

PSYCHOMETRICALLY VALIDATED,
EASY-TO-USE 360 ASSESSMENTS

APPLICATIONS

DevelopmentView360 is a comprehensive tool for rigorous, in-depth reporting of strengths and developmental needs for senior executives and leaders in all industries. It has been specifically designed for those in supervisory, management and leadership positions. It uses a unique development scale that emphasises perceptions of overdoing or underdoing behaviours (from 'do a lot more' to 'do a lot less').

DevelopmentView360 is ideal for use in executive and leadership development and coaching where specific behavioural feedback is required using a brief assessment but comprehensive competency model.



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

David Bowman, Chairman,
TTG Consultants

FEATURES

- Measures 12 critical leadership competencies
- Assesses 36 leadership behaviours
- Established scale reliability and validity
- Assesses performance, interpersonal and personal leadership

Established Norms

- Standardised norms
- Ability to customise or create bespoke norms

Comprehensive Feedback Report

- Line, Bar and Spider Graph Options
- Customisable Rater Labels
- Normative or Average Score
- Customisable Norms
- Statistical Measure of Rater Agreement
- Most and Least Frequently Observed Behaviours
- Open-Ended Comments
- Team Report
- Time Series Report
- Development action plan

AT A GLANCE

- 12 Competencies
- 36 Behavioural Questions
- Online Administration
- Comprehensive Feedback Report (with scoring and graph options)
- Developmental Action Plan

COMPETENCIES

PERFORMANCE LEADERSHIP

- Drive for Results
- Planning
- Delegation/Follow Up
- Performance Management
- Strategic Problem Analysis

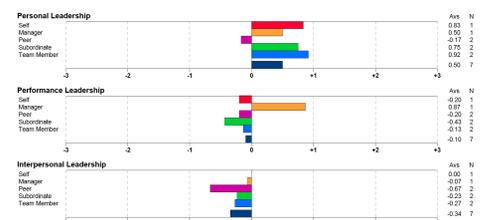
PERSONAL LEADERSHIP

- Self-Development
- Adaptability

INTERPERSONAL LEADERSHIP

- Team Building
- Interpersonal Effectiveness
- Oral Communication/Presentation
- Influence/Negotiation
- Coaching/Talent Development

Competency Group Summary



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EASY-TO-USE 360 ASSESSMENTS

WHY YOU SHOULDN'T BUY A STAND-ALONE 360

The ultimate objective of most 360-degree feedback programmes is to successfully change behaviour 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 behaviour change.



The Three Necessary Conditions
for Initiating and Sustaining
Successful Behavioural Change

This is why we developed momentor. 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 and progress. It has proven to increase success of behaviour change programmes by up to 150%.

momentor is available with any ViewSuite or Envisia Learning assessment – including those that are custom designed. Before you buy any 360-degree assessment, be sure to learn more about how momentor translates insight into increased effectiveness and greater ROI for your programme.

ABOUT ENVISIA LEARNING

Envisia Learning helps you transform the way you design and deliver assessments and personal development programmes.

Our web-based blended learning and assessment platforms enable you to run your programs in a simple, more convenient and effective way. All our programmes are flexible and can be adapted to your own methodology.

Flexibility, innovation and quality are key in every project we work on.

Contact us for more information at:

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