



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>MEASURES</p>	<p>★ 8 Management and Leadership Competencies 18 supporting Skill Sets</p> <table border="0"> <tr> <td data-bbox="565 768 938 905"> <p>★Communication</p> <ol style="list-style-type: none"> 1. Listening to others 2. Processes information 3. Communicates effectively </td> <td data-bbox="1027 768 1333 869"> <p>★Task Management</p> <ol style="list-style-type: none"> 11. Works efficiently 12. Works competently </td> </tr> <tr> <td data-bbox="565 947 911 1083"> <p>★Leadership</p> <ol style="list-style-type: none"> 4. Instills trust 5. Provides direction 6. Delegates responsibility </td> <td data-bbox="1027 947 1287 1047"> <p>★Production</p> <ol style="list-style-type: none"> 13. Takes action 14. Achieves results </td> </tr> <tr> <td data-bbox="565 1125 924 1226"> <p>★Adaptability</p> <ol style="list-style-type: none"> 7. Adjusts to circumstances 8. Thinks creatively </td> <td data-bbox="1027 1125 1424 1226"> <p>★Development of Others</p> <ol style="list-style-type: none"> 15. Cultivates individual talents 16. Motivates successfully </td> </tr> <tr> <td data-bbox="565 1268 971 1369"> <p>★Relationships</p> <ol style="list-style-type: none"> 9. Builds personal relationships 10. Facilitates team success </td> <td data-bbox="1027 1268 1354 1369"> <p>★Personal Development</p> <ol style="list-style-type: none"> 17. Displays commitment 18. Seeks improvement </td> </tr> </table>	<p>★Communication</p> <ol style="list-style-type: none"> 1. Listening to others 2. Processes information 3. Communicates effectively 	<p>★Task Management</p> <ol style="list-style-type: none"> 11. Works efficiently 12. Works competently 	<p>★Leadership</p> <ol style="list-style-type: none"> 4. Instills trust 5. Provides direction 6. Delegates responsibility 	<p>★Production</p> <ol style="list-style-type: none"> 13. Takes action 14. Achieves results 	<p>★Adaptability</p> <ol style="list-style-type: none"> 7. Adjusts to circumstances 8. Thinks creatively 	<p>★Development of Others</p> <ol style="list-style-type: none"> 15. Cultivates individual talents 16. Motivates successfully 	<p>★Relationships</p> <ol style="list-style-type: none"> 9. Builds personal relationships 10. Facilitates team success 	<p>★Personal Development</p> <ol style="list-style-type: none"> 17. Displays commitment 18. Seeks improvement
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<p>THE PROCESS</p>	<p>Using a Survey...</p> <ul style="list-style-type: none"> • The Manager completes a self-evaluation • The Supervisor rates the Manager • Peers rate the Manager • Direct reports rate the Manager <p>All survey information provided by the respondents (except the manager's rating) is completely confidential.</p>								
<p>TIME TO TAKE</p>	<p>15 minutes for each participant</p>								

REPORTS	<ol style="list-style-type: none"> 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. 2. Comparison reports provide a means of measuring a participant’s progress in developing leadership qualities and management skills. 3. An Organizational Management Analysis™ report provides a summary of all individual CheckPoint reports within the organization or division of the organization.
SUPPORT MATERIAL	Online SkillBuilder™ with Coaching Guides are available for building on strengths and closing skill gaps.
VALIDATION STUDIES	1992 through 2008
ADMINISTRATION	Internet
SCORING	Profiles International Service Center
REPORT GENERATION	Profiles International Service Center