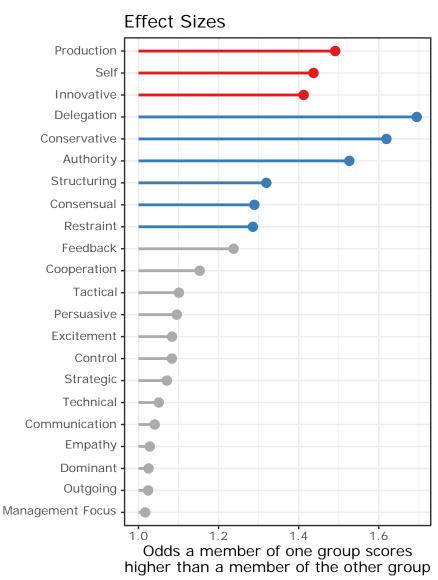
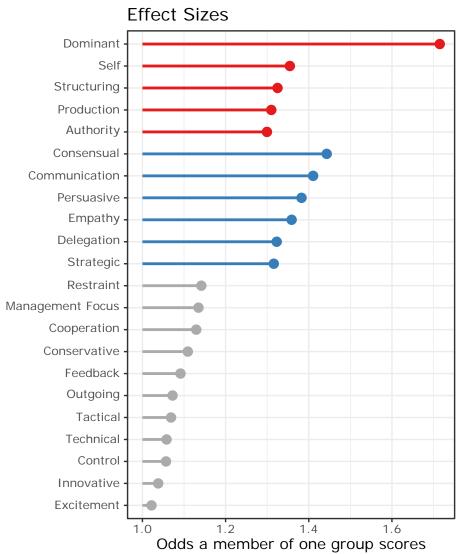
Individual contributors vs. first line managers



- High Potential Individual Contributor higher
- Highly Effective First Line Manager higher
- No difference (p > 0.05)



First line managers vs. middle managers

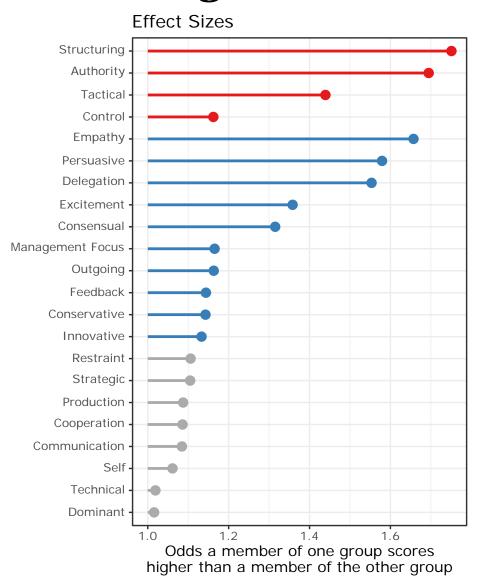


- High Potential First Line Manager higher
- Highly Effective Middle Manager higher
- No difference (p > 0.05)



higher than a member of the other group

Middle Managers vs. Senior Managers



- High Potential Middle Manager higher
- Highly Effective Senior Manager higher
- No difference (p > 0.05)

