

# PERFORMANCEview360

**VIEWsuite360**  
BY ENVISIA LEARNING

PSYCHOMETRICALLY VALIDATED,  
EASY-TO-USE 360 ASSESSMENTS

Do you have a client that manages projects instead of people? Designed for non-supervisory staff, **PerformanceView360** 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, **PerformanceView360** provides an objective summary of your employees' strengths and areas of development along fourteen critical competencies required for competitive performance.

**PerformanceView360** 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 organisation.

**PerformanceView360** is ideal for use in coaching, skill-based training programmes, succession/talent management programmes, career development and to support the developmental section of corporate performance evaluation systems.



Envisia Learning 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 on administering an online tool."

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

## AT A GLANCE

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

## COMPETENCIES

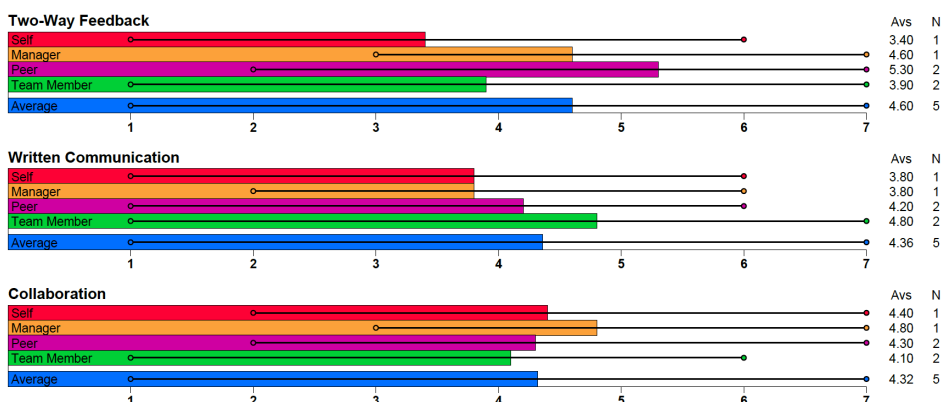
### COMMUNICATION

- Listening
- Two-way Feedback
- Written Communication
- Verbal Communication
- Oral Presentation

### TASK MANAGEMENT

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

## Competency Summary



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## 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

- 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	Self	Peers	Sup	Subordinates	Average
<b>Written Communication</b>	<b>3.95 (0.43)</b>	<b>3.95 (0.47)</b>	<b>4.29 (0.45)</b>	<b>4.69 (0.27)</b>	<b>4.18 (0.40)</b>
Uses written communications effectively and appropriately.	5.00 (1.00)	5.00 (1.00)	5.00 (0.83)	5.00 (0.71)	4.60 (0.36)
Writes complex and/or technical information in a clear manner.	1.00 (1.00)	4.00 (1.00)	1.00 (0.83)	6.50 (0.83)	4.00 (0.24)
Writes in a clear, direct, and organized manner.	4.00 (1.00)	2.00 (1.00)	4.00 (1.00)	5.00 (0.33)	4.00 (0.44)
Writes in a logical and organized manner.	3.00 (1.00)	2.00 (1.00)	4.00 (0.50)	4.00 (0.50)	4.00 (0.44)
<b>Collaboration</b>	<b>4.40 (0.36)</b>	<b>4.80 (0.47)</b>	<b>4.39 (0.46)</b>	<b>4.10 (0.47)</b>	<b>4.32 (0.45)</b>
Develops cooperative, rather than, competitive working relationships with others.	6.00 (1.00)	7.00 (1.00)	6.00 (0.83)	6.00 (1.00)	6.40 (0.84)
Actively involves others in higher decision-making, planning, and problem solving tasks when appropriate.	2.00 (1.00)	6.00 (1.00)	6.00 (1.00)	5.00 (1.00)	5.60 (0.84)
Seeks and values the thoughts, opinions, feedback, and ideas of others.	4.00 (1.00)	3.00 (1.00)	2.50 (0.83)	4.50 (0.83)	3.40 (0.66)
Works collaboratively with others.	3.00 (1.00)	5.00 (1.00)	3.00 (1.00)	3.00 (0.87)	3.40 (0.88)
Creates supportive, helpful and friendly working relationships with others.	7.00 (1.00)	3.00 (1.00)	3.00 (0.83)	3.00 (0.87)	3.80 (0.87)
<b>Oral Presentation</b>	<b>4.00 (0.24)</b>	<b>4.60 (0.22)</b>	<b>4.10 (0.40)</b>	<b>4.30 (0.50)</b>	<b>4.28 (0.39)</b>
Handles questions in meetings, discussions, and presentations in a response (on-advance, and off-advance) manner.	2.00 (1.00)	7.00 (1.00)	5.00 (0.33)	5.00 (1.00)	5.40 (0.50)
Restates and clarifies important points and questions from others during meetings and presentations.	4.00 (1.00)	3.00 (1.00)	5.00 (0.83)	5.00 (0.87)	4.80 (0.81)
Is prepared and organized for meetings and discussions.	7.00 (1.00)	5.00 (1.00)	4.00 (0.33)	5.00 (0.33)	4.60 (0.38)
Effectively handles complaints and disagreements in meetings and presentations.	1.00 (1.00)	7.00 (1.00)	2.50 (0.50)	4.00 (0.87)	4.00 (0.33)
Delivers oral presentations that are persuasive, clear and logically organized.	6.00 (1.00)	1.00 (1.00)	3.50 (0.83)	2.50 (0.83)	2.60 (0.66)

## 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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