





### ***Considerations on the evaluation of the indicators in the report:***

- Indicators are evaluated through perception and the evaluation results range from 0 (zero) to 10 (ten).
- Indicators translate the items that will be evaluated.
- The difference of degree, less than 1%, was disregarded.

**Index:** Degree that represents the perception of **all** respondents about **all** evaluated indicators per item.

**Strong Point and Weak Point:** With the index and the standard deviation of respondents' perception, we find the **maximum and minimum degrees of respondents' perception**. Indicators above maximum degree are the **Strong Points** and the ones below are the **Weak Points**.

Indicators considered **Strong Points** or **Weak Points** are found without association with defined degrees.

**Minimum Ideal per Indicator:** In the existence of Weak Point(s) the degree is found to know the percentage of necessary improvement to **eliminate** it. In this case, some indicators that **are not initially Weak points suffer influence** of perception and now need to be worked on. In the absence of Weak Point(s), the Minimum Ideal per Indicator is the minimum degree of the group's perception.

Below the expression "**Indicator(s) to be worked on**" are the indicators that need to be worked on (Weak Point(s) that suffered the influence of perception). The percentage is calculated through the **indicator's degree** by **Minimum Ideal per Indicator degree**.

**Critical Factor:** When there is sharp divergence of perception between items.

**General Index:** Degree that represents all respondents' perception about all evaluated indicators in the Survey.

## Integrated evaluation of employees:

### Individual Results

INTEGRATED EVALUATION						
INDICATORS	Emp1	Emp2	Emp3	Emp4	Emp5	Group
Communication with colleagues	8,53	8,17	8,88	8,67	6,94	8,29
Attention at work	8,08	6,22	7,10	8,00	6,22	7,31
Not jealous of colleagues	9,39	7,64	9,39	9,39	9,39	9,09
Agility in the functions	8,08	5,93	8,08	7,28	5,92	7,28
Tasks planning	8,45	5,78	8,45	7,44	6,27	7,36
Relationship with Direction	9,39	7,77	8,45	8,45	8,08	8,59
Initiative at work	8,45	7,78	7,78	6,43	5,92	7,32
Motivation at work	8,16	6,43	8,45	7,78	5,92	7,44
Relationship in the group	8,88	6,64	9,25	8,88	7,46	8,17
Aggregate value	8,88	7,95	8,88	8,45	6,22	8,08
<b>Index</b>	<b>8,81</b>	<b>7,04</b>	<b>8,62</b>	<b>8,13</b>	<b>6,90</b>	<b>8,03</b>
<b>Minimum Ideal per Indicator</b>	<b>8,43</b>	<b>6,42</b>	<b>8,42</b>	<b>7,86</b>	<b>5,67</b>	<b>7,25</b>
NEED TO IMPROVE						
Communication with colleagues						
Attention at work	4%	3%	16%			
Not jealous of colleagues						
Agility in the functions	4%	8%	4%	7%		
Tasks planning		10%		5%		
Relationship with Direction						
Initiative at work			8%	18%		
Motivation at work	3%			1%		
Relationship in the group						
Aggregated value						

### Strong Points and Weak Points

### Comparison between employees through indicators and index.

INDICATORS	Name 1	Name 2	Name 3	Name 4	Name 5
Communication with co-workers	8,53	8,17	8,88	8,67	6,94
Attention at work	8,08	6,22	7,10	8,00	6,22
No jealousy of co-workers	9,39	7,64	9,39	9,39	9,39
Agility in the function	8,08	5,93	8,08	7,28	5,92
Tasks planning	8,45	5,78	8,45	7,44	6,27
Relationship with Direction	9,39	7,77	8,45	8,45	8,08
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### Results in lines (indicators and index):

**Strong Point:** Best employee(s)

**Weak Points:** Worst employee(s)

### Divergence of perception between employees and the group

INDICATORS	Name 1	Name 2	Name 3	Name 4	Name 5
Communication with co-workers	8,53	8,17	8,88	8,67	<b>6,94</b>
Attention at work	8,08	6,22	7,10	8,00	6,22
No jealousy of co-workers	9,39	<b>7,64</b>	9,39	9,39	9,39
Agility in the function	8,08	5,93	8,08	7,28	5,92
Tasks planning	8,45	<b>5,78</b>	8,45	7,44	6,27
Relationship with Direction	9,39	7,77	8,45	8,45	8,08
Initiative at work	8,45	7,78	7,78	6,43	<b>5,92</b>
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**Positive Divergence** e **Negative Divergence**

#### Notes:

- **Through Indicator:** Employee that diverged positively or negatively in relation to the group.
- **Through Index:** Employee who diverged in general in relation to the group.
- There was no positive divergence.