





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.



Evaluation of the organizational competences of a company's superintendence.

Consolidated view of results.

		SUPERINTENDENCE								
INDICATORS		1	2	3	4	5	6	7	8	GLOBAL
1	Guidance for results	7,28	7,49	7,11	7,51	7,90	7,04	6,97	7,14	7,41
2	Planning and Organization	6,51	6,61	6,32	6,43	7,29	6,16	6,42	6,20	6,62
3	Leadership and People Management	6,60	6,70	6,28	6,74	7,34	6,49	6,38	6,51	6,72
4	Resource Optimization	6,69	6,71	7,04	6,68	7,52	6,17	7,15	6,97	6,87
5	Strategic vision	6,26	6,24	6,21	6,11	6,91	5,86	6,27	6,01	6,32
6	Decision	7,11	7,17	6,85	7,06	7,69	6,84	7,26	6,83	7,16
7	Guidance for Innovation and Change	6,84	6,75	6,26	6,35	7,53	6,35	6,64	7,03	6,84
8	Communication	6,85	6,46	6,83	6,52	7,09	6,57	7,33	7,81	6,94
9	Information analysis and critical sense	6,62	6,59	6,24	6,69	6,94	5,94	6,36	6,19	6,63
10	Interpersonal relationship	7,48	7,19	6,94	7,05	6,96	6,37	7,46	7,08	7,39
11	Negotiation and Persuasion	6,67	6,66	6,72	6,64	7,03	6,00	7,04	6,38	6,76
12	Tolerance to pressure and setbacks	6,35	6,32	6,28	6,00	6,94	6,21	6,40	6,59	6,47
13	Teamwork and cooperation	7,48	7,49	7,27	6,98	7,87	6,95	7,27	8,05	7,50
Index		6,89	6,87	6,75	6,72	7,31	6,50	7,02	6,92	6,92
Minimum Ideal per Indicator		6,62	6,63	6,34	6,60	7,10	6,21	6,63	6,56	6,74
INDICADOR(ES) A SER(EM) TRABALHADO(S)										
1	Guidance for results									
2	Planning and Organization	2%			3%		1%	3%	5%	2%
3	Leadership and People Management			1%				4%	1%	
4	Resource Optimization						1%			
5	Strategic vision	5%	6%	2%	7%	3%	6%	5%	8%	6%
6	Decision									
7	Guidance for Innovation and Change			1%	4%					
8	Communication		3%		1%					
9	Information analysis and critical sense		1%	2%		2%	4%	4%	6%	2%
10	Interpersonal relationship					2%				
11	Negotiation and Persuasion									
12	Tolerance to pressure and setbacks	4%	5%	1%	9%	2%		3%		4%
13	Teamwork and cooperation									

Results in column: **Strong Points** and **Weak Points**



Comparing perception between superintendence.

INDICATORS		SUPERINTENDENCE							
		1	2	3	4	5	6	7	8
1	Guidance for results	7,28	7,49	7,11	7,51	7,90	7,04	6,97	7,14
2	Planning and Organization	6,51	6,61	6,32	6,43	7,29	6,16	6,42	6,20
3	Leadership and People Management	6,60	6,70	6,28	6,74	7,34	6,49	6,38	6,51
4	Resource Optimization	6,69	6,71	7,04	6,68	7,52	6,17	7,15	6,97
5	Strategic vision	6,26	6,24	6,21	6,11	6,91	5,86	6,27	6,01
6	Decision	7,11	7,17	6,85	7,06	7,69	6,84	7,26	6,83
7	Guidance for Innovation and Change	6,84	6,75	6,26	6,35	7,53	6,35	6,64	7,03
8	Communication	6,85	6,46	6,83	6,52	7,09	6,57	7,33	7,81
9	Information analysis and critical sense	6,62	6,59	6,24	6,69	6,94	5,94	6,36	6,19
10	Interpersonal relationship	7,48	7,19	6,94	7,05	6,96	6,37	7,46	7,08
11	Negotiation and Persuasion	6,67	6,66	6,72	6,64	7,03	6,00	7,04	6,38
12	Tolerance to pressure and setbacks	6,35	6,32	6,28	6,00	6,94	6,21	6,40	6,59
13	Teamwork and cooperation	7,48	7,49	7,27	6,98	7,87	6,95	7,27	8,05
Index		6,89	6,87	6,75	6,72	7,31	6,50	7,02	6,92

Results in line:

Strongest perception: Perceived stronger than others in the competence.

Weakest perception: Perceived weaker than others in the competence.



Critical Perception: sharp divergence between specific superintendence and the **global** perception (all respondents' perception).

INDICATORS		SUPERINTENDENCE								GLOBAL
		1	2	3	4	5	6	7	8	
1	Guidance for results	7,28	7,49	7,11	7,51	7,90	7,04	6,97	7,14	7,41
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10	Interpersonal relationship	7,48	7,19	6,94	7,05	6,96	6,37	7,46	7,08	7,39
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12	Tolerance to pressure and setbacks	6,35	6,32	6,28	6,00	6,94	6,21	6,40	6,59	6,47
13	Teamwork and cooperation	7,48	7,49	7,27	6,98	7,87	6,95	7,27	8,05	7,50
Index		6,89	6,87	6,75	6,72	7,31	6,50	7,02	6,92	6,92

Results in line:

Positive divergence: Perceived better.

Negative divergence: Perceived worse.