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**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