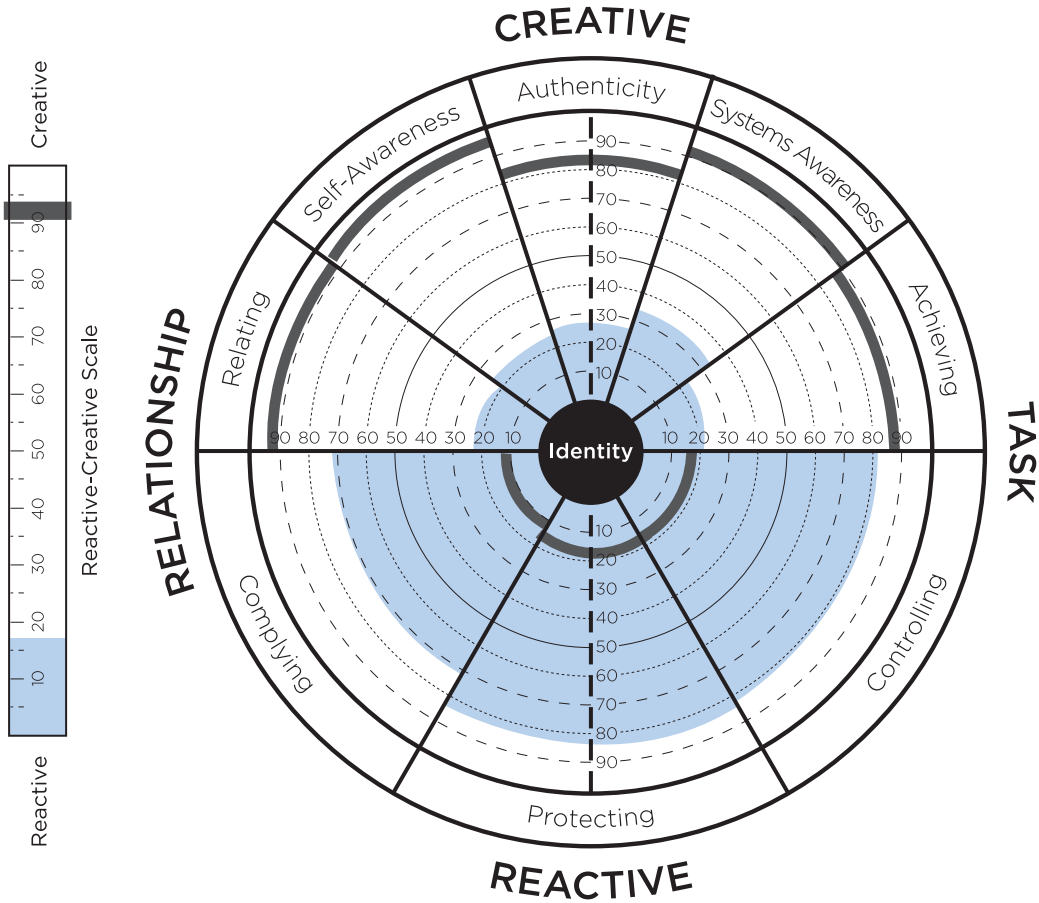
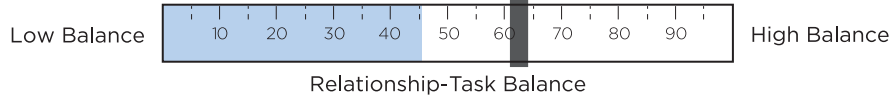


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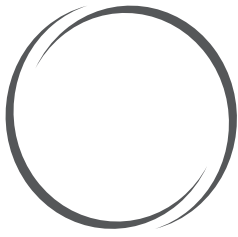
PERCENTILE SCORES:

All scores are displayed as percentile scores comparing your scores to our norm base. High scores are beyond the 67th percentile. Low scores are below the 33rd percentile.

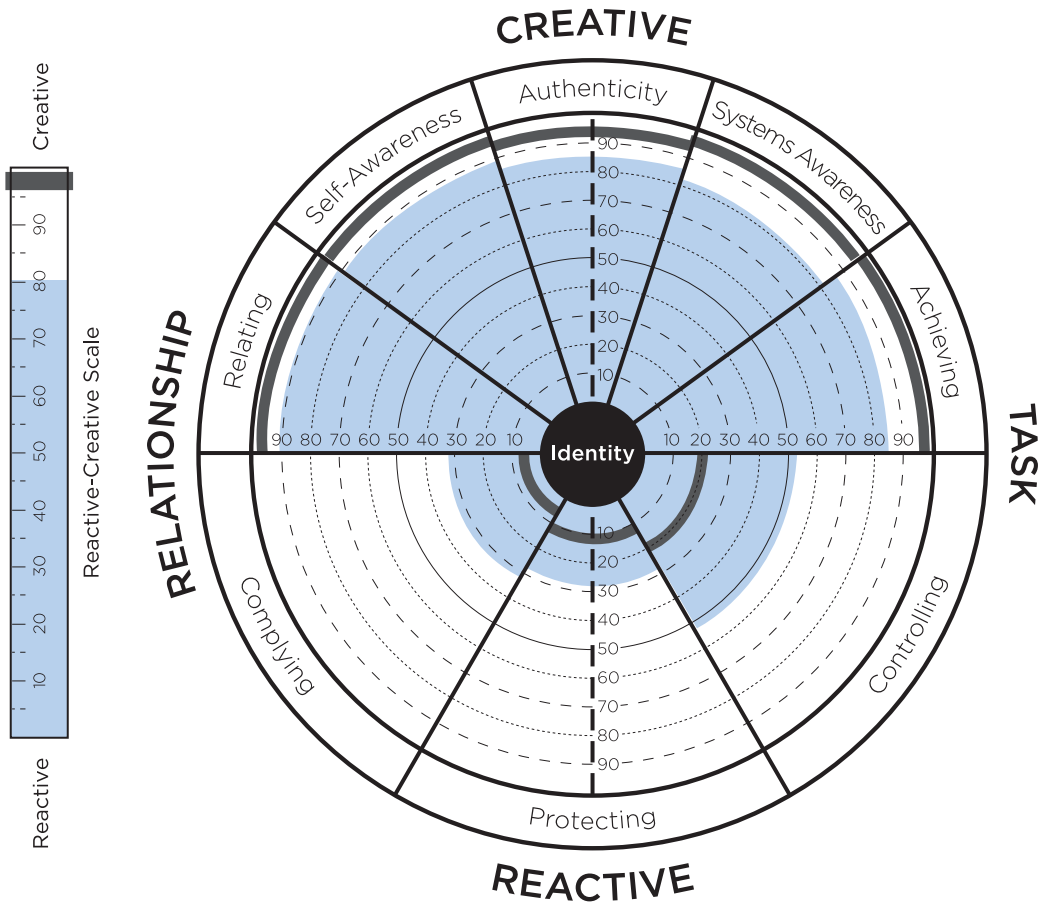
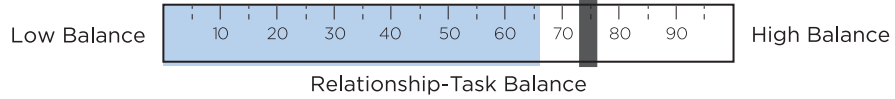
- Desired
- Actual

COLLECTIVE LEADERSHIP ASSESSMENT™

Initial Graph - Company XYZ



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COLLECTIVE LEADERSHIP ASSESSMENT™

Follow-up Graph - Company XYZ

PERCENTILE SCORES:

All scores are displayed as percentile scores comparing your scores to our norm base. High scores are beyond the 67th percentile. Low scores are below the 33rd percentile.

- Desired
- Actual