**Reflection on PSQ or MSF surveys**

In which areas did you perform well?

Are there any areas which you feel may benefit from further development?

Please look at the free text comments.

Which comments are you most happy with?

Which comments are you least happy with?

Are there any recurrent themes in the comments?

Do they tie up with achieved scores?

Please look at the self assessment scores (in green).

Do your self assessment ratings tie up with achieved scores?

Are there specific areas where they deviate more than others?

Are you perceived by colleagues as you would have expected?

What do you feel are your areas of greatest strength?

What concrete things can you do to build on these?

What do you feel are your areas of least strength?

What concrete things can you do to develop these?

Can you identify any goals from this reflection?

Categorise as positives and negatives: ‘keep doing’ ‘start/do more’ ‘stop/do less’ and ‘consider’.