

PSYCHOMETRICALLY VALIDATED,
EASY-TO-USE 360 ASSESSMENTS

Are you looking for training and coaching tools to support your supervisory and management development initiatives? **ManagerView360** measures 20 core competencies and will support your efforts with a comprehensive feedback report including competency based developmental suggestions, readings, and online resources.

APPLICATIONS

ManagerView360 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 organisational advancement.

ManagerView360 is ideal for use in coaching, skill-based training programmes, succession/talent management programmes, career development and is designed to support the developmental section of corporate performance evaluation systems.

AT A GLANCE

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

COMPENTENCIES

COMMUNICATION

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

TASK MANAGEMENT

- Planning/Organisation
- Delegation
- Administrative Control and Follow-up
- Performance Evaluation/Appraisal
- Performance Management
- Recognising/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



I have been using ManagerView360 with my clients for over two years and I find it superior. The report is easy to read and understand. Envisia Learning 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.

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FEATURES

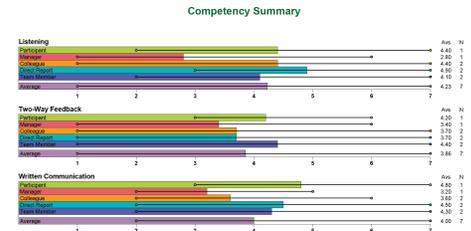
- Measures 20 critical managerial competencies
- Derived by job analysis from over 7,000 management solutions
- Established scale reliability and validity
- Assesses communication, task management and problem-solving skills

Established Norms

- Standardised norms
- Ability to customise or create bespoke norms

Comprehensive Feedback Report

- Line or Bar Graph Comparisons of “Self” and “Other” Ratings
- Normative or Raw Score Averages
- Statistical Measure of Rater Agreement
- Customisable Rater Labels
- Most and Least Frequently Observed Behaviours
- Open-ended Comments Section
- Customisable Developmental Recommendations and Resources
- Group Composite Report



Behaviour Summary Continued

Competency	Participant	Manager	Self	Direct Report	Team Member	Average
Two-Way Feedback	4.20 (0.81)	3.40 (0.26)	3.75 (0.46)	4.40 (0.32)	4.40 (0.32)	3.98 (0.37)
Managers share context and communication with employees (except when well informed)	5.00 (1.00)	3.00 (1.00)	2.75 (0.51)	1.50 (0.50)	5.00 (0.47)	3.36 (0.48)
Managers encourage employees with relevant job information and reported organizational issues to a direct manager	5.00 (1.00)	3.00 (1.00)	4.50 (1.00)	6.00 (0.47)	4.00 (0.20)	4.20 (0.26)
Managers encourage employees to provide and receive feedback on developments that affect their job, tasks, and assignments	4.00 (1.00)	6.00 (1.00)	3.00 (0.20)	4.50 (0.30)	2.00 (0.47)	3.67 (0.24)
Managers encourage employees to share their thoughts and feelings	3.00 (1.00)	1.00 (1.00)	6.00 (0.30)	3.50 (0.45)	5.50 (0.45)	4.14 (0.37)
Managers communicate information needed by team members in a prompt and timely manner	3.00 (1.00)	6.00 (1.00)	4.00 (0.47)	3.00 (1.00)	5.50 (0.45)	4.43 (0.37)
Written Communication	4.00 (0.80)	3.20 (0.47)	3.40 (0.56)	4.50 (0.33)	4.20 (0.44)	4.09 (0.44)
Writes in logical and organized manner	4.00 (1.00)	3.00 (1.00)	2.75 (0.51)	3.50 (0.30)	5.50 (0.45)	3.57 (0.41)
Uses appropriate grammar, tense and language in written communications	7.00 (1.00)	5.00 (1.00)	3.50 (0.50)	6.00 (0.47)	6.00 (1.00)	5.14 (0.51)
Uses written communications effectively and appropriately	3.00 (1.00)	3.00 (1.00)	3.00 (0.47)	4.50 (0.17)	4.50 (0.45)	4.43 (0.47)
Writes in a clear, direct and concise manner	5.00 (1.00)	3.00 (1.00)	4.50 (0.45)	5.00 (0.30)	2.50 (0.45)	3.88 (0.48)
Provides technical information in an easily understood manner	5.00 (1.00)	3.00 (1.00)	2.50 (0.45)	2.50 (0.30)	2.00 (0.47)	3.00 (0.44)
Oral Communication	3.40 (0.70)	4.80 (0.91)	3.80 (0.40)	3.50 (0.40)	4.20 (0.44)	3.94 (0.44)
Managers have contact when speaking to others	4.00 (1.00)	7.00 (1.00)	4.00 (0.30)	4.00 (1.00)	4.00 (0.30)	4.43 (0.30)
Facilitates and encourages quality when speaking and communicating	4.00 (1.00)	4.00 (1.00)	3.00 (1.00)	3.00 (0.47)	6.00 (0.30)	4.14 (0.44)
Grades complex information and thoughts simply and clearly	3.00 (1.00)	3.00 (1.00)	3.00 (0.50)	3.00 (0.50)	3.00 (1.00)	3.20 (0.41)

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 programmes in a simple, more convenient and effective way. All our platforms 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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