

Concordance = Difference less than equal to 1				
1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Discordance= Difference of 2 or above				
1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	2	3	4	5
Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree