The feedback report will give you a large amount of information from many sources, however, not every piece of information requires the same degree of attention from you. In order to identify and process what you should focus on, we recommend you recognize overall patterns and not dwell on any one specific answer or comment.

A good place to start is by going through your results through the perspective of these questions:

- Which roles and competencies are my strengths, and which ones are development areas?

- Are there any competencies that are important for my specific role where my feedback has not been positive?

- Did the rater groups (evaluators) tend to agree with each other in their ratings of me? Where do I notice large differences?

- How did I rate myself compared to how others rated me? Where are the bigger differences and are there some that I consider more important than others?

- Are there any overall patterns and what are they telling me?

- Is any section very surprising? Do you need to seek more feedback?

- Is any section confusing? Do you need to seek clarification?