

Checkpoint 360[°]™

The **Checkpoint 360[°]™** is a process used to help participants become more effective. Participants receive feedback from a full circle of people with whom they interact. The reports explain how to improve training, management techniques and communication for greater success.

Measures:

- 8 Management and Leadership Competencies
- 18 supporting Skill Sets

Communication

1. Listening 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 Participant completes a self-assessment
- The Manager rates the participant
- Peers rate the participant
- Direct reports rate the participant

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

Time to Take:

15 minutes

Continued

**Reports and
Support Materials:**

1. The four-color multi-rater feedback system report describes a participant's skills for 8 universal management and leadership competencies with 18 supporting Skill Sets.
2. Includes a personal development section for the 18 Skill Sets that guides a manager through ways to improve their job performance.
3. Online SkillBuilder™ with Coaching Guides are available for building on strengths and closing skill gaps.
4. Comparison reports provide a means of measuring a participant's progress in developing leadership qualities and management skills.
5. An **Organizational Management Analysis™** report provides a summary of all individual Checkpoint reports within the organization or division of the organization.

**Research and
Validation Studies:**

1992 through 2008

Administration:

Internet and/or Paper/Pencil

Scoring:

Internet