

## 2007 GKP Delegate Survey Results

In January 2007 we conducted our third biennial survey of every New Impetus and Peak Performance Plus graduate trained since June 2000.

Respondents scored the improvement they were currently experiencing in 20 skills as a result of attending a GKP programme up to seven years previously.

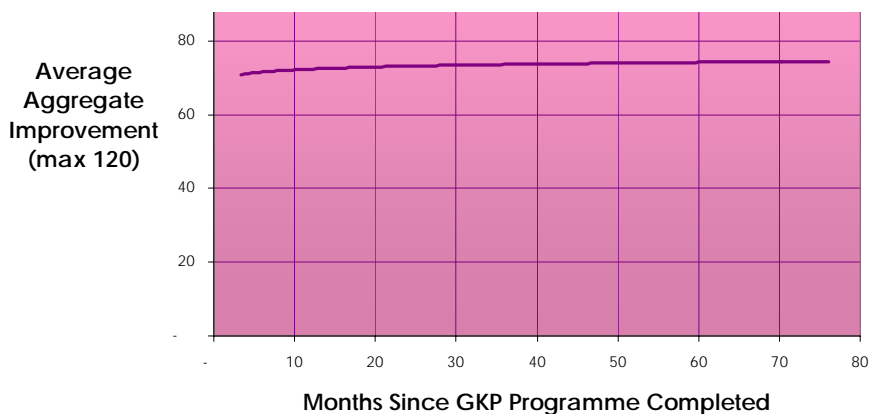
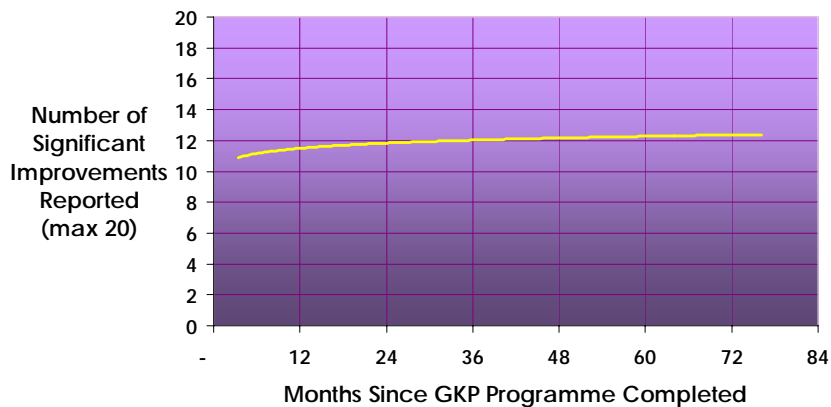
We were particularly interested in sustained improvement in areas which independent studies have demonstrated to lift bottom line performance.

Highlights of the improvements reported as significant are:

- 85% improved their person-to-person skills
  - 93% their positivity & resilience
  - 78% their happiness & engagement
  - 89% their self-esteem
  - 81% their drive & energy
- } 81% improved in all five of these
- Of those setting goals, 69% achieved them (inc 54% re seeking promotion)

## Sustainability of Impact

Graduates' reported results very clearly show the impact of our programmes increasing gently over time. For example graduates who completed a GKP programme six years ago reported significant current impact on 12.2 skills, compared to 10.8 reported by the most recent graduates:



## Skills Surveyed & Headline Results

The 20 skills measured divide naturally into five groups:

### Person-to-person:

Communicating effectively  
Teamwork & collaboration  
Motivating & Influencing others  
Awareness of others needs / drives  
Leading & inspiring others

### Attitude & resilience:

Positivity & optimism  
Managing negative emotions  
Handling stress better

### Engagement:

Happiness  
Fulfilment at work  
Balancing home and work

### Self-esteem:

Confidence  
Self-belief  
Appropriate assertiveness  
Initiative & proactivity  
Taking ownership of wider issues

### Drive & energy:

Activity levels  
Motivation  
Achieving work goals & targets  
Persistence & determination

Headline results were as follows:

Average number of areas showing improvement (max 20)	
some	17.1
significant	11.7
substantial	4.2
transformational	0.7
% of replies reporting improvement in	
25% or less of all areas	2%
75% or more of all areas	82%
% reporting impact on goals achieved	
some	95%
significant	69%
substantial	34%
transformational	9%

### Frequency Distribution of Reported Improvements



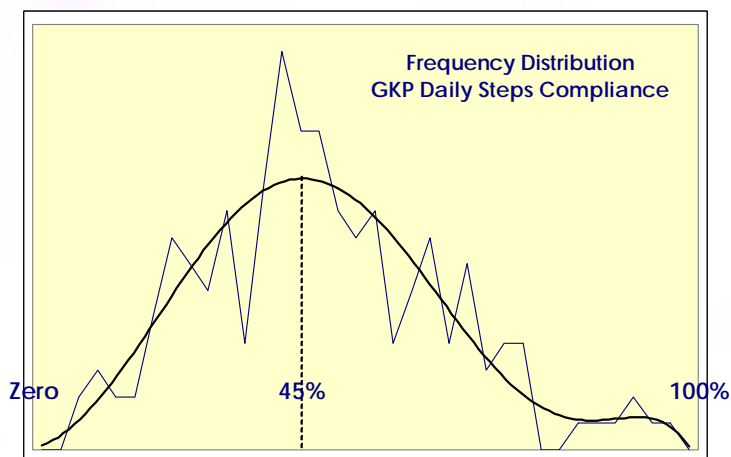
86% of graduates' scores equate to significant or better improvement in 15 of the 20 skills measured (as shown by the shaded area), or substantial or better in 12 of 20.

## Adherence to GKP Recommended Exercises

Respondents were also asked to score their current adherence to the GKP Daily Steps, habits and daily exercises recommended for manifesting potential:

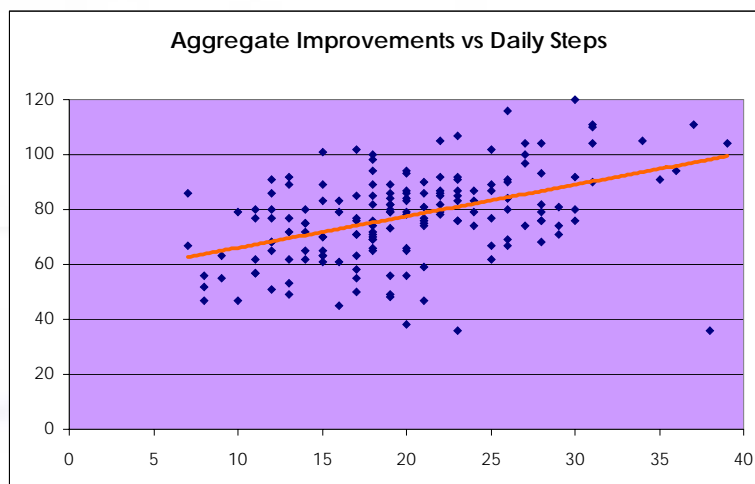
% still using some GKP Daily Steps	
50%+ of time	86%
70%+ of time	61%
90%+ of time	24%

Graduates reported they were averaging 45% compliance, which equates to using two-thirds of the Steps two thirds of the time. (In the frequency distribution below, numbers of delegates is proportional to the area under the graph):



## Improvement vs GKP Exercises Adherence

This ongoing adherence to the Daily Steps is the reason for GKP’s sustainable impact. Furthermore, analysis of improvements reported against compliance with the Steps, reveals a highly statistically significant relationship between them. Higher adherents report significantly more impact than lower adherents with a correlation coefficient of 67%:



## Response Details

Respondents scored their current improvement using a six point scale:

- 1 - Never a concern
- 2 - No change
- 3 - Some change
- 4 - Significant change
- 5 - Substantial change
- 6 - Transformational change

Respondents' scores were:

	Percentage of Replies			
	>=3	>=4	>=5	=6
1 Happiness	96	63	15	3
2 Fulfilment at work	94	58	18	3
3 Confidence	94	72	25	4
4 Handling stress better	93	65	20	3
5 Positivity &/or optimism	97	80	32	7
6 Motivation	94	63	24	4
7 Communicating effectively	88	56	18	1
8 Appropriate initiative &/or proactivity	91	57	16	4
9 Activity levels	84	52	19	2
10 Teamwork &/or collaboration	87	51	14	2
11 Self-belief	96	71	33	8
12 Motivating &/or Influencing others	94	68	21	3
13 Balancing home and work	84	50	20	2
14 Managing negative emotions	95	80	32	7
15 Awareness of others needs & drives	93	67	25	3
16 Appropriate assertiveness	88	56	18	1
17 Taking ownership of wider issues	90	63	25	6
18 Achieving goals &/or targets at work	91	66	24	5
19 Persistence &/or determination	92	66	27	5
20 Leading &/or inspiring others	92	58	25	3

They were also asked to indicate any improvement if they set goals in these areas:

Winning promotion	87	54	29	4
Making presentations	98	63	21	12
Sales performance	93	56	30	7

## Respondent Demographics

The survey elicited 170 replies from people employed by 35 companies in five countries.

The **company** spread was:

- 3 of the world's largest 50 companies
- 4 of the world's 101<sup>st</sup>-400<sup>th</sup> largest companies
- 3 amongst Europe's 300<sup>th</sup>-500<sup>th</sup> largest companies
- 14 medium enterprises
- 11 privately held small companies

The **people** who responded included:

- Entrepreneurs
- C-level & Directors: CEO, MD, sales, finance, HR, IT, design, engineering
- Partners: accountants, architects, consultants, surveyors
- Senior managers & managers: all of the above plus consulting, software development, hardware design, underwriters, claims, R&D, banking, loans, learning & development, production, packaging, hotels
- Supervisors, administrators, operators, consultants, trainers, a psychologist and one professional racing driver

The **sectors** represented included:

- Consumer electronics
- Software
- Light engineering & manufacturing
- Financial services
- Telecoms
- Professions, consultants & advisers
- FMCG
- Retail
- Pharmaceutical manufacturing
- Hotel, university, publishing, toys