Type	Question	Answer	Response					Agree	Netural	Disagree		
Immediate Manager	Question #1	Agree	5			Immediate Manager	Question #1					Immediate Manager
Immediate Manager	Question #1	Netural	1			Immediate Manager	Question #2					Immediate Manager
Immediate Manager	Question #1	Disagree	0			Immediate Manager	Question #3					Immediate Manager
Immediate Manager	Question #2	Agree	4			Pay/Benefit	Question #4					Pay/Benefit
Immediate Manager	Question #2	Netural	1			Pay/Benefit	Question #5					Pay/Benefit
Immediate Manager	Question #2	Disagree	1			Pay/Benefit	Question #6					Pay/Benefit
Immediate Manager	Question #3	Agree	3			Environment	Question #7					Environment
Immediate Manager	Question #3	Netural	3			Environment	Question #8					Environment
Immediate Manager	Question #3	Disagree	0			Environment	Question #9					Environment
Pay/Benefit	Question #4	Agree	1									
Pay/Benefit	Question #4	Netural	4									
Pay/Benefit	Question #4	Disagree	2									What I want
Pay/Benefit	Question #5	Agree	1					Agree	Disagree	Netural		
Pay/Benefit	Question #5	Netural	2			Environment	Question #7	3	1	2		
Pay/Benefit	Question #5	Disagree	3			Environment	Question #8	6	0	0		
Pay/Benefit	Question #6	Agree	3			Environment	Question #9	5	0	1		
Pay/Benefit	Question #6	Netural	2			Immediate Manager	Question #1	5	0	1		
Pay/Benefit	Question #6	Disagree	1			Immediate Manager	Question #2	4	1	1		
Environment	Question #7	Agree	3			Immediate Manager	Question #3	3	0	3		
Environment	Question #7	Netural	2			Pay/Benefit	Question #4	1	2	4		
Environment	Question #7	Disagree	1			Pay/Benefit	Question #5	1	3	2		
Environment	Question #8	Agree	6			Pay/Benefit	Question #6	3	1	2		
Environment	Question #8	Netural	0									
Environment	Question #8	Disagree	0									
Environment	Question #9	Agree	5									
Environment	Question #9	Netural	1									
Environment	Question #9	Disagree	0									