



The **CheckPoint 360™** is a process used to help managers become more effective. Managers 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.

<p><b>MEASURES</b></p>	<p>★ 8 Management and Leadership Competencies 18 supporting Skill Sets</p> <table border="0"> <tr> <td data-bbox="565 768 938 905"> <p><b>★Communication</b></p> <ol style="list-style-type: none"> <li>1. Listening to others</li> <li>2. Processes information</li> <li>3. Communicates effectively</li> </ol> </td> <td data-bbox="1027 768 1333 869"> <p><b>★Task Management</b></p> <ol style="list-style-type: none"> <li>11. Works efficiently</li> <li>12. Works competently</li> </ol> </td> </tr> <tr> <td data-bbox="565 947 911 1083"> <p><b>★Leadership</b></p> <ol style="list-style-type: none"> <li>4. Instills trust</li> <li>5. Provides direction</li> <li>6. Delegates responsibility</li> </ol> </td> <td data-bbox="1027 947 1289 1047"> <p><b>★Production</b></p> <ol style="list-style-type: none"> <li>13. Takes action</li> <li>14. Achieves results</li> </ol> </td> </tr> <tr> <td data-bbox="565 1125 924 1226"> <p><b>★Adaptability</b></p> <ol style="list-style-type: none"> <li>7. Adjusts to circumstances</li> <li>8. Thinks creatively</li> </ol> </td> <td data-bbox="1027 1125 1425 1226"> <p><b>★Development of Others</b></p> <ol style="list-style-type: none"> <li>15. Cultivates individual talents</li> <li>16. Motivates successfully</li> </ol> </td> </tr> <tr> <td data-bbox="565 1268 971 1369"> <p><b>★Relationships</b></p> <ol style="list-style-type: none"> <li>9. Builds personal relationships</li> <li>10. Facilitates team success</li> </ol> </td> <td data-bbox="1027 1268 1354 1369"> <p><b>★Personal Development</b></p> <ol style="list-style-type: none"> <li>17. Displays commitment</li> <li>18. Seeks improvement</li> </ol> </td> </tr> </table>	<p><b>★Communication</b></p> <ol style="list-style-type: none"> <li>1. Listening to others</li> <li>2. Processes information</li> <li>3. Communicates effectively</li> </ol>	<p><b>★Task Management</b></p> <ol style="list-style-type: none"> <li>11. Works efficiently</li> <li>12. Works competently</li> </ol>	<p><b>★Leadership</b></p> <ol style="list-style-type: none"> <li>4. Instills trust</li> <li>5. Provides direction</li> <li>6. Delegates responsibility</li> </ol>	<p><b>★Production</b></p> <ol style="list-style-type: none"> <li>13. Takes action</li> <li>14. Achieves results</li> </ol>	<p><b>★Adaptability</b></p> <ol style="list-style-type: none"> <li>7. Adjusts to circumstances</li> <li>8. Thinks creatively</li> </ol>	<p><b>★Development of Others</b></p> <ol style="list-style-type: none"> <li>15. Cultivates individual talents</li> <li>16. Motivates successfully</li> </ol>	<p><b>★Relationships</b></p> <ol style="list-style-type: none"> <li>9. Builds personal relationships</li> <li>10. Facilitates team success</li> </ol>	<p><b>★Personal Development</b></p> <ol style="list-style-type: none"> <li>17. Displays commitment</li> <li>18. Seeks improvement</li> </ol>
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<p><b>THE PROCESS</b></p>	<p>Using a Survey...</p> <ul style="list-style-type: none"> <li>• The Manager completes a self-evaluation</li> <li>• The Supervisor rates the Manager</li> <li>• Peers rate the Manager</li> <li>• Direct reports rate the Manager</li> </ul> <p>All survey information provided by the respondents (except the manager's rating) is completely confidential.</p>								
<p><b>TIME TO TAKE</b></p>	<p>15 minutes for each participant</p>								

<b>REPORTS</b>	<ol style="list-style-type: none"> <li>1. The four-color multi-rater feedback system report describes a Manager's skills for 8 universal management and leadership competencies with 18 supporting Skill Sets.  Includes a personal development section for the 18 Skill Sets that guides the Manager through ways to improve their job performance.</li> <li>2. Comparison reports provide a means of measuring a participant's progress in developing leadership qualities and management skills.</li> <li>3. An <b>Organizational Management Analysis™ report</b> provides a summary of all individual CheckPoint reports within the organization or division of the organization.</li> </ol>
<b>SUPPORT MATERIAL</b>	Online SkillBuilder™ with Coaching Guides are available for building on strengths and closing skill gaps.
<b>VALIDATION STUDIES</b>	1992 through 2008
<b>ADMINISTRATION</b>	Internet
<b>SCORING</b>	Profiles International Service Center
<b>REPORT GENERATION</b>	Profiles International Service Center