

Recommendations for Development

You've now learned your CCS scores and what they might mean. This is a great opportunity to explore further and consider steps you can begin to take to improve your situation. In this section of the report, we highlight the three themes in which you showed the greatest gaps and offer suggestions for digging deeper. For each theme you'll find:

- A chart that shows the gap between your ideal situation and what's currently happening at work
- Questions to explore to help you understand the theme and how your current work situation is impacting that theme
- Steps you can take right now to begin to close the compatibility gap or take other action

In addition to exploring the three themes with the largest gaps, we strongly encourage you to explore the three themes that ranked as *most important*, since these reveal useful information about your strongest motivations. And don't ignore those themes where gaps were small. Knowing what *is* working is just as important as knowing what isn't!

