

Levels of Complexity Questionnaire Report

Role under evaluation Director
Role reports to Manager-Asset Creation
Company Demo WCIS Company
Division NA
Date 20050608

Respondent Details

Name James Demo
Position Manager-Water Projects
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Castlecrag
NSW
Australia
2068

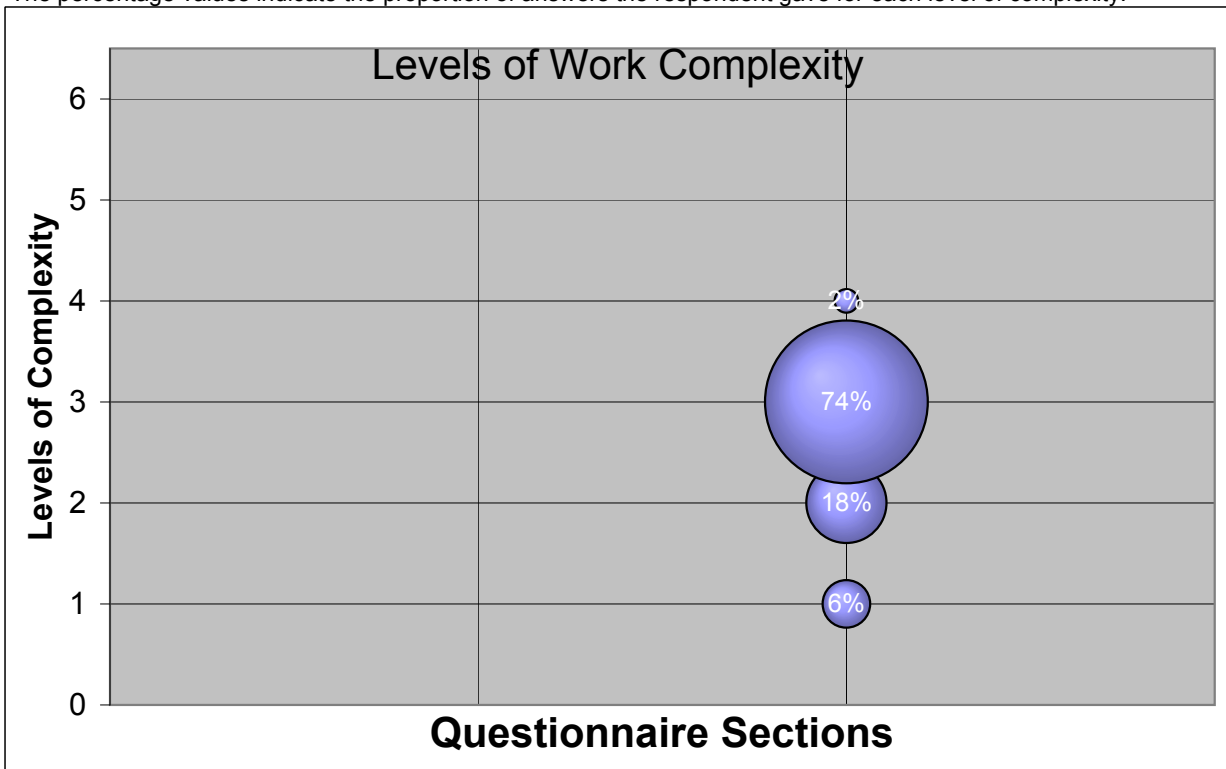
Result Summary

Based on the respondent's input, the level of work associated with this role is 2.71

The standard deviation around this mean is 0.37

The graph below graphically shows the results of the questionnaire.

The percentage values indicate the proportion of answers the respondent gave for each level of complexity.



Comments on Report.

- 1 The information indicates a role that straddles a number of work levels.
- 2 Almost all work takes places in the Value Added Domain of Work (operational work levels I - III)
- 2 The main focus of work is in Work Levels II and III.
- 3 The role needs focus on where it is required to deliver its unique value add i.e. Work Level II or III.
- 4 This role may not be optimally structured and requires attention. It may possibly affect the roles reporting to it and connected with this function
- 5 A guided discussion is required to eliminate those elements of roles that are not core and which dilute unique value add.
- 6 Attention should be paid to the level of work to which this role reports.

Main Role Responsibilities

Responsibility A		Rank =	1
Title/Description	Deliver the water capital program		
Outcomes Time-span	1 to 2 years		
Performance Capacity	Managing		
Full Responsibility/ Accountability	Yes		

Responsibility B		Rank =	2
Title/Description	Improve existing water assets		
Outcomes Time-span	3 months to 1 year		
Performance Capacity	Managing		
Full Responsibility/ Accountability	Yes		

Responsibility C		Rank =	3
Title/Description	Recruit & select & build my team		
Outcomes Time-span	3 months to 1 year		
Performance Capacity	Decision-making		
Full Responsibility/ Accountability	No		

Responsibility D		Rank =	4
Title/Description	Improve delivery processes (with team)		
Outcomes Time-span	1 day to 3 months		
Performance Capacity	Decision-making		
Full Responsibility/ Accountability	Yes		

Updated Role Responsibilities

Responsibility A		Rank =	1
Title/Description	Deliver the water capital program		
Outcomes Time-span	1 to 2 years		
Performance Capacity	Managing		
Full Responsibility/ Accountability	Yes		

Responsibility B		Rank =	2
Title/Description	Improving existing water assets		
Outcomes Time-span	3 months to 1 year		
Performance Capacity	Managing		
Full Responsibility/ Accountability	Yes		

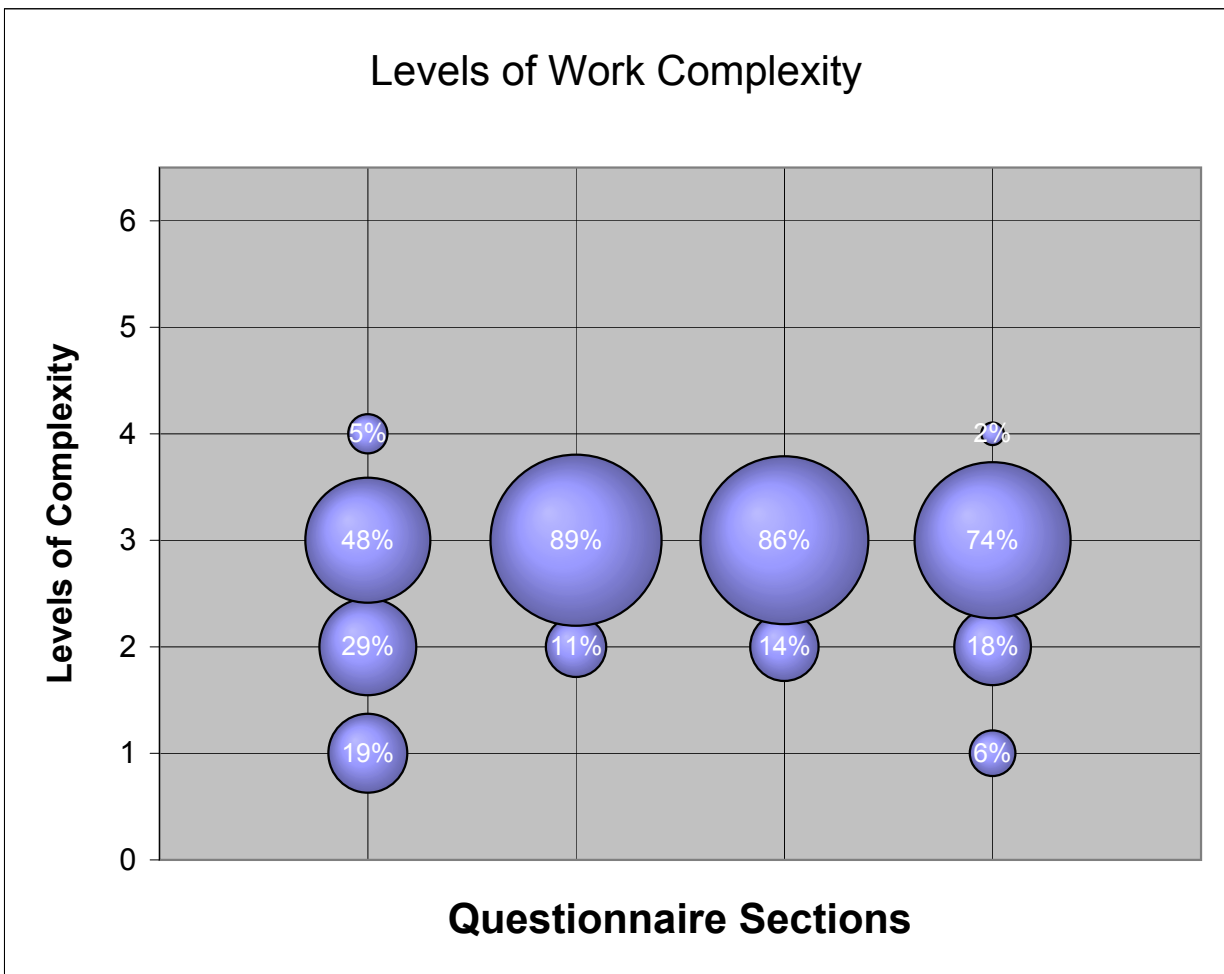
Responsibility C		Rank =	3
Title/Description	Recruit & select & build my team		
Outcomes Time-span	3 months to 1 year		
Performance Capacity	Decision-making		
Full Responsibility/ Accountability	No		

Responsibility D		Rank =	4
Title/Description	Improve delivery processes (with team)		
Outcomes Time-span	1 day to 3 months		
Performance Capacity	Decision-making		
Full Responsibility/ Accountability	Yes		

Statistical Results

Level	1	2	3	4	5	6
Overall Score (%)	6%	18%	74%	2%	0%	0%
Average Level	2.71					
Standard Deviation	0.37					

The graph below graphically shows the results of the questionnaire. The percentage values indicate the proportion of answers the respondent gave for each level of complexity. A, B and C correspond to the questions in Section A, Section B and Section C respectively. The overall average for the complete questionnaire is shown on the right hand side of the graph.



Raw Point Scores

Question	L1	L2	L3	L4	L5	L6
A1	1	2	4	0	0	0
A2	0	4	3	0	0	0
A3	2	2	3	0	0	0
A4	3	0	4	0	0	0
A5	2	2	3	0	0	0
A6	0	2	3	2	0	0
A Total	8	12	20	2	0	0
%	19.0%	28.6%	47.6%	4.8%	0.0%	0.0%

Question	L1	L2	L3	L4	L5	L6
B1			1			
B2			1			
B3			1			
B4			1			
B5			1			
B6			1			
B7			1			
B8			1			
B9		1				
B Total	0	1	8	0	0	0
%	0.0%	11.1%	88.9%	0.0%	0.0%	0.0%

Question	L1	L2	L3	L4	L5	L6
C1	0	0	3	0	0	0
C2	0	1	2	0	0	0
C3	0	0	3	0	0	0
C4	0	0	3	0	0	0
C5	0	1	2	0	0	0
C6	0	0	3	0	0	0
C7	0	1	2	0	0	0
C8	0	0	3	0	0	0
C9	0	0	3	0	0	0
C10	0	1	2	0	0	0
C11	0	1	2	0	0	0
C12	0	0	3	0	0	0
C13	0	1	2	0	0	0
C14	0	0	3	0	0	0
C15	0	0	3	0	0	0
C16	0	0	3	0	0	0
C17	0	0	3	0	0	0
C18	0	0	3	0	0	0
C19	0	0	3	0	0	0
C20	0	1	2	0	0	0
C21	0	2	1	0	0	0
C Total	0	9	54	0	0	0
%	0.0%	14.3%	85.7%	0.0%	0.0%	0.0%