

## Post-Survey Interpretation

With our organizational development expertise, ClearPicture is able to offer you several post-survey solutions to maximize the effectiveness of your human resource initiatives.

### Interpreting Results

Our industrial / organizational psychologists pinpoint key issues based on the massive volumes of information we gather. Then, through an interpretive process, we help you focus on key issues quickly and effectively. Finally, as an unbiased third party, we present our conclusions and recommendations to your executive team and address questions that may arise.

### Scorecards

Scorecards are concise reports that provide busy managers or executives with a head start in interpreting key results and setting priorities for action. Scorecards are ideal for a predetermined group of top-level personnel such as executives or managers.

### Effective Action Planning

A survey can only have impact when you take effective action based on the results. Our consultants know what works because we do this everyday. We can help you move from the interpretation stage to planning actions that will get results. ClearPicture's fast turnaround time enables your managers to move into action quickly. Our consultants will facilitate priority-setting sessions and provide guidelines, examples, and best practices to assist in action planning. We can also train your managers, coaches, and Human Resources staff to facilitate this process.

### Executive Presentations

Our consultants can produce high-quality, informative executive presentations for your senior leaders. The combination of gathered survey data, employee comments and interpretive expertise results in presentations that are rich in analysis. The presentations are key to helping busy executives get a strong grip on their survey results in a minimal amount of time from credible survey and organizational development experts.

### Follow-up Measurement

We design follow-up survey programs that enable you to gauge the success and impact of your actions, both long and short-term. We also provide reporting and consultation services for these surveys.