



The **CheckPoint 360°** is a process used to help managers become more effective. Managers receive feedback from the full circle of people with whom they interact. The reports explain how to improve training, management techniques, and communication for greater success.

Measures: Eight Universal Management and Leadership Competencies in 18 Skill Sets

Communication

1. Listens to others
2. Processes information
3. Communicates effectively

Leadership

- 4 Instills trust
5. Provides direction
6. Delegates responsibility

Adaptability

7. Adjusts to circumstances
8. Thinks creatively

Relationships

9. Builds personal relationships
10. Facilitates team success

Task Management

11. Works efficiently
12. Works competently

Production

13. Takes action
14. Achieves results

Development of Others

15. Cultivates individual talents
16. Motivates successfully

Personal Development

17. Displays commitment
18. Seeks improvement

The Process: Using a survey...

- The Manager does a self rating
- The Boss rates the manager
- Peers rate the manager
- Direct Reports rate the manager

All survey information provided by respondents (except the Boss's rating) is completely confidential. All input is processed by the Profiles Service Center.

Continued on the following page



Time To Take: 15 minutes

Research and Validation Studies: 1992 through 1996

Report: The 4-color Multi-rater Feedback System report describes a manager's skills in 8 Universal Management and Leadership Competencies and 18 Skill Sets.

The report also includes a Personal Development Section that coaches the manager on ways to improve job performance.

Comparison Reports are available to provide a means of measuring a manager's progress in developing leadership qualities and management skills.

Administration: Internet and/or Paper/pencil

Scoring: Internet