

TEAMview360

Do you have a project that requires you to improve the effectiveness of an entire team? Team View 360 will help you do just that by focusing on seven task and process related competencies. With each report, you gain insight into both individual contribution and team strengths and development areas.

TEAM EFFECTIVENESS

Working on a team poses many challenges. Few people master them all equally well. Even the most successful people find themselves struggling with some of the challenges. Individuals who take stock in their strengths and weaknesses are more effective teammates, leaders, and managers than people who do not engage in this self-assessment. **Team View 360** allows individuals to investigate themselves and improve self-awareness. With this knowledge, they are able to capitalize on their abilities by recognizing situations that allow them to showcase these strengths while compensating for their flaws by surrounding themselves with people who complement their styles and counterbalance their deficiencies.

APPLICATIONS

Team View 360 is a comprehensive tool for understanding and enhancing team effectiveness and performance. This 360° feedback assessment is ideal for bringing focus to the team development process by tracking team performance by way of each individual.

Team View 360 measures each team member's scores, groups them into seven competency domains, then compares the scores of each member to those of the team's ratings. These scores can be presented as raw score averages or standardized scores. The assessments and results are confidential and team member ratings remain completely anonymous.

AT A GLANCE

- 7 Team Competencies
- 31 Behavioral Questions
- Internet Administration
- Scoring Bureau Processing
- Comprehensive Feedback Report for Each Team Member (with scoring and graph options)
- Online Developmental Goal Setting / Reminder System
- Comprehensive Competency Based Resource Library

COMPETENCIES

- Problem-Solving
- Planning
- Control
- Self-Management
- Relationship Management
- Leading
- Communication

TESTIMONIAL

“Envisia has been extremely helpful in a very complex senior executive committee teambuilding project. They have been instrumental in its success.”

- David Bowman, Chairman, TTG Consultants

FEATURES

MEASURES 31 TEAM BEHAVIORS WITHIN 7 MAJOR COMPETENCIES

- Theoretically derived based on team effectiveness research
- Established scale reliability and validity
- Assesses problem-solving, planning, control, self-management, managing relationships, leading and communication skills

ESTABLISHED NORMS

- Standardized normative based in diverse industries
- Ability to utilize local or organizational norms

COMPREHENSIVE FEEDBACK REPORT

- Individual, group and average views
- Individual and team most and least frequently observed behaviors
- Open-ended comments section

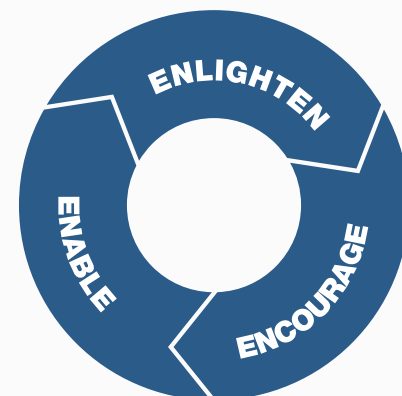


Why You Shouldn't Buy a Stand-Alone 360

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.