

PDI SARBOX ICIS™ RATING SCORECARD GENERAL GUIDELINES



Rating Over 4.5 = *World Class*

Ratings above 4.50 mean most survey respondents strongly agreed with a positively worded survey statement. These are world class scores.



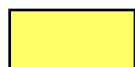
Rating 4.0 - 4.4 = *Excellence*

Ratings between 4.00 and 4.49 mean most survey respondents agreed with a positively worded survey statement. These are excellent scores.



Rating 3.5 - 3.9 = *Strengths*

Ratings between 3.50 and 4.00 mean most survey respondents agreed with a positively worded survey statement. This is a high score, usually indicating superior performance.



Rating 3.0 - 3.4 = *Opportunity for Improvement*

Ratings between 3.00 and 3.49 mean a small majority of survey respondents agreed with a positively worded survey statement. This is a mediocre score, and indicates an opportunity for improvement (although adequate, this level of performance is not competitive).



Rating 2.5 - 2.9 = *Immediate Response Required*

Ratings between 2.50 and 2.99 mean most survey respondents were neutral, and could not agree with a positively worded survey statement. This is a low score, and indicates an area in need of immediate improvement.



Rating Under 2.4 = *Crisis*

Ratings below 2.49 mean most survey respondents were disagreeing with a positively worded survey statement. This score means trouble, and serious change initiatives need to be implemented quickly.

The following opinion mean ratings ranges can be associated with the above mentioned rating point labels:

- 4.50 to 5.00 averages to a rating of 5 (*Strongly Agree*)
- 3.50 to 4.49 averages to a rating of 4 (*Agree*)
- 2.50 to 3.49 averages to a rating of 3 (*Neutral*)
- 1.50 to 2.49 averages to a rating of 2 (*Disagree*)
- 1.00 to 1.49 averages to a rating of 1 (*Strongly Disagree*)

When reviewing your results:

It is important to approach the survey results with an open mind. Seek to understand all of the diverse information fully, before starting to problem solve. Sometimes, the data speaks so clearly that the answer is obvious. Even if this is true, positive and effective organizational change efforts require comprehensive planning, communication and team-based commitment.