



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

Filter the Library:

PICK A GROUP

- Task Management
- Intrapersonal
- Leadership**
- Interpersonal
- Team

COMPETENCIES FOR LEADERSHIP:

- | | |
|------------------------------|------------------------------------|
| Brave Leadership | Inspiration |
| Career and Skill Development | Intellectual Stimulation |
| Coaching | Managing Change |
| Contribution to the Team | Negotiation/Conflict Management |
| Controlling | Painting a Vision |
| Cultural Change Agent | People Management |
| Delegation | Performance Evaluation |
| Depth of Industry Knowledge | Performance Management |
| Developing the Organisation | Performance Monitoring and Control |
| Drive and Assertiveness | Political Leadership |
| Driving Change | Recognising/Rewarding |
| Driving Strategic Direction | Sales Leadership |
| Employee Involvement | Sales Team Development |
| Empowering Others | Seeking and Giving Feedback |
| Engenders Trust | Stakeholder needs |
| Entrepreneurial Leadership | Technological Leadership |
| Financial Leadership | Vision/Goal Setting |
| Focus | Visionary Leadership |

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.

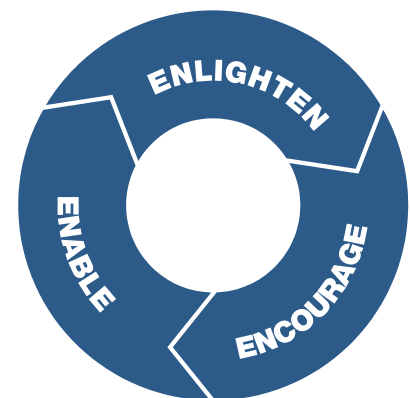
The screenshot shows the 'Filter the Library' interface. On the left, there is a 'PICK A GROUP' dropdown menu with options: Task Management, Intrapersonal, Leadership, Interpersonal, and Team. The 'Task Management' group is selected, showing a list of competencies. On the right, under 'COMPETENCIES FOR TASK MANAGEMENT:', there are two columns of competencies. Below this is a 'Results:' section with a breadcrumb trail 'Task Management > Achievement Orientation'. It lists several competency statements, each with a 'SELECT' button to its right.

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 **Momentor** 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 **Momentor** 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.