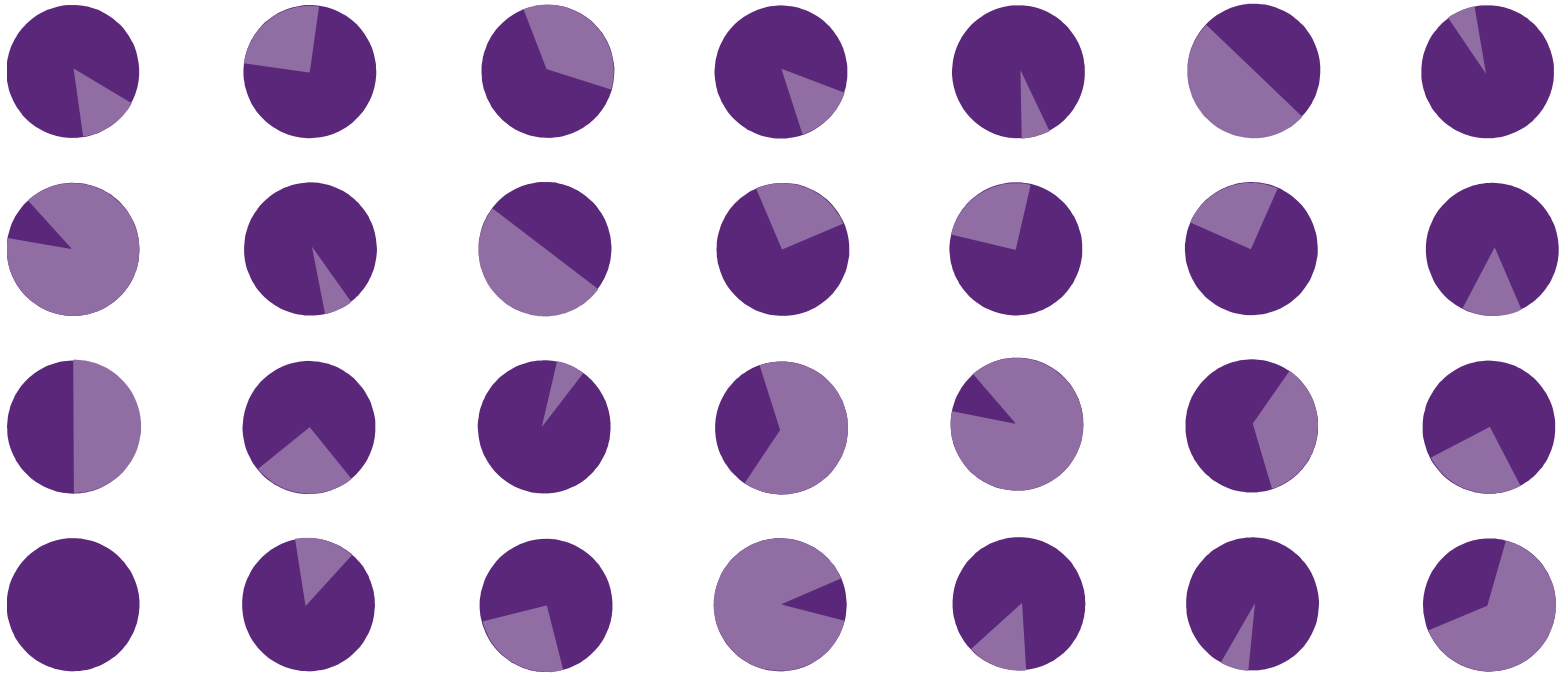


Time Mastery Profile®

Facilitator Report



Group Sample Report

(6 People)

Monday, March 21, 2005

This report is provided by:

www.profiles4u.com

Cortright & Associates, Inc.

"Putting People First Since 1975"

517-324-9937

information@profiles4u.com





How to Use this Report

Time Mastery Profile® Facilitator Report

The *Time Mastery Profile*® Facilitator Report is intended for use by trainers and facilitators to better focus their Time Mastery training sessions based on both the **job importance** and relative **self-assessed skill level** of session participants.

The report includes a **Group Skills Gap Analysis (pages 3-4)** that graphically portrays this information for the group. The Group Skills Gap Analysis has two parts: an overview that tells you at a glance the categories that need the most work in the group, and a table that shows more detail on all categories. This information is anonymous, and may be shared with session participants in order to give them an idea of how others in their group rated the importance and their own skill in each category.

It is important to understand that all skill level information is shown within the person – that is to say, it shows relative scores for each individual, but not absolute scores of how they rated on each category.

For example, one participant may have an absolute score of 12 in the category of Procrastination. Based on the scale, this is at the level of Intermediate Time Mastery. However, if this is the lowest score attained by that participant, both the Individual and the Group Skills Gap Analysis will put this category in “Less Skill” (the left column) of the table. Another person might have the same score on Procrastination, but if it is their highest score, it will appear in the “More Skill” (right column) of the table.

The Group Skills Gap Analysis is not intended to compare skill levels between individuals.

The areas that have been rated “Highly Important” by participants will appear in the top row of the table. Those rated “Not Important/Not Applicable” appear in the bottom row. The categories where participants have rated their skill lower (relative only to their own skills in other areas) are in the left column. Those where they have rated their skills higher are in the right column. Darker shading shows where the group rated lower on skills **and** ranked them as more important to their jobs. By reviewing the Group Skills Gap Analysis, the facilitator can prepare the session with a better idea of the Time Mastery priorities of the participants.

The second portion of the report is the **Group Skills Gap Analysis by Category**, which provides the facilitator with a snapshot of each Time Mastery category, showing the Skills Gap of each participant identified by name. It is important to keep this report for **facilitator use only**, as participants’ scoring should not be shared without their permission. This section will allow you to address any individuals within the group whose particular time management needs might not be met during the session.

The final page of the report is the **Overall Time Mastery Level Distribution**, which shows the distribution of overall assessed skill ratings across the five levels of Time Mastery for this group. You can use this to gain a better understanding of the group’s time management skill.



Group Skills Gap Analysis Overview

Time Mastery Profile® Facilitator Report

The information provided below shows the categories where there are the most group members who seem to need a lot of work, some work, and the least work. It is derived from the Group Skills Gap Analysis table on the next page, and combines each group member's skill and importance rating with the total number of group members in each area of the table. You will probably want to focus your training preparation on the highest and possibly the secondary priorities below. Please refer to the next page for more detail.

In this group, the highest priorities are most likely:	Secondary priorities may include the following:	The lowest priorities appear to be:
<ul style="list-style-type: none">• Priorities	<ul style="list-style-type: none">• Analyzing• Delegation• Goals• Planning• Procrastination• Scheduling• Team Time• Written Communications	<ul style="list-style-type: none">• Attitudes• Interruptions• Meetings



Group Skills Gap Analysis Table

Time Mastery Profile® Facilitator Report

Below is a table that shows how the group rated each Time Mastery category based on skill and relative job importance.

Number of Group Members: 6

Importance 	More Important	<ul style="list-style-type: none"> • Priorities(3) • Analyzing(1) • Written Communications(1) 	<ul style="list-style-type: none"> • Planning(2) • Attitudes(1) • Delegation(1) • Goals(1) • Interruptions(1) • Meetings(1) • Written Communications(1) 	<ul style="list-style-type: none"> • Goals(2) • Meetings(2) • Planning(2) • Team Time(2) • Attitudes(1) • Delegation(1) • Written Communications(1)
	Importance	<ul style="list-style-type: none"> • Priorities(3) • Scheduling(3) • Delegation(2) • Goals(1) • Planning(1) • Analyzing(1) • Procrastination(1) 	<ul style="list-style-type: none"> • Analyzing(1) • Attitudes(1) • Delegation(1) • Scheduling(1) • Team Time(1) • Written Communications(1) 	<ul style="list-style-type: none"> • Attitudes(1) • Goals(1) • Interruptions(1) • Scheduling(1) • Written Communications(1)
	Less Important	<ul style="list-style-type: none"> • Procrastination(3) • Goals(1) • Analyzing(1) • Team Time(1) • Written Communications(1) 	<ul style="list-style-type: none"> • Interruptions(3) • Analyzing(2) • Meetings(2) • Procrastination(2) • Team Time(2) • Delegation(1) • Scheduling(1) 	<ul style="list-style-type: none"> • Attitudes(2) • Interruptions(1) • Meetings(1) • Planning(1)
	Less Skill		More Skill	
	Skill			



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Attitudes**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Attitudes		
LESS SKILL-HIGH IMPORTANCE	MID SKILL-HIGH IMPORTANCE Tom Rings	MORE SKILL-HIGH IMPORTANCE John Grant
LESS SKILL-MID IMPORTANCE	MID SKILL-MID IMPORTANCE Sam Miller	MORE SKILL-MID IMPORTANCE Kevin Zachary
LESS SKILL-LOW IMPORTANCE	MID SKILL-LOW IMPORTANCE	MORE SKILL-LOW IMPORTANCE Julie Olson Stan Burk



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Goals**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Goals		
LESS SKILL-HIGH IMPORTANCE	MID SKILL-HIGH IMPORTANCE Sam Miller	MORE SKILL-HIGH IMPORTANCE John Grant Tom Rings
LESS SKILL-MID IMPORTANCE Stan Burk	MID SKILL-MID IMPORTANCE	MORE SKILL-MID IMPORTANCE Julie Olson
LESS SKILL-LOW IMPORTANCE Kevin Zachary	MID SKILL-LOW IMPORTANCE	MORE SKILL-LOW IMPORTANCE



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Priorities**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Priorities		
LESS SKILL-HIGH IMPORTANCE Kevin Zachary Julie Olson John Grant	MID SKILL-HIGH IMPORTANCE MID SKILL-MID IMPORTANCE MID SKILL-LOW IMPORTANCE	MORE SKILL-HIGH IMPORTANCE MORE SKILL-MID IMPORTANCE MORE SKILL-LOW IMPORTANCE
LESS SKILL-MID IMPORTANCE Sam Miller Stan Burk Tom Rings		
LESS SKILL-LOW IMPORTANCE		



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Analyzing**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Analyzing		
LESS SKILL-HIGH IMPORTANCE Stan Burk	MID SKILL-HIGH IMPORTANCE	MORE SKILL-HIGH IMPORTANCE
LESS SKILL-MID IMPORTANCE Kevin Zachary	MID SKILL-MID IMPORTANCE Tom Rings	MORE SKILL-MID IMPORTANCE
LESS SKILL-LOW IMPORTANCE Sam Miller	MID SKILL-LOW IMPORTANCE Julie Olson John Grant	MORE SKILL-LOW IMPORTANCE



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Planning**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Planning		
LESS SKILL-HIGH IMPORTANCE	MID SKILL-HIGH IMPORTANCE Julie Olson	MORE SKILL-HIGH IMPORTANCE Sam Miller
LESS SKILL-MID IMPORTANCE Kevin Zachary	Tom Rings	John Grant
LESS SKILL-LOW IMPORTANCE	MID SKILL-MID IMPORTANCE	MORE SKILL-MID IMPORTANCE
	MID SKILL-LOW IMPORTANCE	MORE SKILL-LOW IMPORTANCE Stan Burk



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Scheduling**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Scheduling		
LESS SKILL-HIGH IMPORTANCE	MID SKILL-HIGH IMPORTANCE	MORE SKILL-HIGH IMPORTANCE
LESS SKILL-MID IMPORTANCE Kevin Zachary John Grant Stan Burk	MID SKILL-MID IMPORTANCE Julie Olson MID SKILL-LOW IMPORTANCE Sam Miller	MORE SKILL-MID IMPORTANCE Tom Rings MORE SKILL-LOW IMPORTANCE
LESS SKILL-LOW IMPORTANCE		



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Interruptions**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Interruptions		
LESS SKILL-HIGH IMPORTANCE	MID SKILL-HIGH IMPORTANCE Julie Olson	MORE SKILL-HIGH IMPORTANCE
LESS SKILL-MID IMPORTANCE	MID SKILL-MID IMPORTANCE	MORE SKILL-MID IMPORTANCE John Grant
LESS SKILL-LOW IMPORTANCE	MID SKILL-LOW IMPORTANCE Kevin Zachary Stan Burk Tom Rings	MORE SKILL-LOW IMPORTANCE Sam Miller



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Meetings**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Meetings		
LESS SKILL-HIGH IMPORTANCE	MID SKILL-HIGH IMPORTANCE Stan Burk	MORE SKILL-HIGH IMPORTANCE Kevin Zachary Sam Miller
LESS SKILL-MID IMPORTANCE	MID SKILL-MID IMPORTANCE	MORE SKILL-MID IMPORTANCE
LESS SKILL-LOW IMPORTANCE	MID SKILL-LOW IMPORTANCE John Grant Tom Rings	MORE SKILL-LOW IMPORTANCE Julie Olson



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Written Communications**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Written Communications		
LESS SKILL-HIGH IMPORTANCE Stan Burk	MID SKILL-HIGH IMPORTANCE Sam Miller	MORE SKILL-HIGH IMPORTANCE Kevin Zachary
LESS SKILL-MID IMPORTANCE	MID SKILL-MID IMPORTANCE Julie Olson	MORE SKILL-MID IMPORTANCE John Grant
LESS SKILL-LOW IMPORTANCE Tom Rings	MID SKILL-LOW IMPORTANCE	MORE SKILL-LOW IMPORTANCE



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Delegation**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Delegation		
LESS SKILL-HIGH IMPORTANCE	MID SKILL-HIGH IMPORTANCE Julie Olson	MORE SKILL-HIGH IMPORTANCE Kevin Zachary
LESS SKILL-MID IMPORTANCE Sam Miller John Grant	MID SKILL-MID IMPORTANCE Tom Rings	MORE SKILL-MID IMPORTANCE
LESS SKILL-LOW IMPORTANCE	MID SKILL-LOW IMPORTANCE Stan Burk	MORE SKILL-LOW IMPORTANCE



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Procrastination**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Procrastination		
LESS SKILL-HIGH IMPORTANCE	MID SKILL-HIGH IMPORTANCE	MORE SKILL-HIGH IMPORTANCE
LESS SKILL-MID IMPORTANCE Julie Olson	MID SKILL-MID IMPORTANCE	MORE SKILL-MID IMPORTANCE
LESS SKILL-LOW IMPORTANCE Sam Miller John Grant Tom Rings	MID SKILL-LOW IMPORTANCE Kevin Zachary Stan Burk	MORE SKILL-LOW IMPORTANCE



Group Skills Gap Analysis by Category

Time Mastery Profile® Facilitator Report

Below is a table that shows how each participant in this group rated his or her skill in the category of **Team Time**, as compared to how he or she ranked it in importance to his or her job.

Number of Group Members: 6

Team Time		
LESS SKILL-HIGH IMPORTANCE	MID SKILL-HIGH IMPORTANCE	MORE SKILL-HIGH IMPORTANCE Stan Burk Tom Rings
LESS SKILL-MID IMPORTANCE	MID SKILL-MID IMPORTANCE Sam Miller	MORE SKILL-MID IMPORTANCE
LESS SKILL-LOW IMPORTANCE Kevin Zachary	MID SKILL-LOW IMPORTANCE Julie Olson John Grant	MORE SKILL-LOW IMPORTANCE



Overall Time Mastery Level Distribution

Time Mastery Profile® Facilitator Report

Sample Report

Group Size:6 Average Score: 168 Range: 154-193

