



Feedback Results
Your CompanyName Here
2024

Sample Employee

Introduction

What you will find in this report

This report contains the results of the feedback collected for you. These results are presented to help you identify your strengths, areas for development, and areas where your ratings may diverge with individuals providing you feedback.

We hope that you remember from your own experience how difficult it can be to provide others with this type of feedback, be open to considering their opinions, and be willing to use their feedback in your development.

Goals of the 360 Degree Feedback

Multi-Source Feedback presents a more complete picture of an individual's behavior and performance by drawing information from different perspectives within the work environment. It gives recipients a resource to guide their development, and reviewers' additional input.

Feedback from multiple sources helps you in several ways, including increasing awareness of your strengths, how you are perceived by others in different roles, and providing input for your professional development.

Receiving Feedback

Receiving feedback is a tremendous opportunity to discover how you are perceived by others which may be similar or dissimilar to how you perceive yourself. It is important to reflect on your feedback as a tool to help you set specific goals for professional development. This can be done when you see the feedback as it is, a perspective on where you may improve your performance and working relationships. It is important to realize that seeking and receiving constructive feedback is the only way we can see our "blind spots." This feedback may help us to understand the negative impact our actions may unintentionally have on others.

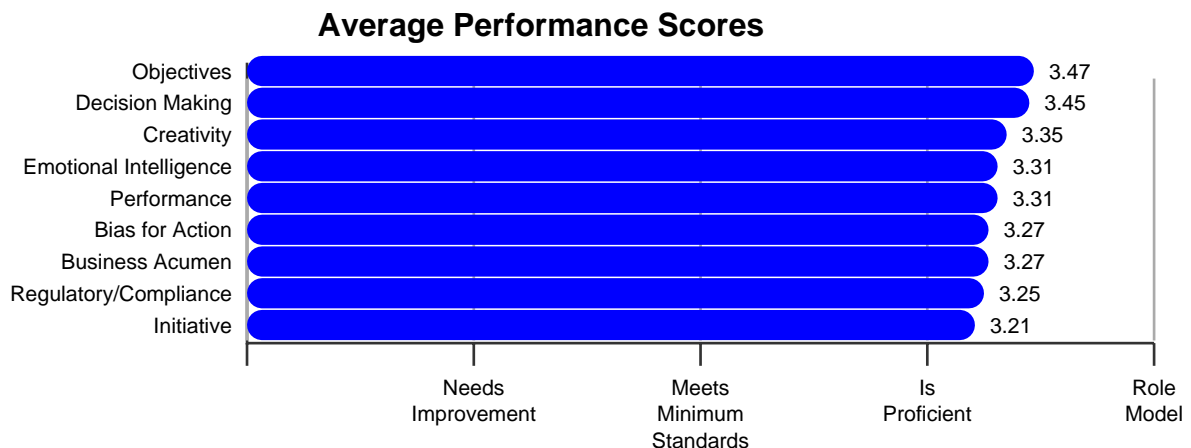
What to Do with Your Feedback

Use your feedback to help you develop awareness and set goals for developing your effectiveness. This can be done if you see the feedback as multiple perspectives on where you are already strong or can improve in the defined areas of effectiveness.

Summary

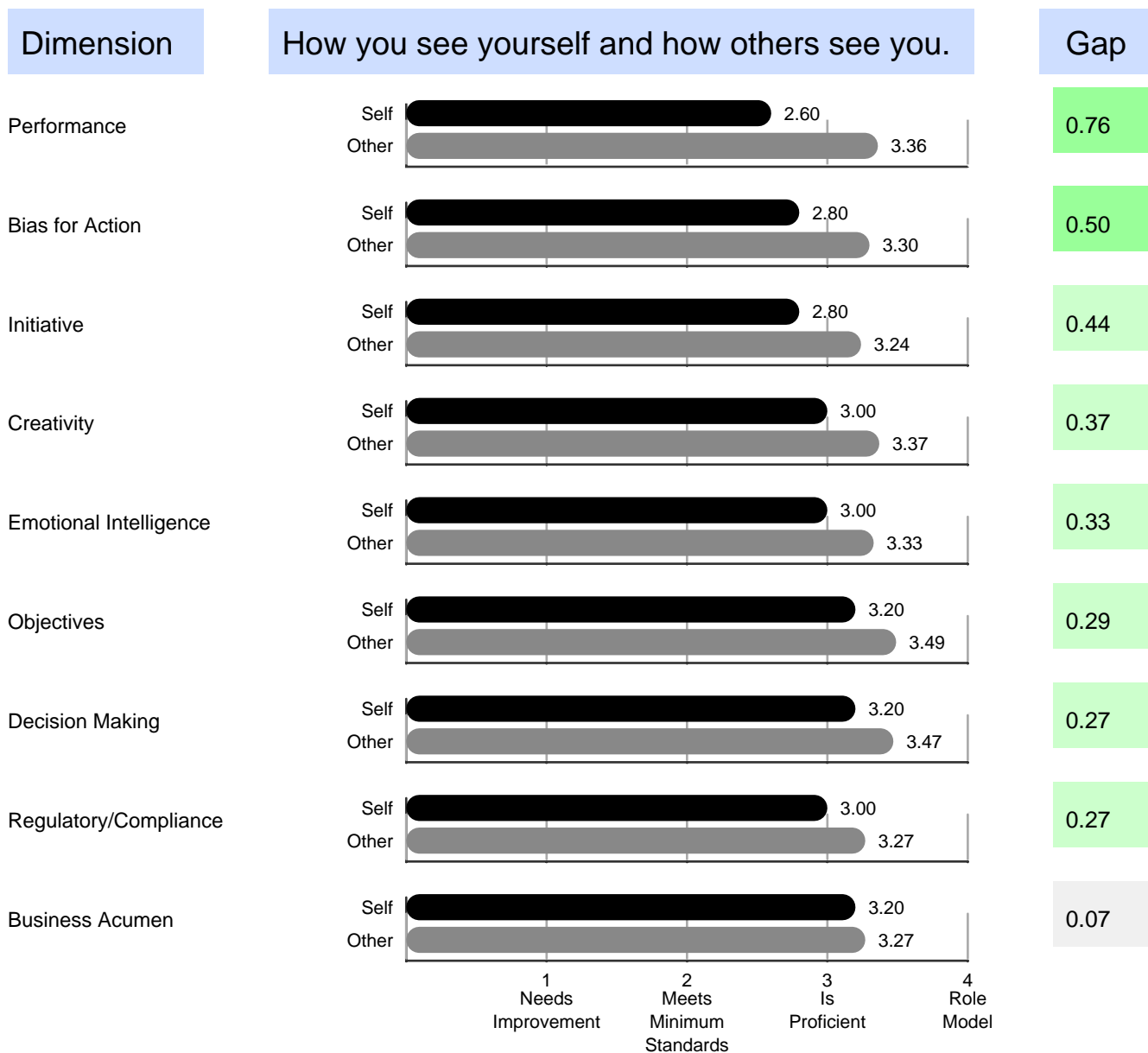
The questionnaire items used in this feedback process asked respondents to rate specific behaviors and competencies identified by [Your Company Name] current leaders. These behaviors and competencies fall into 9 major dimensions of leadership.

The summary scores for each dimension shown below were calculated by averaging all respondents' scores for all of the questions within that dimension. These dimension summary scores are sorted from high to low, with the highest shown at the top. The dimensions toward the bottom may need the most development.



Gap Analysis

The following table graphically displays the "Gap," or difference between your average rating on each competency (labeled "Self") and the average score of all other respondents (labeled "Others") who provided you with feedback. This can help you identify blind spots, or areas where you were rated more favorably by other respondents than by yourself. The Gaps for these competencies are colored in shades of green. Conversely, the graph can also help you identify your opportunities for improvement, or areas where you rated yourself higher than others did. The Gaps for these dimensions are colored in shades of red. The darker the shade of green or red, the larger the Gap. Finally, if a dimension's Gap is not shaded with a specific color, it indicates an area of agreement between yourself and others.



Objectives

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
1. You are able to organize work.	15	3.20	93.3	7%	67%		27%
2. You communicate goals and objectives to employees.	15	3.87	100.0	13%	87%		
3. You effectively organize resources and plans	15	3.33	93.3	7%	53%		40%
4. You organize and schedules events, activities, and resources.	15	3.60	93.3	7%	27%	67%	
5. You consistently provide me with timely feedback for improving my performance.	15	3.33	93.3	7%	53%		40%

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2022	2023	Change
1. You are able to organize work.	3.29	3.20	-0.09 ▼
2. You communicate goals and objectives to employees.	3.65	3.87	+0.22 ▲
3. You effectively organize resources and plans	3.18	3.33	+0.16 ▲
4. You organize and schedules events, activities, and resources.	3.41	3.60	+0.19 ▲
5. You consistently provide me with timely feedback for improving my performance.	3.24	3.33	+0.10 ▲

Comments:

- _____ is friendly to myself and other staff members. I believe he is very knowledgeable in the role of controller. He continues to struggle with maintaining focus on tasks, time management and meeting deadlines. It is extremely frustrating to have to wait weeks for him to complete work needed from him.
- He constantly asks for feedback and input to important decisions and genuinely listens and considers what his staff's opinions.
- Accountability on both sides. Make sure that if a task is delegated then that person should be accountable for the task.
- He often uses lengthy power points distributed at the last minute which is not effective. Focus more on outlines and conversation that allow for time to give thoughtful consideration and feedback.
- He was always looking for ways to improve the unit and continually went above and beyond for the customers and staff.
- I appreciate that _____ reaches out to communicate expected changes and organizational impact.

Creativity

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
6. You inspire creativity in your team.	15	3.20	93.3	7%	60%	33%	
7. You add value to the department/organization.	15	3.20	86.7	13%	53%	33%	
8. You are creative.	15	3.40	93.3	7%	47%	47%	
9. You conceive, implement and evaluate ideas.	15	3.47	93.3	7%	40%	53%	
10. You are creative and inspirational.	15	3.47	93.3	7%	40%	53%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2022	2023	Change
6. You inspire creativity in your team.	3.24	3.20	-0.04 ▼
7. You add value to the department/organization.	3.41	3.20	-0.21 ▼
8. You are creative.	3.24	3.40	+0.16 ▲
9. You conceive, implement and evaluate ideas.	3.18	3.47	+0.29 ▲
10. You are creative and inspirational.	3.35	3.47	+0.11 ▲

Comments:

- He knows his material and obviously loves the continued learning that defines best practices.
- I have also had the pleasure of partnering with _____ in our Core Competency leader learning. _____ has a solid understanding of improvement work and the role that innovation has in small tests of change, as well as in creating more systemic change through program development.
- He works diligently with our supplier to ensure the inventory is cost effective.
- _____ is a valuable manager in the Department. He is approachable for ideas and questions. He contributes well as a team in meetings.
- _____ makes great hiring choices. he is clear on what needs to be done.
- He seems to be well respected from members of his own team as well.

Bias for Action

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
11. You complete a large volume of work.	15	3.53	100.0	47%	53%		
12. You display high energy and enthusiasm on consistent basis.	15	3.27	100.0	73%	27%		
13. You encourage risk taking and experimentation to improve performance	15	3.33	100.0	67%	33%		
14. You convey a sense of urgency about addressing problems and opportunities	15	3.13	86.7	13%	60%	27%	
15. You motivate others to achieve or exceed goals	15	3.07	80.0	20%	53%	27%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2022	2023	Change
11. You complete a large volume of work.	3.47	3.53	+0.06 ▲
12. You display high energy and enthusiasm on consistent basis.	3.47	3.27	-0.20 ▼
13. You encourage risk taking and experimentation to improve performance	3.35	3.33	-0.02 ▼
14. You convey a sense of urgency about addressing problems and opportunities	3.18	3.13	-0.04 ▼
15. You motivate others to achieve or exceed goals	3.00	3.07	+0.07 ▲

Comments:

- He will always take the time to discuss all customer service issues that may arise or are brought to his attention.
- _____ has the ability to recognize an individuals talent and utilize their skills. He moves at a fast pace and oversee's a large volume of work/projects. To accomplish this he knows he needs a top notch team.
- _____ has been involved in many interviews and offers great input and insight. Involves the team in decisions, which gives those involved a sense of ownership.
- _____'s department has changed considerably over the last year, yet he still managed to serve his customers.
- Need to improve department's focus on role in providing excellent customer experience despite no direct measure of performance.
- I enjoy working with _____. I feel he is honest and has a desire to see improvement in the organization as a whole. His area is unique which, at times, allows _____ to give a whole new perspective on a subject.

Emotional Intelligence

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
16. You are able to control your own emotions.	15	3.40	93.3	7%	47%	47%	
17. You help to make decisions and solve problems using knowledge about how others will react in certain situations.	15	3.27	93.3	7%	60%	33%	
18. You are attentive to emotional cues and interprets others' feelings correctly.	14	3.00	92.9	7%	79%	14%	
19. You accurately perceive the emotional reactions of others.	15	3.47	100.0		53%	47%	
20. You are able to express yourself clearly.	15	3.40	93.3	7%	47%	47%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2022	2023	Change
16. You are able to control your own emotions.	3.65	3.40	-0.25 ▼
17. You help to make decisions and solve problems using knowledge about how others will react in certain situations.	3.47	3.27	-0.20 ▼
18. You are attentive to emotional cues and interprets others' feelings correctly.	3.12	3.00	-0.12 ▼
19. You accurately perceive the emotional reactions of others.	3.59	3.47	-0.12 ▼
20. You are able to express yourself clearly.	3.29	3.40	+0.11 ▲

Comments:

- He has been challenging us to find other ways to communicate that would be effective, other than email.
- I have seen improvement and will try to encourage even more growth.
- _____ Communicated well with his staff, as we define our new roles _____ is always there to give us direction.
- _____ takes responsibility, has 1:1 conversations with staff to mentor or discuss areas for improvement. I feel that this helps build strong team relationships.
- I am very surprised and impressed with _____'s ability to take on a new responsibility and be able to not only absorb new information but to make good use of it.
- I appreciate his assignments of employee strengths and responsibilities for the best of our departments and other departments

Performance

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
21. You produce quality	15	3.53	100.0	47%	53%		
22. You have great overall performance	15	3.00	80.0	20%	60%	20%	
23. You work effectively in the department.	15	2.87	80.0	20%	73%	7%	
24. You listen and respond to issues and problems	15	3.47	100.0	53%	47%		
25. You shown significant improvement in job performance.	15	3.67	100.0	33%	67%		

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2022	2023	Change
21. You produce quality	3.35	3.53	+0.18 ▲
22. You have great overall performance	3.00	3.00	
23. You work effectively in the department.	2.88	2.87	-0.02 ▼
24. You listen and respond to issues and problems	3.00	3.47	+0.47 ▲
25. You shown significant improvement in job performance.	3.76	3.67	-0.10 ▼

Comments:

- He is supportive of the decisions that I make as a leader and ensures that I keep on track with my goals.
- _____ is a great team member who cares about his team, the quality of his work, and the organization.
- He is a firm believer that all decisions and important discussion is filtered through his direct report and committees with front line staff representation and solicits input and involves front line staff in his everyday work.
- _____ shines when it comes to teamwork and process improvement. His ability to lead a team with collaboration and communication is amazing.
- He has good knowledge and awareness of the strengths and talents of his staff (as well as their weaknesses).
- _____ always readily shares information which helps facilitate communication with staff in a timely and effective manner.

Decision Making

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
26. You assess the risks, benefits, and potential impact of a number of options when deciding a course of action	15	3.40	93.3	7%	47%	47%	
27. You exercise good judgment by making sound and informed decisions.	15	3.33	93.3	7%	53%	40%	
28. You seek input from key people who should be involved in, or will be affected by, decisions	15	3.53	100.0		47%	53%	
29. You do not lose sight of the big picture when making decisions	15	3.67	100.0		33%	67%	
30. You are able to make decisions quickly.	15	3.33	100.0		67%	33%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2022	2023	Change
26. You assess the risks, benefits, and potential impact of a number of options when deciding a course of action	3.53	3.40	-0.13 ▼
27. You exercise good judgment by making sound and informed decisions.	3.12	3.33	+0.22 ▲
28. You seek input from key people who should be involved in, or will be affected by, decisions	3.41	3.53	+0.12 ▲
29. You do not lose sight of the big picture when making decisions	3.59	3.67	+0.08 ▲
30. You are able to make decisions quickly.	3.41	3.33	-0.08 ▼

Comments:

- He also demonstrates a willingness and ability to have difficult conversations that ultimately help each associate succeed in their roles or move on due to a lack of fit.. I must say that I learn a great deal from _____ and his style of leadership. His understanding and appreciation of his leadership team and all his associates is something I would aspire to replicate in my own leadership areas of responsibility.
- _____ has been particularly helpful to me as I transition into my new role. He provides direct, professional communication and is able to engage multiple personalities and people with differing opinions together to create cohesiveness
- He is able to see the bigger picture and helps others to look past the present and how we can change the future.
- He has learned at a very quick pace, and is both supportive and clear in his intentions to make department not only the place where staff desire to work, but where customers receive exceptional service.
- As part of this team I feel a tremendous ownership at [CompanyName], only after a year in my position, and I strongly feel that _____'s leadership and trust and confidence in what I can accomplish for [CompanyName] has been the major key in developing this strong feeling of belonging to my new place at [CompanyName].
- _____ has been a consistent resource to the Operations teams as we work in improving our scores.

Initiative

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
31. You go above and beyond the stated goals.	15	3.20	86.7	13%	53%	33%	
32. You coach others to foster an environment which can adapt quickly and willingly to rapid change.	15	3.40	100.0		60%	40%	
33. You prepare for unexpected contingencies.	15	3.20	86.7	13%	53%	33%	
34. You seek and utilize opportunities for continuous learning and self-development.	15	3.27	93.3	7%	60%	33%	
35. You take decisive action to address problems, following up with relevant team members and coaching them on how to improve.	15	3.00	80.0	20%	60%	20%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration.

The direction of change is indicated by a colored triangle.

Item	2022	2023	Change
31. You go above and beyond the stated goals.	3.18	3.20	+0.02 ▲
32. You coach others to foster an environment which can adapt quickly and willingly to rapid change.	3.35	3.40	+0.05 ▲
33. You prepare for unexpected contingencies.	3.18	3.20	+0.02 ▲
34. You seek and utilize opportunities for continuous learning and self-development.	2.88	3.27	+0.38 ▲
35. You take decisive action to address problems, following up with relevant team members and coaching them on how to improve.	3.18	3.00	-0.18 ▼

Comments:

- _____ has also come down to help our department when we have been very busy and needed help.
- _____ is not always clear in communicating desired outcomes and expectation. He sometimes lacks the ability to clearly convey consistent specific goals leading to wasted energy and work that dead ends.
- I have observed _____ work with his staff and team on improvement activities. He has assigned" lead people to work on projects given their strengths. _____ does take action when there are employees who do not fit with the organization mission and values.
- He also provided valuable input on making a hiring decision about an individual who offered great potential but lacked experience.
- _____ is a great mentor and leader for his team. He recognizes the strengths that each of his team members bring to the organization and works to continue to develop those strengths. _____ also helps his team recognize areas of improvement and works to improve those areas as well.
- Is a fantastic source of feedback and growth development.

Regulatory/Compliance

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
36. You are professional and courteous in interactions with auditors and regulators.	15	3.20	93.3	7%	67%		27%
37. You are aware of federal and local laws affecting employees.	15	3.27	93.3	7%	60%		33%
38. You ensure the company meets legal requirements/standards regarding employees.	15	3.27	86.7	13%	47%		40%
39. You comply with regulatory requirements for the state.	15	3.13	86.7	13%	60%		27%
40. You provide documents and reports as needed to maintain compliance with laws.	15	3.40	93.3	7%	47%		47%

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2022	2023	Change
36. You are professional and courteous in interactions with auditors and regulators.	3.18	3.20	+0.02 ▲
37. You are aware of federal and local laws affecting employees.	3.35	3.27	-0.09 ▼
38. You ensure the company meets legal requirements/standards regarding employees.	3.24	3.27	+0.03 ▲
39. You comply with regulatory requirements for the state.	3.59	3.13	-0.45 ▼
40. You provide documents and reports as needed to maintain compliance with laws.	3.29	3.40	+0.11 ▲

Comments:

- He is showing more comfort in providing and receiving critical feedback.
- _____ is approachable and professional in his interaction with staff and with customers.
- As noted in the comments above, _____ needs improvement with involving the team more consistently in the approval and management of projects.
- _____ has been very helpful to me as a new manager this year.
- He is a charismatic leader. Really the best!!
- Overall, I think _____ does a great job. Sometimes staff will have questions or suggestions and we won't get a response and he will just avoid having to give us an answer. Once we get an answer it usually involves _____ wanting to complete the task on his own. More communication in this area would be nice, even when he would rather complete the task on his own.

Business Acumen

Level of Skill

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Needs Improvement) to green (Role Model).

Item	n	Avg	LOA	Needs Improvement	Meets Minimum Standards	Is Proficient	Role Model
41. You understand complex issues and problems.	15	3.33	93.3	7%	53%	40%	
42. You are able to align resources to meet the business needs of the company.	15	3.33	93.3	7%	53%	40%	
43. You consider impact of actions on other areas of the organization.	15	3.13	86.7	13%	60%	27%	
44. You effectively develop and use resources (people, time, money, supplies, equipment, and space) to improve organizational performance	15	3.00	86.7	13%	73%	13%	
45. You exhibit behavior that is consistent with the vision, mission, and core values of the organization	15	3.53	100.0		47%	53%	

Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the table below allows you to see how your scores this year compared to your scores from the previous survey administration. The direction of change is indicated by a colored triangle.

Item	2022	2023	Change
41. You understand complex issues and problems.	3.29	3.33	+0.04 ▲
42. You are able to align resources to meet the business needs of the company.	3.41	3.33	-0.08 ▼
43. You consider impact of actions on other areas of the organization.	3.35	3.13	-0.22 ▼
44. You effectively develop and use resources (people, time, money, supplies, equipment, and space) to improve organizational performance	3.18	3.00	-0.18 ▼
45. You exhibit behavior that is consistent with the vision, mission, and core values of the organization	3.35	3.53	+0.18 ▲

Comments:

- He strives to raise the bar everyday to improve our processes to best serve our customers.
- I think he is the kind of manager our department has needed and will continue to need.
- _____ has an impressive vision for the company.
- Overall _____ is highly competent and brings a fresh perspective to the Engineering department.
- _____ could improve his communication style. He often does not clearly communicate his goals of a conversation or meeting and therefore doesn't always impart a clear vision for an particular outcome. Often after a meeting or conversation one can be left wondering what is the expectation of work to be completed.
- _____ is very supportive of Core Competency and concepts. The one concept that _____ refers to consistently is what we respect most is people's ability to think.

Comments

Those who gave you feedback had the opportunity to provide additional written comments about perceived strengths and possible development areas. This section provides a consolidated list of these comments.

What would help make you a more effective leader?

- _____ would be my choice for permanent manager of the department.
- The only area I feel _____ needs improvement is that when he gives a project he often has a vision for it but waits until the work is done to share that vision. Can be frustrating at times.
- He handles situations in a calm, collective manner, and researches a situation before making a decision.
- The department director should have the authority to lead the team toward the vision laid out by the VP.
- I feel _____ consistently meets/exceeds in all of the Leadership Effective areas listed above, and I feel he excels in the areas related to encouragement, identifying employees' strengths, and shared decision making.
- Working with _____ on the IP rehab project has been awesome. He is great at what he does. He understands his role and what is needed to keep the project moving. Makes concrete decisions and stands by them. I would work with him anytime.

What do you like best about working with this individual?

- _____ always works toward what is best for [CompanyName] and his work with the CEO is a great example of high ethics and professionalism.
- His view of what is right is a welcome asset to any team. Ensuring integrity in all it's forms helps the team to achieve excellence.
- _____ does an excellent job as a leader. He has been presented with many challenges in the last year and has remained positive for his staff.
- Hesitant to change. Sometimes it would be helpful to soften the delivery a bit.
- Over the past few months _____ has been creating a bridge between the billing staff and the operations departments.
- One of the best supervisors that I have had.

What do you like least about working with this individual?

- _____ is a great resource to me when I have HR or professional development issues. I count on him for his support and sound advice.
- You can count on _____ to be honest and stay true to commitments.
- He is a great communicator and works hard to ensure an aligned team across Implementation Cycles.
- _____'s department has changed considerably over the last year, yet he still managed to serve his customers.
- Whenever _____ has assigned one of his staff to a project the quality and commitment of that staff person has been of a high caliber (as if _____ was there). He also participated in interviews within my department and was a valuable member.
- We are striving to meet best practice standards.

What do you see as this person's most important leadership-related strengths?

- _____ is a strong leader and continues to grow in his role. _____ is approachable even if he does not have time. Team members enjoy his great attitude and his non stop energy. Some things that _____ does especially well and seems to do with ease are bulleted below.
- Over the years, the department has done very good work and contributed a great deal to both capital and non-capital projects.
- _____ was very clear with a shared staff member on expectations of mandatory education requirements. I am glad _____ has joined the team.
- He is covering areas that he has not done for a long time or totally new to him so needs to learn these areas.
- Great to have you on the team!
- _____ does an excellent job of focusing on customer service and going above and beyond to help his internal customers, which I hope provides him with some feeling of success. While it is true that not everything can be important if everything IS important, _____ somehow manages to give me the attention I need, when I need it, as though my priorities are hers. I know this not humanly possible given the volume of priorities in all areas of [CompanyName] but he is so effective in his role that he is able to create that atmosphere and instill confidence in the managers. _____ has a solid reputation for being a direct communicator and his opinion is respected in our group.

What do you see as this person's most important leadership-related areas for improvement?

- The department is trying to implement major changes. The aim to improve workflow prioritization and efficiency by creating a strategic plan addresses concerns raised by team members regarding workloads and lack of communication involving decisions.
- Expectations are not always clearly communicated/outlined.
- He offers up ideas of how I could have handled something differently in a constructive manner.
- He has confidence in leading and making decisions improving rapidly.
- He is very knowledgeable about System Workflows and ensures that the departments are working cohesively with one another.
- The few problems we have experienced during these changes is a reflection of _____'s leadership.

Any final comments?

- I enjoy working with _____ and look forward to future opportunities for collaboration.
- _____ continues to develop his knowledge about the industry and applies it to the customer experience and staff workflow to improve outcomes.
- He has always been a great resource for me and my areas of responsibility providing us with the support we need to function.
- _____ consistently puts customer service and positive customer outcomes at the forefront of any discussion and/or decisions.
- _____'s management style is excellent.
- Provide more clarity. Increase your technical knowledge.