



EXHIBIT II: RELATIONSHIP CALIBRATION PROCESS (RCP)

Office of Global Leadership & Diversity



Facilitator Report

Pair Alignment Report for Jane Doe & John Doe

Participant's Title	Vice President	Manager's Title	Participating Managing Director
Years of Service	7	QWL Score	Participant : 2.10 Manager : 5.99
Time in Seat (Position)		Level-of-Satisfaction	Low Level-of-Satisfaction
Division	IBD	Date	June 2012

OVERVIEW

Jane Doe QWL Score currently indicates a Low Level-of-Satisfaction with work-life. An analysis of the manager's, John Doe, data indicates a perception that Jane Doe has a Moderate Level-of-Satisfaction with work-life.

QWL DIMENSION	Jane Doe	John Doe
CONTRIBUTION	2.22	5.78
RECOGNITION	2.43	5.71
TEAMWORK/INCLUSION	1.88	5.88
ORGANIZATION/RESOURCES	2.25	5.75
COMMUNICATION	2.38	5.88
CLIMATE	1.22	7.00
CAREER DEVELOPMENT	1.92	6.09
MANAGER RELATIONSHIP	2.50	5.75

DIMENSION SCORE

The Overall Score for each Dimension indicates Enhancer behaviors that should be encouraged and reapplied in various areas and situations. It further indicates those behaviors/situations that may be potential/existing Derailers. Jane Doe score indicates that 0 of the 8 Dimensions reflect Strengths/Strengths to Leverage; 8 of the 8 Dimensions represent Areas of Opportunity.