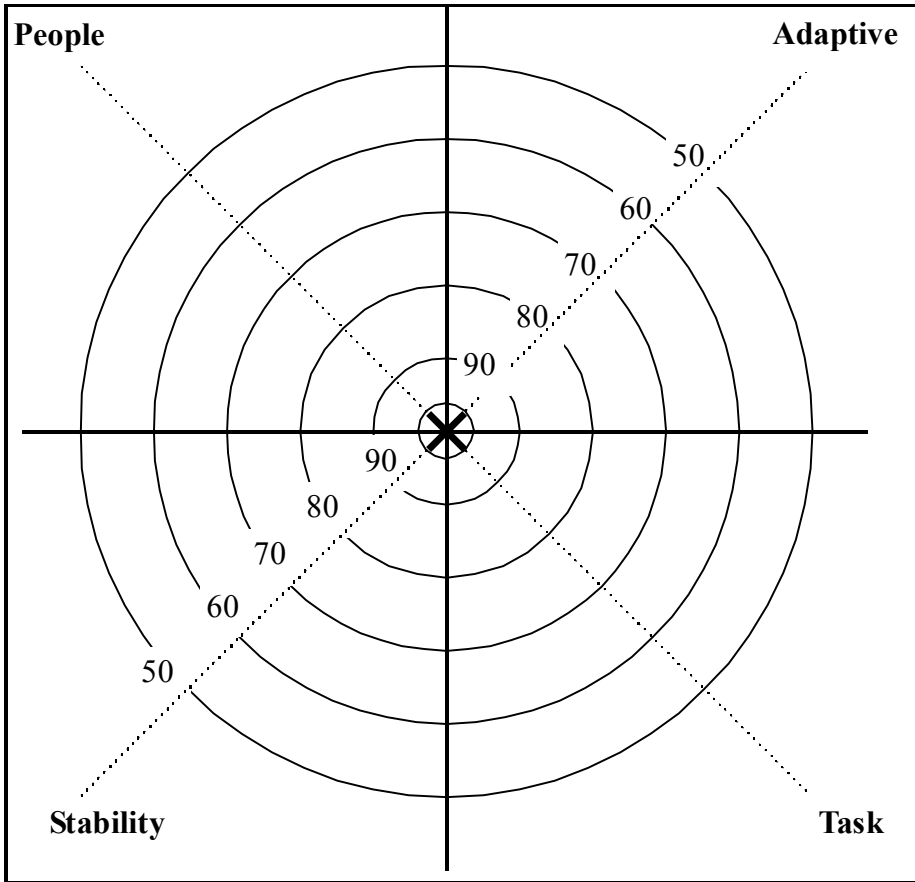


Figure 1. Bull's Eye

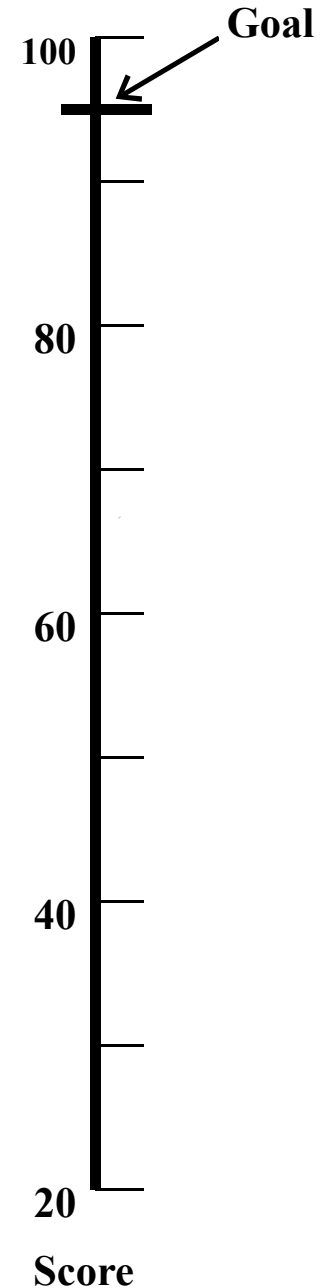


**To Plot Your Leadership Scores.** Find your overall scores on the People, Adaptive, Stability, and Task functions on your *Supervisory Leadership Feedback Report*. In the diagram above (Figure 1), mark each score on the appropriate dotted line for each function. Then connect the marks with a line so that you get a 'kite-like' shape. The shape and placement of this kite will show you which leadership functions you tend to demonstrate most and which you demonstrate least.

Figure 2. Customer Service

**To Plot Your Customer Service Focus Score:** Find your overall Customer Service Focus score on your *Supervisory Leadership Feedback Report*. Mark your score on the thermometer-like figure at right. Compare this with the Division-wide goal of 95, which represents the top 10 % of supervisors in the Division.

**For purposes of comparison,** plot Departmental and Divisional averages in a different color on both figures. If you have a feedback report from a previous year, plot those scores to see how your leadership profile has changed over time.



Score