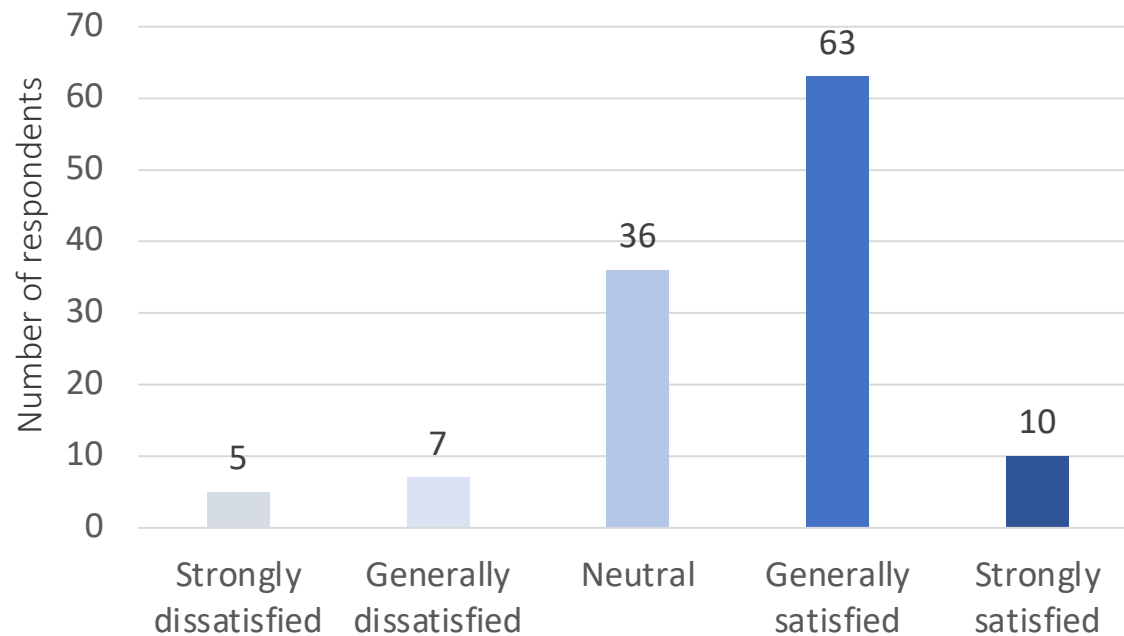
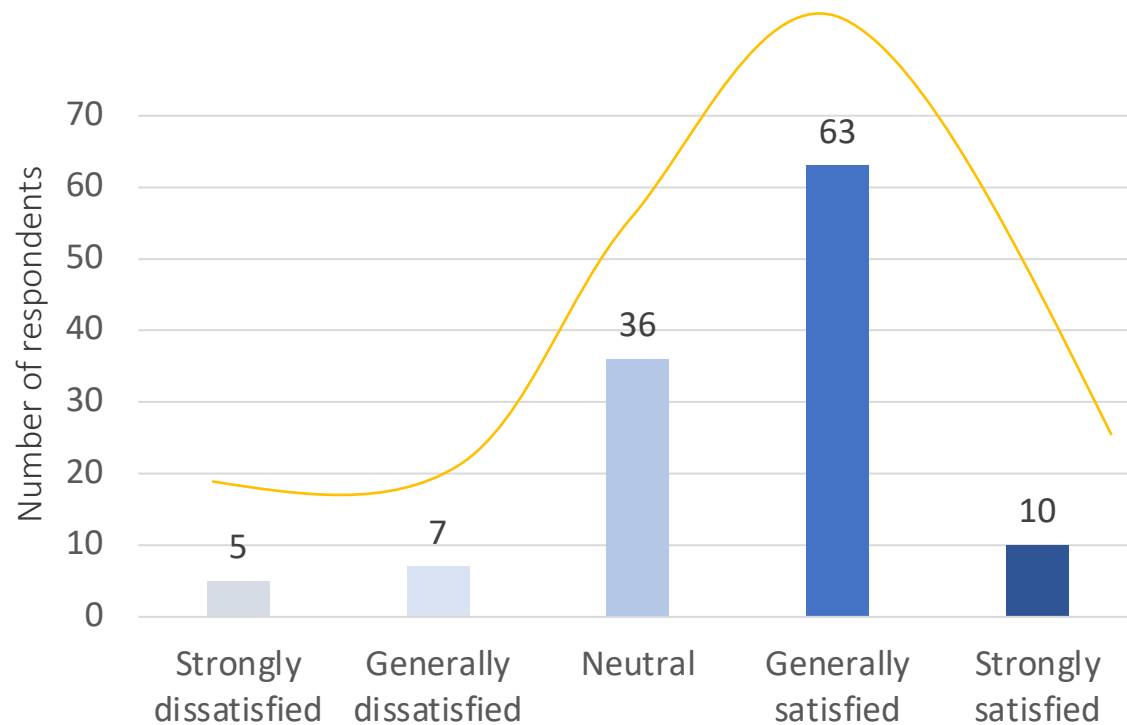


Ways to “Read” These Data



What question are you asking, or could you ask, of the data? (notice, interpret)

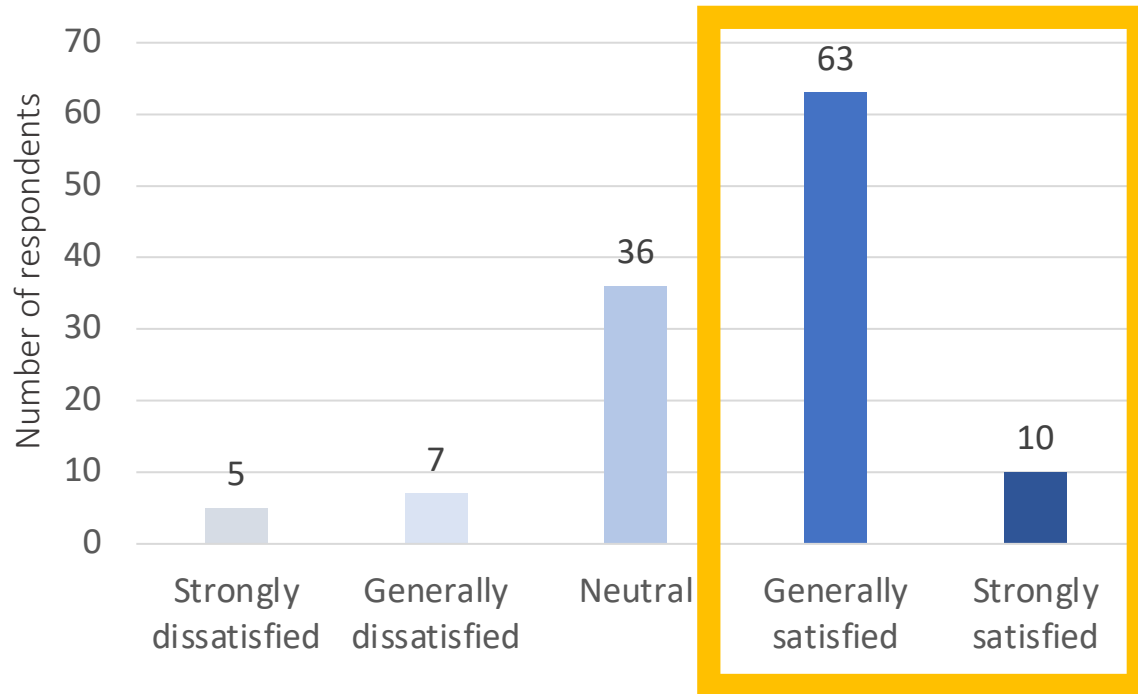
Ways to “Read” These Data



Single Item

The distribution of an item provides a general sense of how people are responding to a particular aspect within the department; Shows where people are, relative to each other across the scale.

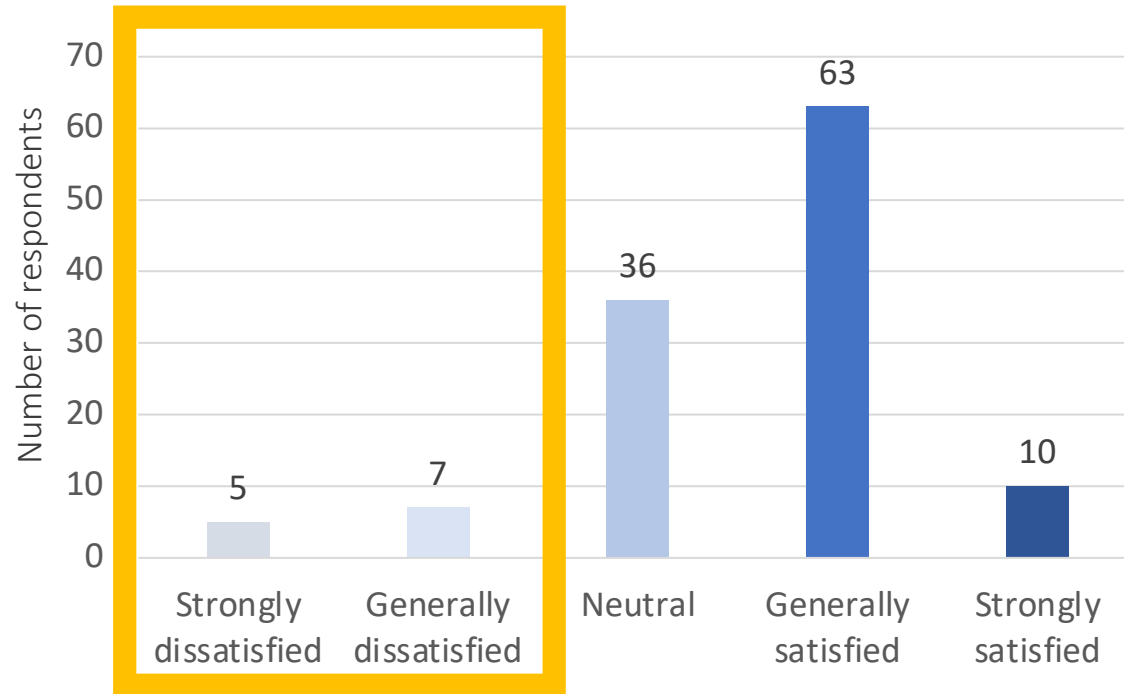
Ways to “Read” These Data



Single Item

We can also focus on a criterion outcome. For example, we could ask, “what percentage of people are where we hope they would be?”

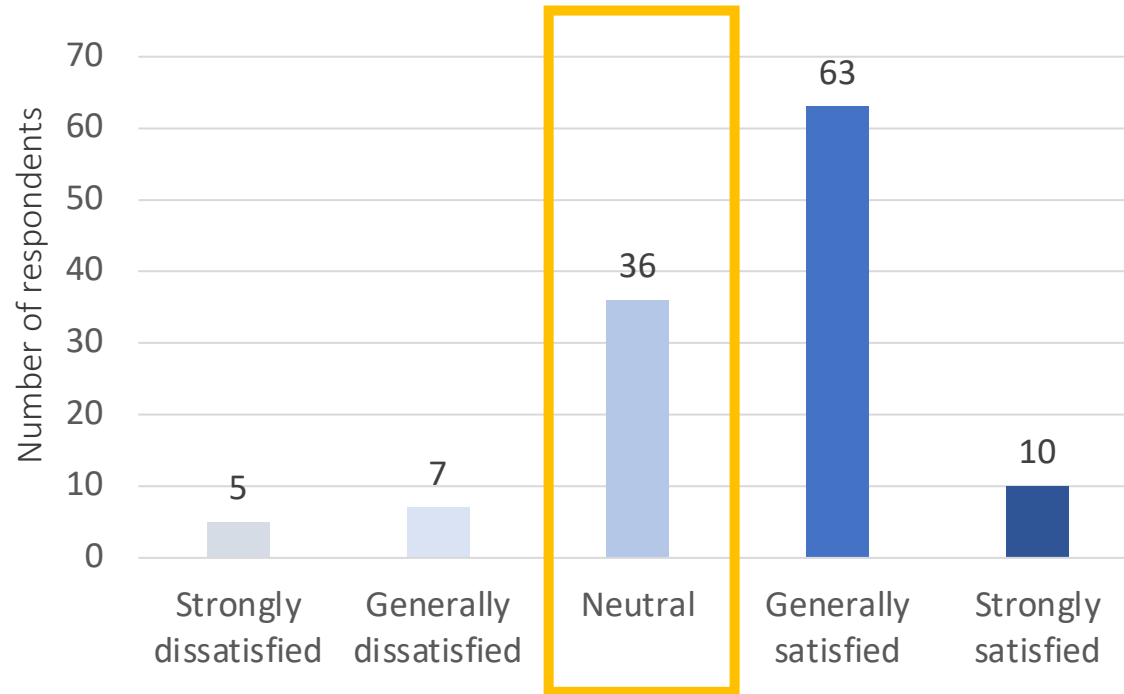
Ways to “Read” These Data



Single Item

Likewise, we can see how challenging a particular aspect may be by considering the frequency on the negative end of the scale.

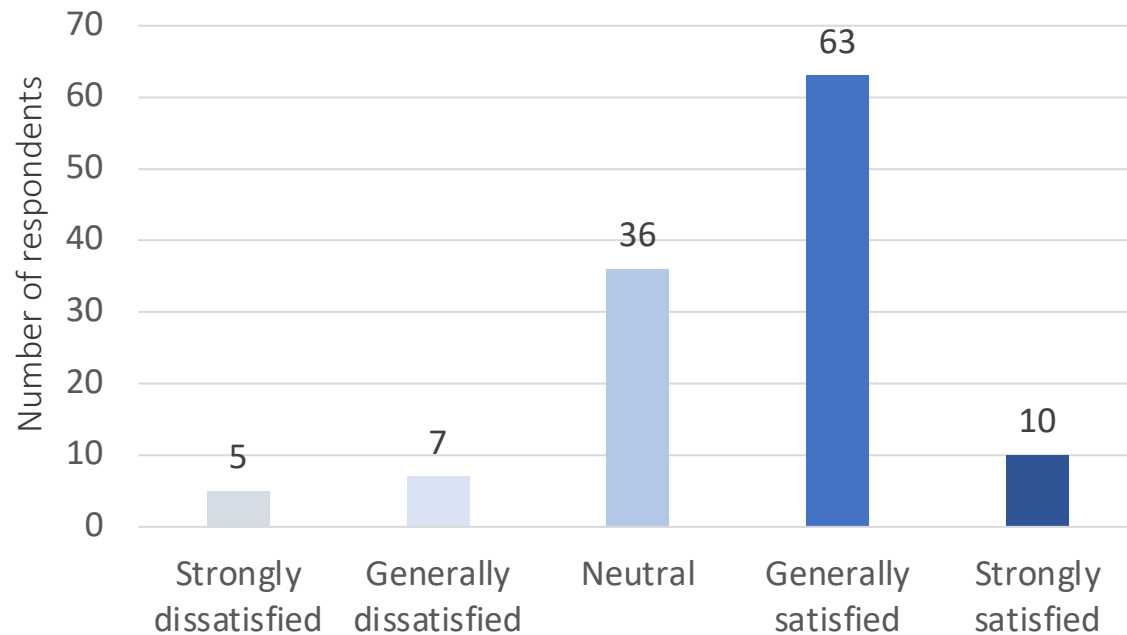
Ways to “Read” These Data



Single Item

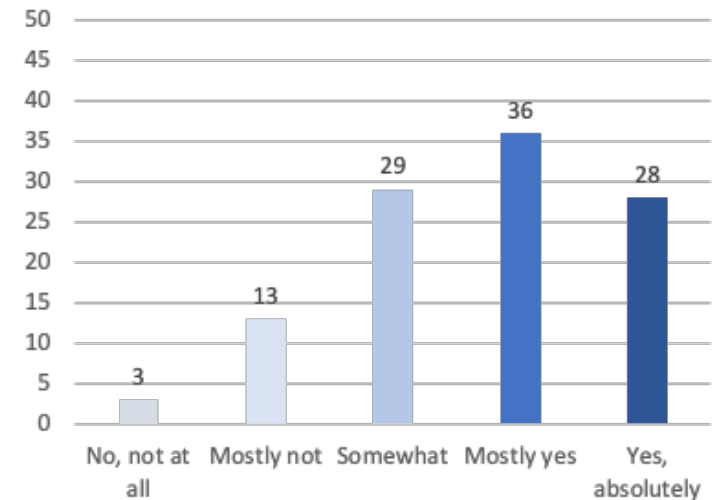
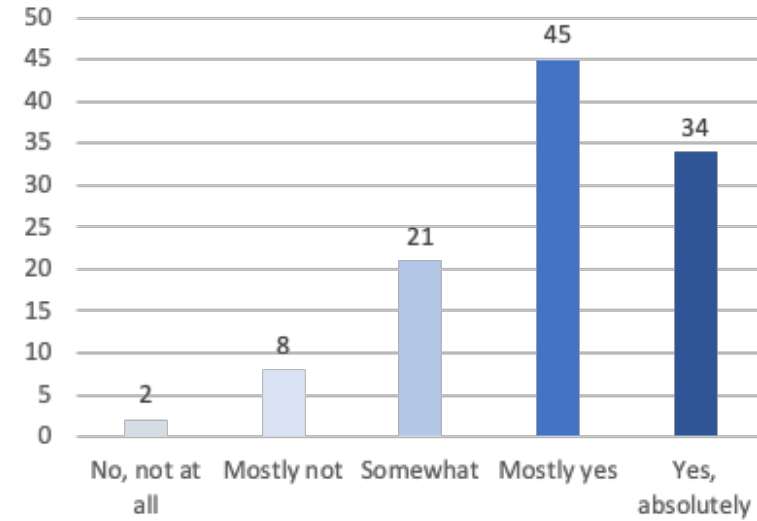
Neutral responses are powerful, although they are often overlooked, as they are less extreme.

Ways to “Read” These Data

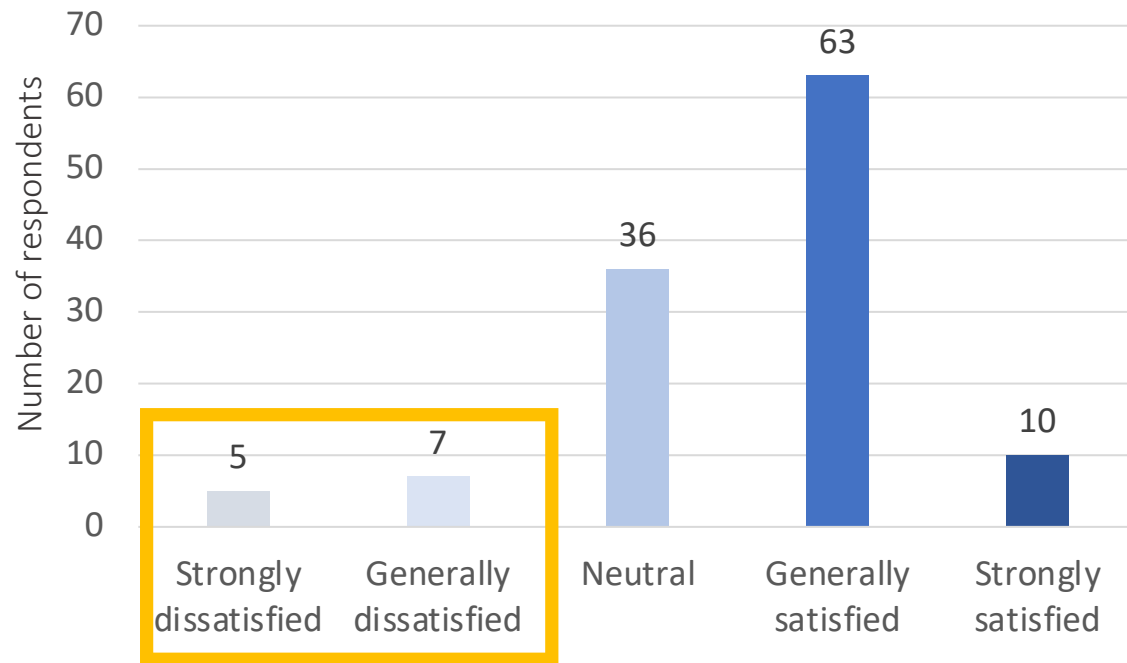


Across Items

We can look across items to see how unique responses to a particular aspect may be. This helps identify areas of success and challenge.



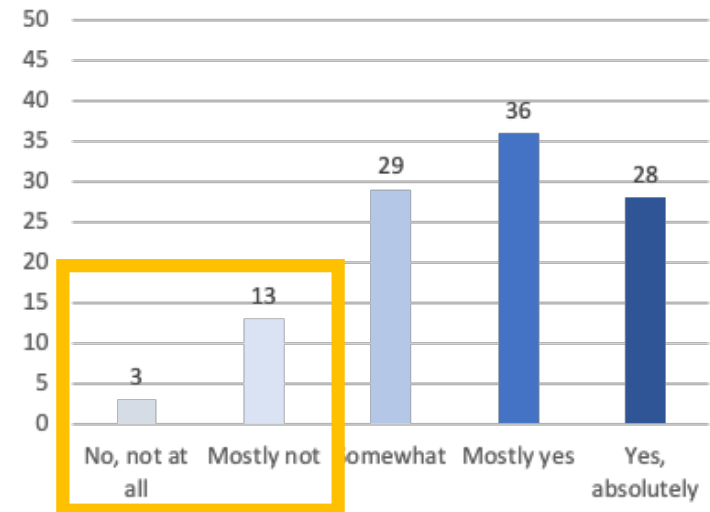
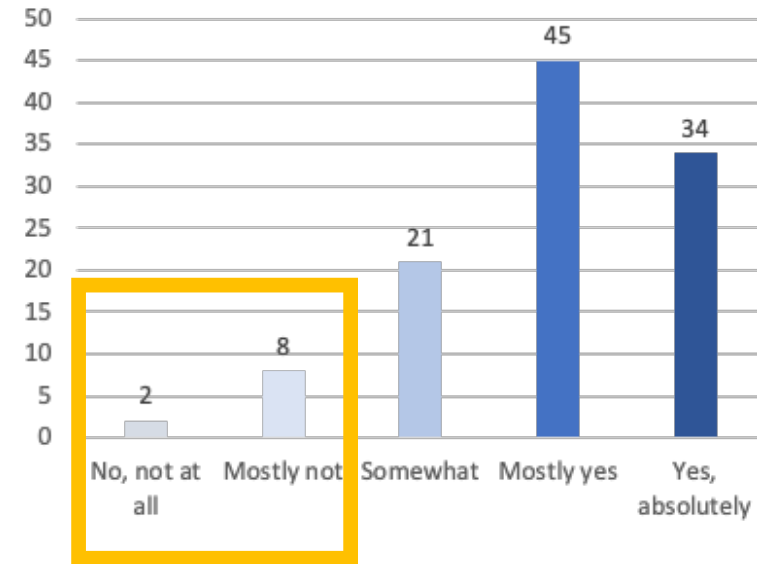
Ways to “Read” These Data



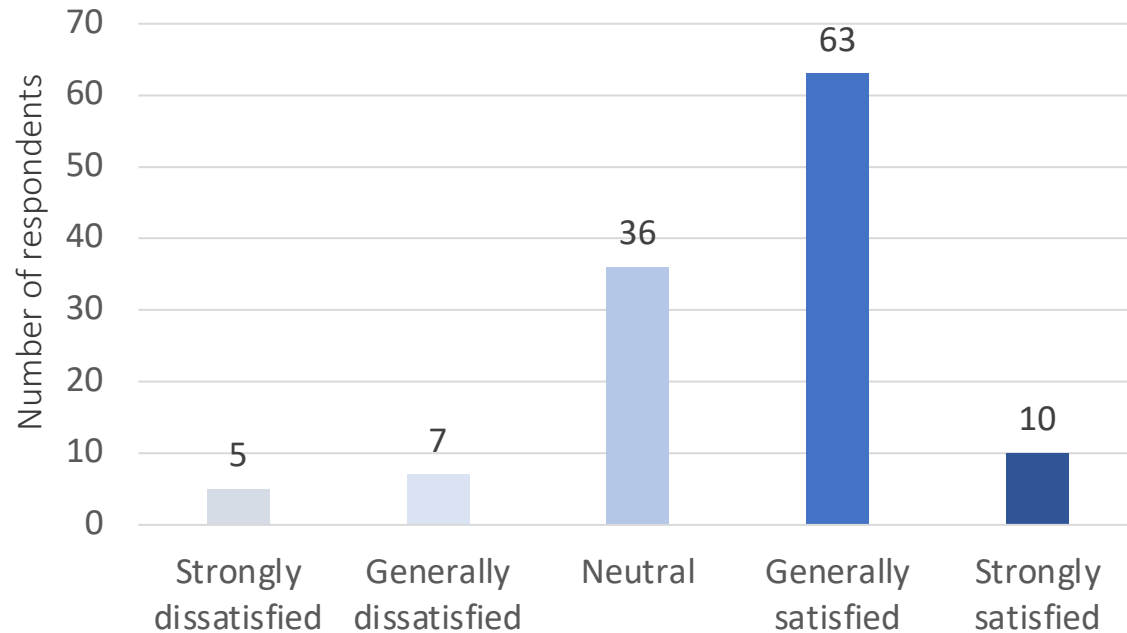
Across Response Patterns

We can take a person-centered approach, where we look at groups of response patterns. This answers whether people are consistent in their own responses. For example, “Are people having a more uniform experience (largely positive, neutral, or largely negative)? Or are people having a more nuanced experience across aspects in the department?”

Overview created by Meghan Bathgate, PhD



Ways to “Read” These Data



Interpreting narrative comments

We look for:

- Consensus & saliency
- Identify opportunities for impact
- Explanation of common patterns in the data
- Connection to quantitative data