

CUSTOMview360

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.

APPLICATIONS

Custom View360 is a comprehensive tool for situations requiring a complete customized solution to your 360° feedback needs. Our licensed Industrial/Organizational Psychologists are available to help you in the identification of job competencies, item and questionnaire development, and research/evaluation of your 360° feedback program. In addition, the administration and scoring services provided allow quick and cost effective implementation.

AT A GLANCE

- Customized 360° Feedback Competencies and Behavioral Questions
- Flexibility in Administration Instructions to Raters and Participants
- Internet Administration
- Scoring Bureau Processing
- Standard or Customizes Comprehensive Feedback Report (with scoring and graph options)
- Online Developmental Goal Setting / Reminder System
- Comprehensive Competency Based Resource Library

CUSTOMIZATION

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FLEXIBLE OPTIONS

- Optional report sections
- Customized response questionnaire scaling
- Customized rater labels
- Average or normative scoring (if available)
- Unlimited number of open-ended questions
- Customized introductory text in report

TESTIMONIAL

“Envisia has provided 360 consulting assistance to a number of our management team over the last few years and the efforts have been consistently well done, cost efficient, and effective.”

- Mike Valenti, Senior Vice President, Human Resources, 101 Communications

FEATURES

OPTIONAL ASSISTANCE BY OUR INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGISTS TO DEVELOP CUSTOMIZED COMPETENCIES AND BEHAVIORAL QUESTIONS

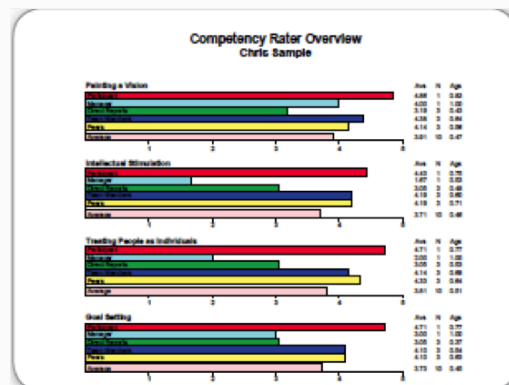
- Licensed psychologists and researchers in the areas of 360° feedback, emotional intelligence and occupational health
- Over 20 years industry experience

WEB-BASED QUESTIONNAIRE

- Build your unique competencies/items into a web-based questionnaire
- Automated to track participant and respondent progress

WEB-BASED ADMINISTRATION

- Automated system allows you to add participants and raters
- Send customized instructions to participants and raters via email
- Schedule automatic reminder emails
- Allow for an unlimited number of raters

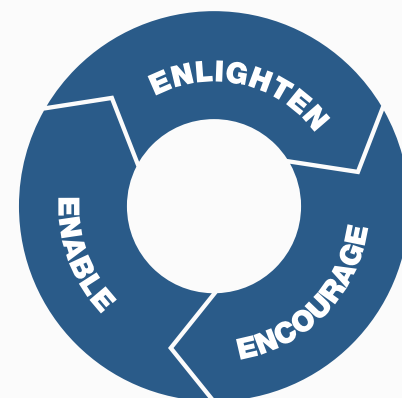


Why You Shouldn't Buy a Stand-Alone 360

The ultimate objective of most 360-degree feedback programs is to successfully change behavior leading to increased effectiveness. Achieving this objective requires 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 translates 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 or contact us to learn more.