DEVELOPMENT**view**360

VIEWsuite360
BY ENVISIA LEARNING

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 emphasizes perceptions of overdoing or underdoing behaviors (from 'do a lot more' to 'do a lot less').

DevelopmentView360 is ideal for use in executive and leadership development and coaching where specific behavioral 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

AT A GLANCE

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

COMPENTENCIES

PERFORMANCE LEADERSHIP

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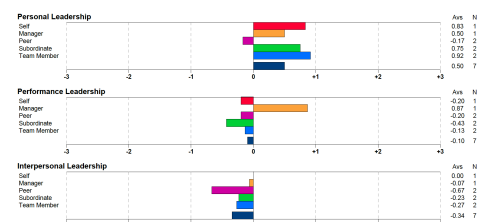- Strategic Problem Analysis

PERSONAL LEADERSHIP

- Self-Development
- Adaptability

INTERPERSONAL LEADERSHIP

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

FEATURES

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

Established Norms

- Standardized norms
- Ability to customize or create bespoke norms

Comprehensive Feedback Report

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

Competency Group Summary

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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.

Enlighten

Enable

Encourage

The Three Necessary Conditions for Initiating and Sustaining Successful Behavioral 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 behavior change programs 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 program.

ABOUT ENVISIA LEARNING

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

Our web-based blended learning and assessment platforms enable you to run your programs 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: sales@envisialearning.com

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