

## Section Four - The Group Alignment Report

This report measures two things:

*Clarity* - how clear each individual believes his or her work group is on the *purpose, values, vision, goals, procedures* and *roles*.

*Approval* - to what degree each employee *approves* of the *purpose, values, vision, goals, procedures* and *roles*.

### Clarity

It is important to understand the difference here between what we are measuring on *clarity* and *approval*. With *clarity*, we are measuring each employee's perception of how clear they believe their work group is, not how clear the individual is. When people are asked how clear they are, some individuals may not want to admit not being clear. By asking whether they perceive the group to be clear, we get a more accurate picture of clarity.

It is also possible that an individual, the team leader for example, may be very clear on the vision themselves, but believe that the team is very unclear about that vision.

### Approval

With *approval*, we are measuring the individual's personal approval. So it is possible to have a *smiling yellow face* in a *very unclear* position on the graph. This would tend to indicate that this person is clear about that item themselves, and approves of it, but believes that the team is very unclear.

The percentages for *Team Clarity* and *Team Approval* represent the raw scores from the questions asked compared to the maximum possible score.

- A score of 70% for Team Clarity is saying that the total aggregate score for the team is 70% of what is possible.
- There is no way of looking at the report and calculating this percentage.
- That is also true of the approval scores... a person does not have to totally approve of each question to get a smiling face, so you can have all smiling faces and a score of less than 100%.

The main benefit of the **Group Alignment Report** is that you can see at a glance in which of these key areas you need to focus on increasing clarity, and where there is a need for more approval.

### Key Questions:

- On which items is our group most clear and approving of?
- Where do we most need to increase clarity and approval?