

Coaching Lab Options For Managers and Supervisors

Optional Features of *CapacityWare*TM. Responding to requests from Clients who wanted additional information the following two additional features were added to the UHS plots:

- ⌘ **Cohesion Envelope—Turquoise Shaded Area.** This graphic represents “most of the opinions” of the survey respondents. Imagine a single line for each individual that represents the average of that person’s responses. If such a line were created for every respondent, the minimum and maximum averages would be plotted for each UHS element and the “fill” would represent the area of the envelope.

- ⌘ **Pearls—Small “Bubbles” Along the UHS Element Axis.** Pearls, when used, allow one to determine the number of survey scale selections registered at each increment intersection along any UHS axis. The larger the pearl, the larger the number of survey respondents who chose that particular response number. Yellow pearls are used along the axis in all positions other than mode line intersections. A Red pearl indicates a cultural inversion has occurred. A Green pearl indicates a normal relationship between Mean Line and Mode Line.