

Your 7 Forms of Respect™ Results

7 Forms of Respect™ Assessment Overview

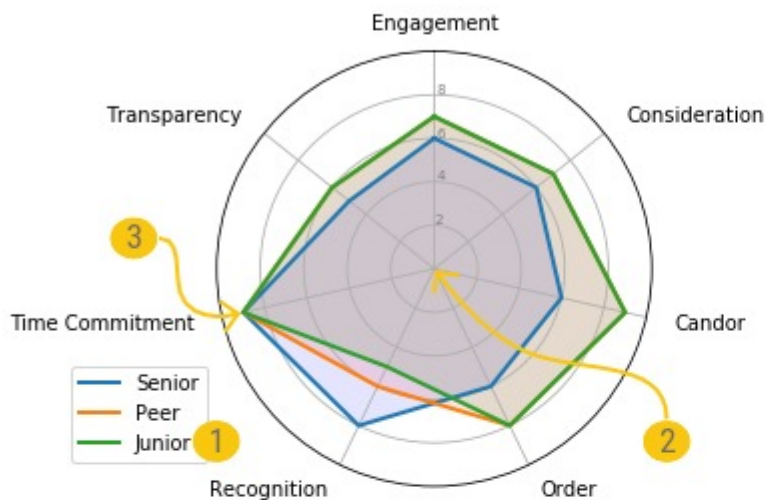
The 7 Forms of Respect™ assessment results will help you understand the different forms of respect communicated in the workplace. The goal is to help you build more trusting relationships and reduce misunderstandings with your coworkers.

How we understand respect is shaped by our experiences. The 7 Forms of Respect™ demonstrates that respect is subjective. This assessment helps people understand how we tend to express respect and expect to receive respect in the workplace. Please remember that your assessment results are:

- a snapshot in time and can change depending on personal and external factors,
- a tool to raise your awareness around respect,
- NOT about who you are as a person,
- NOT a personality test, and
- meant to help you articulate your needs and spark conversation around why your forms of giving and getting respect are what they are.

Your 7 Forms of Respect™ Results

How to Read Your Assessment Results



What is a radar chart?

A radar chart uses a radial (circular) display with several different axes emerging like spokes on a wheel to create a unique shape of your values for Senior, Peer and Junior for each form of respect.

1. The different colored lines represent the Senior, Peer and Junior.
2. The very center of the radar chart represents a value of 0 and in this case, would represent someone who very rarely uses that form of respect
3. The closer the shape is to the outer edge of the circle, the more someone places value in that form of respect

Tips -

When looking at the whole shape, which features stand out? Are some categories more pronounced than others (closer to the edge)? Which categories are lacking (closer to the center)?

Get	Seniors	Peers	Juniors	Total
Engagement	6	7	7	20
Consideration	6	7	7	20
Candor	6	9	9	24
Order	6	8	8	22
Recognition	8	6	5	19
Time Commitment	9	9	9	27
Transparency	5	6	6	17

Numbered callouts: '1' points to the 'Get' header, '2' points to the 'Total' header, and '3' points to a bracket under the bottom three rows of the table.

Table Results

1. "Give" or "Get" reflects the direction in which respect is communicated
2. "Total" is the combined score across all three hierarchical relationships. The larger the combined number, the more important that form of respect is to you
3. The columns of Senior, Peer, and Junior shows how hierarchy influences your chosen forms of respect, depending on how much power you have in relation to others
4. The range that your total score falls in corresponds to how often others can rely on you to give that form of respect or how often you expect to get that form of respect from others

Range of Scores	Almost Always	Sometimes	Rarely
Individual Level (Senior/Peer/Junior)	3	2	1
Combined	23 to 27	14 to 22	9 to 13

Numbered callout: '4' points to the 'Rarely' column header.