

# MANAGERview360

Are you looking for training and coaching tools to support your supervisory and management development initiatives? *Manager View 360* measures 20 core competencies and will support your efforts with a comprehensive feedback report—including competency based developmental suggestions, readings, and online resources.

## APPLICATIONS

**Manager View 360** is a comprehensive tool for rigorous, in-depth reporting of strengths and developmental needs. With explicit information and appropriate feedback, individuals can accomplish continuous self, team and organizational advancement.

**Manager View 360** is ideal for use in coaching, skill-based training programs, succession/talent management programs, career development and is designed to support the developmental section of corporate performance evaluation systems.

## AT A GLANCE

- 20 Management Competencies
- 100 Behavioral Questions
- Internet Administration
- Scoring Bureau Processing
- Comprehensive Feedback Report (with scoring and graph options)
- Online Developmental Goal Setting / Reminder System
- Comprehensive Competency Based Resource Library

## COMPETENCIES

### COMMUNICATION

- Listening
- Two-way Feedback
- Written Communication
- Verbal Communication
- Oral Presentation
- Vision/Goal Setting

### TASK MANAGEMENT

- Planning/Organization
- Delegation
- Administrative Control and Follow-up
- Performance Evaluation/Appraisal
- Performance Management
- Recognizing/Rewarding Performance

### INTERPERSONAL SKILLS

- Team Building/Team Development
- Interpersonal Sensitivity
- Negotiation/Conflict Management
- Coaching/Employee Development
- Leadership/Influence
- Employee Involvement

### PROBLEM-SOLVING

- Strategic Problem Analysis
- Decisiveness/Judgement

## TESTIMONIAL

“I have been using ManagerView360 with my clients for over two years and find it superior. The report is easy to read and understand. Envisia is extremely responsive both to myself and to my clients. I recommend them wholeheartedly.”  
- Judi Craig, Ph.D., MCC, President, Executive Coach, COACH SQUARED, INC.

## FEATURES

### MEASURES 20 CRITICAL MANAGERIAL COMPETENCIES

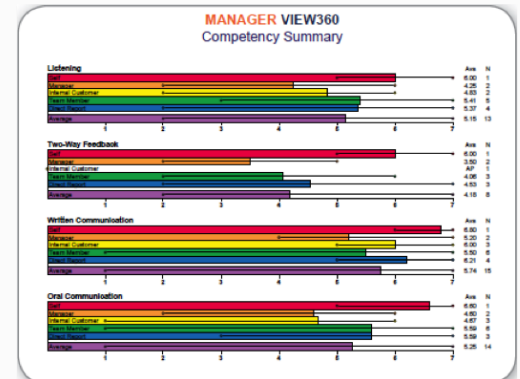
- Derived by job analysis from over 7,000 management solutions
- Established scale reliability and validity
- Assesses communication, task management and problem-solving skills

### ESTABLISHED NORMS

- Standardized norms based on over 10,000 participants in diverse industries
- Ability to utilize local or organizational norms

### COMPREHENSIVE FEEDBACK REPORT

- Line or bar graph comparisons of “Self” and “Other” Ratings
- Normative or raw score averages
- Statistical measure of rater agreement
- Customizable rater labels
- Most and least frequently observed behaviors
- Open-ended comments section
- Customizable developmental recommendations and resources
- Group Composite Report



## 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](http://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.