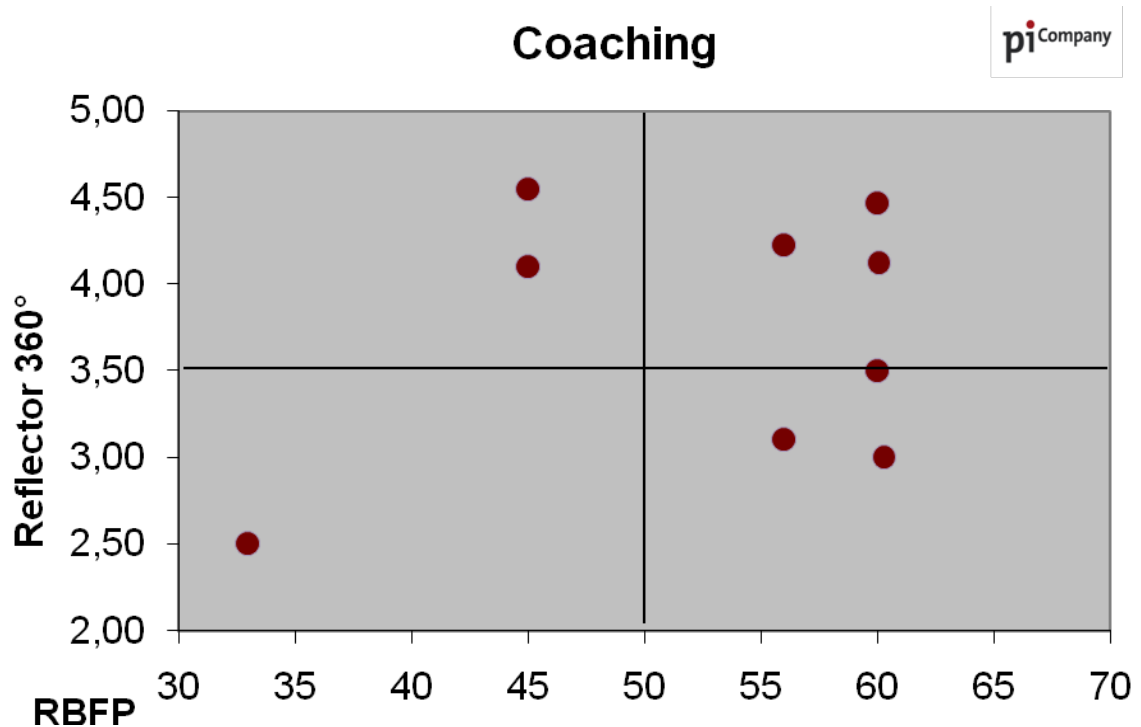


## Guidelines for developing group PIP's

Trainers or consultants can plot the scores of the Reflector 360 and the Reflector Big Five Personality of a group of candidates in a template Excelsheet to make a PIP for the whole group. An example for one competency is shown below.



Excelsheet 'Template group PIP' is available to make Group PIP's.

Follow the steps to fill the sheet.

1. At tab 1 you can fill the scores on the Reflector 360 and the RBFP for 20 candidates and 15 competencies
  - a. You can fill in the competency names and scores at tab 1 named 'Scores'
  - b. You can copy the RBFP scores and competency names from the candidate report, page 14 and further
  - c. You can copy the Reflector 360 scores from the candidate report, detailed overview, score of 'Others'
  - d. You can change the names of the sheets manually by double-clicking
2. Outcome is a group PIP per competency, like in the example above