****

**Reflection Questions for Managers, Supervisors, Department and Division Heads**

* Was there anything surprising for you in the data?
* Which goals/needs give you the most anxiety?
* Who, on your team, can you tap into for advice and expertise?
* Who, within your professional circle, can you tap into for advice and expertise?
* What areas do you think you’ll need help with?
* Which HR groups can provide you with support?
  + HR/OD
  + HR Analysts
  + HR Labor Relations
* Which Performance Excellence Team Members/Committees can provide you with support?
  + Voice of the Customer
  + Voice of the Process
  + Data Management
  + Line of Sight
  + Leadership Team