

You can help us build a norm base for this instrument by completing and returning this page to: Jon Kendall, Castleton Consulting Limited, Regus House, Fairbourne Drive, Atterbury, Milton Keynes, MK10 9RG.

Your scores from the questionnaire:

Expert	Guide	Developer	Catalyst

Personal details:

Male Date of birth[dd/mm/yyyy]:.....
 Female

Type of business:

Accounting/banking/finance	Insurance/financial services
Business/information services	Law/legal services
Communications/telecommunications	Management consultancy
Computer/office equipment services	Mining/oil and gas
Contracting/construction/engineering	Pharmaceutical/medical products
Education	Printing/publishing/advertising
Entertainment/recreation/sport	Real estate/land development
Farming/fishing/forestry	Research/scientific services
Food products/processing	Social services
General manufacturing	Transportation
Government (Central and local)	Wholesale/retail
Healthcare/medical services	Utilities
Hospitality/travel/tourism	Other

Indicate your functional area and level, select one option from each column

Functional area	Level
Accounting/finance	Managing director/chief executive
Administration/operations	General manager/senior executive
Customer services	Director
Data processing/systems	Divisional/functional head
Distribution/fulfilment	Department/unit manager
Human resources	Supervisor/foreman
Manufacturing	Professional and technical
Marketing/sales	Administrative and clerical
Technical/engineering/research	Other
Other	

Thanks !