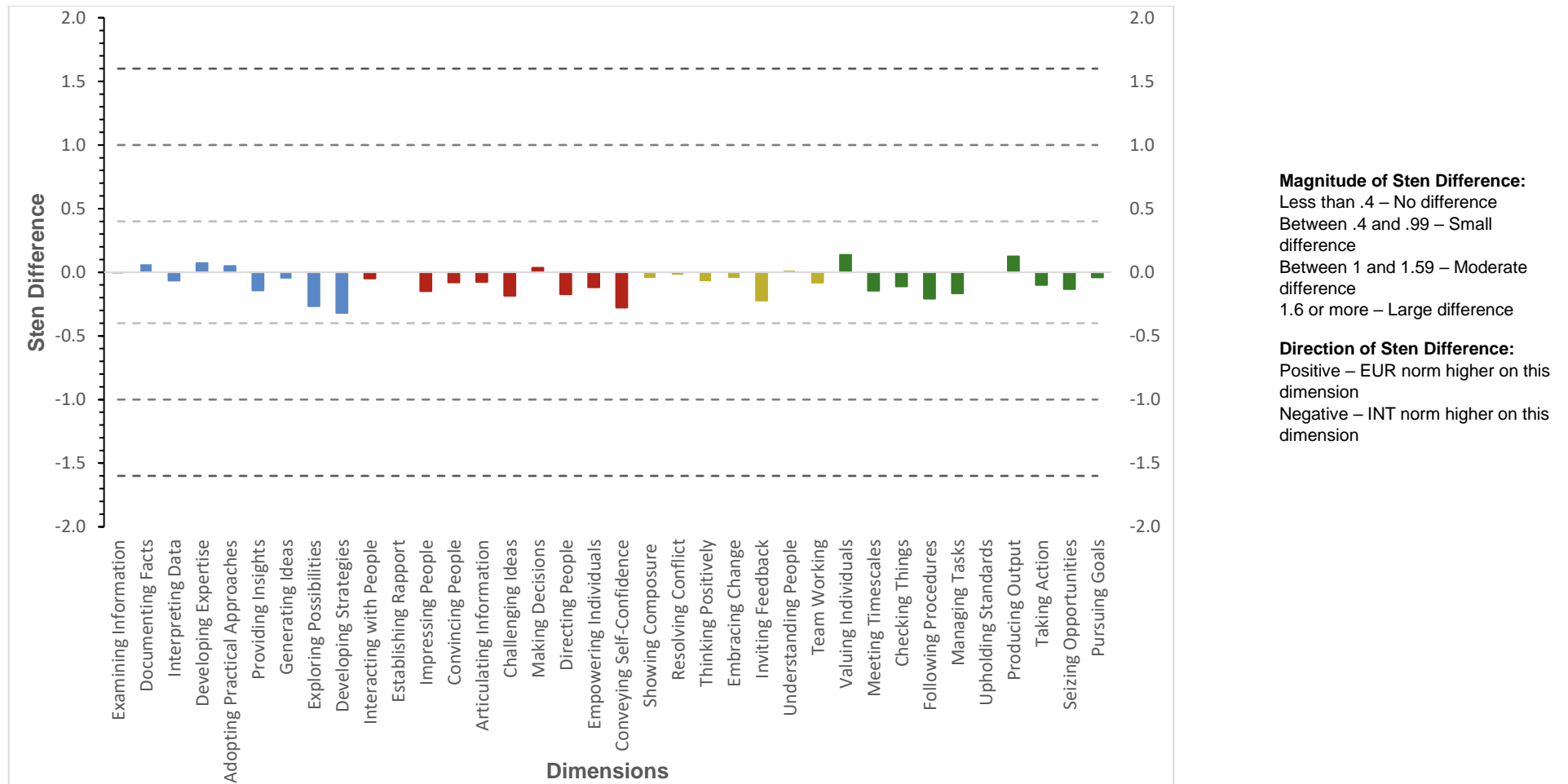
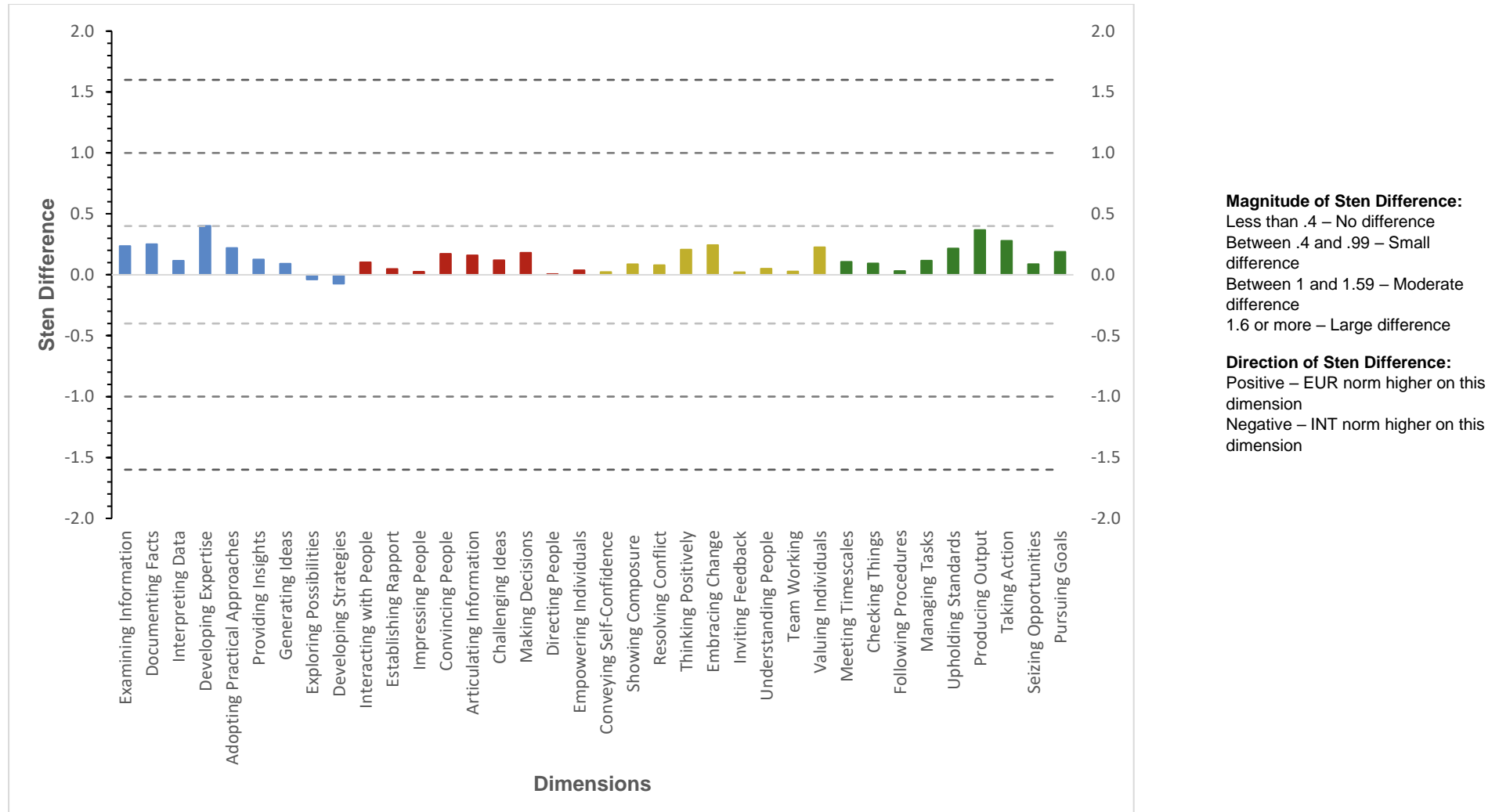


Professionals & Managers (EUR, 2021) N=8,993 Performance 360 ratings



The Professionals & Managers (EUR, 2021) norm is similar to the Professionals & Managers (INT, 2021) norm in terms of Sten scores. There are no appreciable differences across the 36 dimensions, therefore individuals are likely to score similarly against the two norms.

Senior Managers & Executives (EUR, 2021) N=5,423 Performance 360 ratings



The Senior Managers & Executives (EUR, 2021) norm is similar to the Senior Managers & Executives (INT, 2021) norm in terms of Sten scores. Differences range from non-existent to small across the 36 dimensions, therefore individuals are likely to score similarly against the two norms.