

PERFORMANCEview360

Do you have a client that manages projects instead of people? Designed for non-supervisory staff, Performance View 360 is a validated tool that focuses on 14 task management, communication and interpersonal competencies.

APPLICATIONS

By comparing one's perception with those of one's supervisor, peers and team members, **Performance View 360** provides an objective summary of your employees' strengths and areas of development along fourteen critical competencies required for competitive performance.

Performance View 360 is designed for non-supervisory and non-management personnel and can be used for all professional, technical, and administrative employees working either as independent contributors or as part of a team within your organization.

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

AT A GLANCE

- 14 Competencies
- 70 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

TASK MANAGEMENT

- Planning/Organization
- Task-Project Management
- Problem Solving

TESTIMONIAL

"Envisia's tools are simple and easy to use... I appreciate the variety of tools, so that I may select just the right one based on my clients' needs. It allows me to focus on coaching and development and not administering an electronic tool."

- Janet L. Polach, Ph.D., President, Leadership Solutions, Inc.

FEATURES

MEASURES 14 PERFORMANCE COMPETENCIES

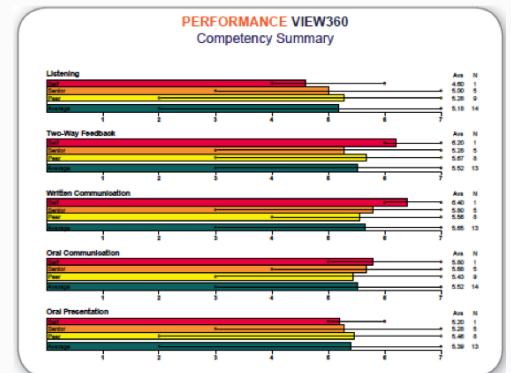
- Derived by job analysis of professional and technical positions in diverse industries
- Established scale reliability and validity
- Assesses communication, task management and interpersonal/team skills

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.



**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.