

# Designing and developing our Global Support Services



## Commitment to Qvest project

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ACTIVITY

### Varied activity



Total activity: 54 %

[Explore data](#)

MINDSET

### 3 proactive groups



● Total Questions: 43    ● Total Answers: 33

[Explore data](#)

KEY STAKEHOLDERS

### 2 key stakeholders



[Explore data](#)

## Connections among Qvest stakeholders

[Learn more](#)

DISTRIBUTION

### Big difference



[Explore data](#)

INTERACTION

### 13 connections

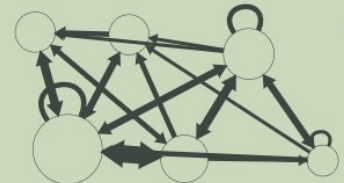


Exchanged 67 % of all questions

[Explore data](#)

NETWORK

### Good connectivity



[Explore data](#)

## Communication about Qvest topic

[Learn more](#)

HIGHLIGHTS

### 1 prominent keyword

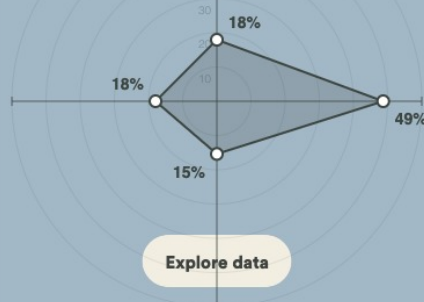


Used 58 times

[Explore data](#)

FOCUS

### Focus on purpose & result



[Explore data](#)

THEMES

### 4 themes



43 questions

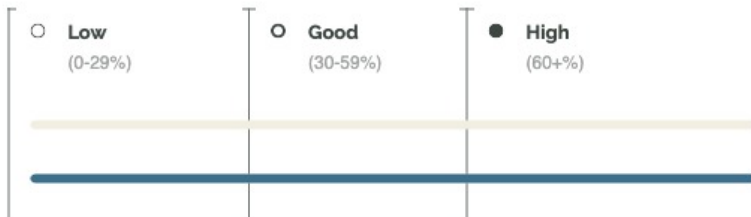
[Explore data](#)

# Activity

Activity is considered high when more than 60% of your stakeholders either asked or answered a question. Similarly, activity is considered good when 30-59% of your stakeholders asked or answered a question, and low when less than 30% of your stakeholders asked or answered a question.



Your Qvest had **varied activity**, meaning that your stakeholder groups asked or answered different amounts of questions



● Global HR Services   ● Leadership Team

## Total

Don't forget. Your findings won't be equally relevant or applicable to all your groups

54.17%



## Highest

This group asked and answered the most questions

100%



● Leadership Team

## Lowest

This group asked and answered the least questions

0%



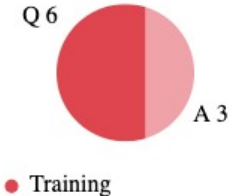
● Global HR Services

# Mindset



A group is considered proactive when the stakeholders ask more questions than they answer. Similarly, a group is considered reactive when the stakeholders answer more questions than they ask, and active when they ask and answer the same amount of questions. When the stakeholders in a group neither ask nor answer any questions, the group is considered inactive.

### 3 proactive groups asked more questions than they answered



### 2 Q&A groups

asked and answered the same amount of questions



### 1 reactive group

answered more questions than they asked



### 1 inactive group

did not ask or answer any questions



# Key stakeholders



A stakeholder is considered a key stakeholder when he or she deviates significantly from the remaining stakeholders. The deviation is measured in the number of received questions. Similarly, a stakeholder is considered a potential key stakeholder when he or she is showing signs of deviation in the number of received questions.

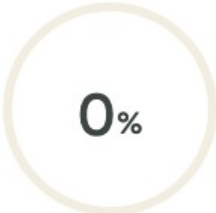
**2 key stakeholders** received significantly more questions than a typical stakeholder in this Qvest



- HR Consultants (1 stakeholder)
- Leadership Team (1 stakeholder)

**0 potential key stakeholders**

received more questions than a typical stakeholder



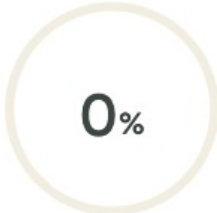
**18 other stakeholders**

received questions



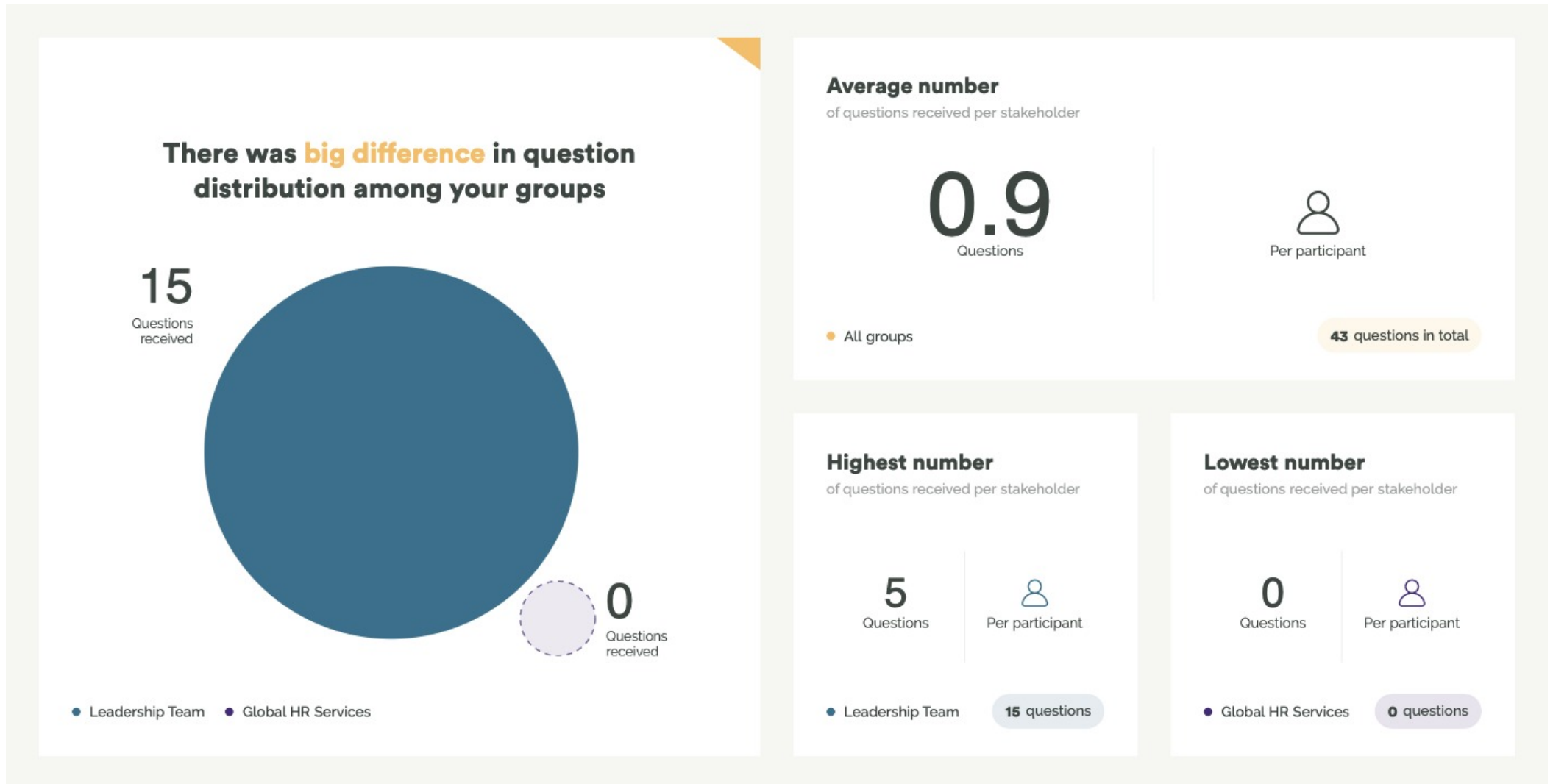
**28 stakeholders**

didn't receive any questions



# Distribution

Your Distribution key finding will show the difference in question distribution when there is more than 10% difference between the group that received the highest number of questions and the group that received the lowest number of questions. Similarly, it will show big difference in question distribution when there is more than 100% difference between the group that received the highest number of questions and the group that received the lowest number of questions, and no difference in question distribution when there is less than 10% difference between the group that received the highest number of questions and the group that received the lowest number of questions.



# Interaction

Your groups are considered strongly connected when stakeholders exchange significantly more questions across groups than other groups in the Qvest. Similarly, groups are considered connected when stakeholders exchange questions across groups. When stakeholders exchange questions within their own group, they are considered self-referential, and when they don't exchange questions with stakeholders from other groups, the group is considered disconnected.

**7 groups exchanged questions, leading to 13 connections**



### Two-way questioning

- Leadership...
- Leadership...
- Leadership...
- Training
- HR Partner...
- HR Consult...
- Leadership...
- HR Consult...

... and 2 more connections

### One-way questioning

- Training
- Training
- Organizati...
- Organizati...
- Leadership...
- Leadership...
- Training
- Leadership...

... and 3 more connections

### 3 self-referential groups

exchanged questions within their own group



● Leadership Team

● Training

● HR Consultants

### 1 strong connection

across groups exchanged significantly more questions than typical groups in your Qvest

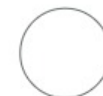


● Leadership...

● Organizati...

### 1 disconnected group

didn't exchange questions with other groups

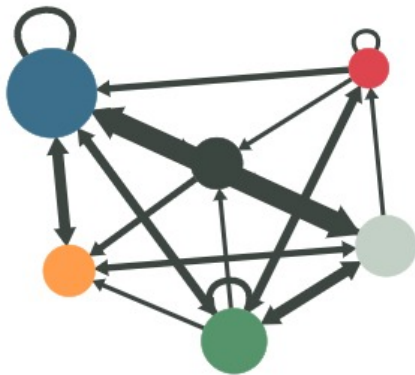


● Global HR Services

# Network

Your Network connectivity is considered high when each of the groups are connected to more than 80% of the other groups. Similarly, connectivity is considered good when each of the groups are connected to more than 40% of the other groups. When each of the groups are connected to less than 40% of the other groups, connectivity is considered low.

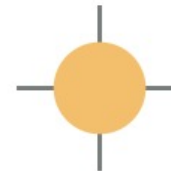
There was overall **good connectivity** among the different groups in your Qvest, but 1 group stood out



- Leadership Team
- Training
- HR Partners
- Organizational Development
- HR Consultants
- Global HR Services
- Leadership Development

## Total

Be aware. Your network might be unstable.



● All groups

**67%**  
4 connections

## Highest

This group had the highest number of connections



● Leadership Development

**83%**  
5 connections

## Lowest

This group had the lowest number of connections



● Global HR Services

**0%**  
0 connections



# Highlights

A word is considered a prominent keyword when it deviates significantly from the other words in the number of times it is used in the questions and answers. Similarly, a word is considered a keyword when it shows signs of deviation in the number of times it is used in the questions and answers in your Qvest.

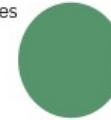
**1 prominent keyword** was used significantly more times than a typical word in your Qvest



## 6 groups

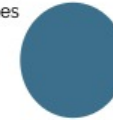
used the prominent keywords 58 times

15  
times



HR Consultants

15  
times



Leadership Team

13  
times



Organizational Development

... and 3 more groups

## 2 keywords

were used more times than a typical word in your Qvest

work

processes

## 5 groups

used the keywords 43 times

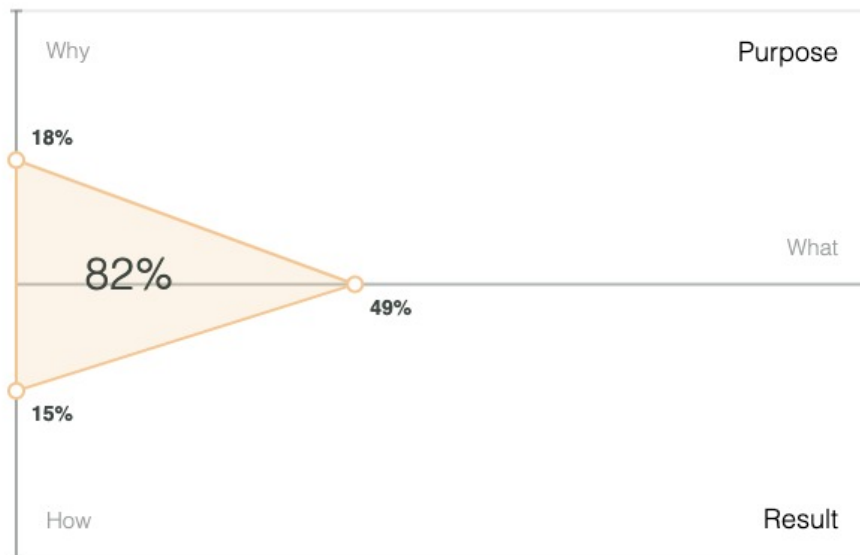
• Leadership Team	14 times
• HR Consultants	7 times
• Organizational Development	6 times
• Training	4 times
• Leadership Development	3 times



# Focus

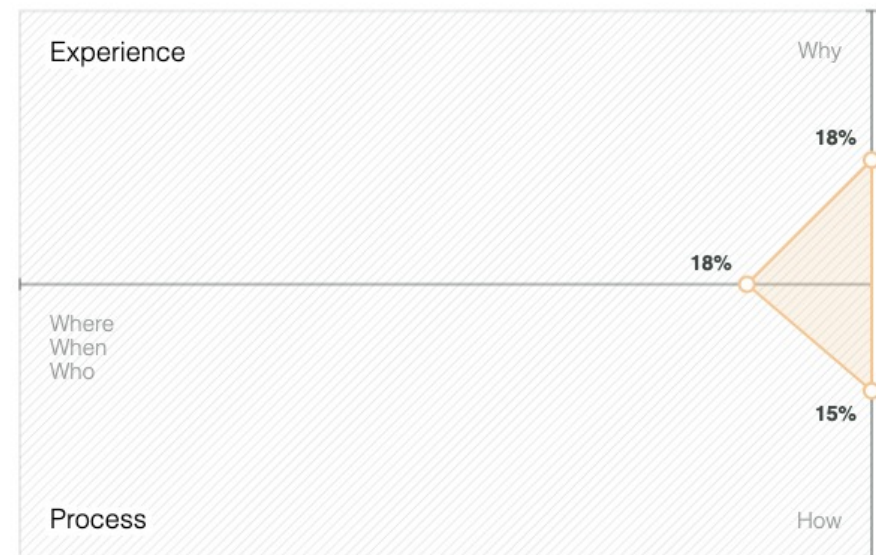
Your Question Profile has four focus-sections. When more than 60% of the questions that include question words (why, what, who, when, where, how) are placed in one section, your stakeholders are considered clearly focused. Similarly, your stakeholders are considered focused when more than 60% of the questions that include question words are placed in two sections, and not focused when there are less than 30% of the questions in each of the sections.

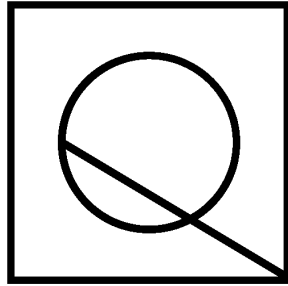
**Why, What & How were used more than the other question words, indicating a **focus on purpose & result** in your Qvest**



## 2 blindspots

escaped your stakeholders' attention





QVEST

This is a sample report generated from Qvest.

Visit [www.qvest.io](http://www.qvest.io) to learn more about how you can use Qvest and to schedule a demo.