

CUSTOMview360⁺

ONLINE COMPETENCY LIBRARY

APPLICATIONS

The Envisia Learning 360 Item Library contains over 70 competencies and 1,000 validated questions in pre-categorized competencies which our clients can use to build their own 360 degree feedback questionnaires.

This online library is ideal for situations requiring a customized approach, where specific competency areas and behaviors need to be measured. At the same time, clients can benefit from using tried and tested questionnaire items associated with our validated off-the-shelf tools.

AT A GLANCE

- Online item pool selection for custom 360s
- 70+ competencies
- 1,000+ questions
- Downloadable Excel report

The Competency Library is categorized into overall groups including:

- Interpersonal
- Intrapersonal
- Leadership
- Task Management
- Team
- Sales
- Service Focus
- Goal Setting
- Communication
- Problem Solving
- Adaptability
- Decision Making
- Team Building
- Delegation

CUSTOMview360⁺

0 QUESTIONS SELECTED
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Filter the Library:

PICK A GROUP

- Task Management ▶
- Intrapersonal
- Leadership
- Interpersonal
- Team

COMPETENCIES FOR TASK MANAGEMENT:

<ul style="list-style-type: none"> Achievement Orientation Administrative Control Cross-Functional Versatility Decision Making Drive for Results Goal Setting Performance Standards Planning Planning and Delivery Planning and Organising Planning, organisation and implementation Planning/Organising Problem Analysis Problem Solving 	<ul style="list-style-type: none"> Problem solving and creativity Quality Thinking Strategic Problem Analysis Strategic Problem Solving Task/Project Management Use of Technology Demonstrates Product Knowledge Consultative Sales Orientation Service Focus Sales Planning/Territory Management Business Savvy Customer Focus Performance Monitoring and Control
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EASY TO USE

Simply pick a group from the main list and a subgroup from the resulting competencies list. Select each question you want to include in your questionnaire. You can use multiple competencies and groups.

When you're satisfied with the questions you've selected, you can export it all to an Excel spreadsheet to edit and add questions as you wish.

CUSTOM VIEW 360

Envisia Learning's Custom View 360 takes any existing competencies and questions and converts them into a web-based questionnaire, with online administration and summary feedback reporting, all managed by the professional staff at Envisia. We invite you to take a look around our website at www.envisialearning.com or contact us to learn more.

Filter the Library:

PICK A GROUP

- Task Management
- Intrapersonal
- Leadership
- Interpersonal
- Team

COMPETENCIES FOR TASK MANAGEMENT:

Achievement Orientation	Problem solving and creativity
Administrative Control	Quality Thinking
Cross-Functional Versatility	Strategic Problem Analysis
Decision Making	Strategic Problem Solving
Drive for Results	Task/Project Management
Goal Setting	Use of Technology
Performance Standards	Demonstrates Product Knowledge
Planning	Consultative Sales Orientation
Planning and Delivery	Service Focus
Planning and Organising	Sales Planning/Territory Management
Planning, organisation and implementation	Business Savvy
Planning/Organising	Customer Focus
Problem Analysis	Performance Monitoring and Control
Problem Solving	

Results:

Task Management > Achievement Orientation

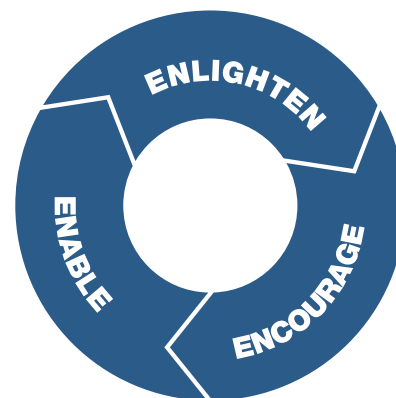
- Demonstrates the ability to complete tasks, projects and assignments on time and with quality
- Follows through on stated commitments and promises
- Performs work in a conscientious and dependable manner
- Works hard to achieve and accomplish tasks, projects, assignments and goals
- Perseveres and demonstrates resilience despite obstacles and challenges.
- Sets ambitious sales goals and strives to consistently exceed them.
- Demonstrates enthusiasm about the goals he/she sets and gets satisfaction from surpassing previous goals (his/her own or others').
- Maximizes his/her exposure in the market through consistent cold calls, effective marketing, and cultivating relationships.

WHY YOU SHOULDN'T BUY A STAND-ALONE 360

The ultimate objective of most 360-degree feedback programs is to successfully change behavior leading to increased effectiveness. Achieving this objective required three conditions: enlightenment, encouragement and enablement. A 360-degree feedback assessment provides insight and enlightenment. But, without the other two, you won't demonstrate sustained and successful behavior change.

Envisia Learning's much acclaimed Talent Accelerator is an online goal setting and learning transfer system that provides the missing elements – a platform for guided goal setting, on-going reminders about progress, competency based resource library, and an evaluation of effectiveness called ProgressPulse. It has proven to increase success of a behavior change program by up to 150%.

Talent Accelerator is available with any Envisia Learning assessment – including those that are custom designed just for you. Before you buy any 360-degree assessment, be sure to learn more about how Talent Accelerator translated insight into increased effectiveness and greater ROI for your program. Just visit our website at www.envisialearning.com.



**THE THREE NECESSARY
CONDITIONS FOR INITIATING
AND SUSTAINING SUCCESSFUL
BEHAVIORAL CHANGE**

ABOUT ENVISIA

Envisia Learning has been helping leaders, consultants and coaches deliver real and lasting behavior change in organizations for over 25 years. The company's 360-degree feedback assessments and online goal-setting tools merge their expertise in psychology, technology and coaching to offer a complete behavior change system. We invite you to look around our website at www.envisialearning.com or contact us.