

PSYCHOMETRICALLY VALIDATED,  
EASY-TO-USE 360 ASSESSMENTS

Are your senior managers looking to enhance their leadership effectiveness? **LeaderView360** focuses on critical leadership competencies and offers a brief, yet powerful, measure of 35 concise behaviors required for success in leadership.

## APPLICATIONS

Leading people can pose many challenges. Few people master them all equally well. With **LeaderView360**, you can focus on enhancing overall leadership effectiveness by providing individuals with the appropriate support they need to increase talents and sharpen under-developed skills.

**LeaderView360** provides a concise and brief assessment focusing exclusively on critical leadership behaviors required for competitive performance. Ideal for leadership development training programs, LeaderView360 also supports the developmental planning of corporate performance evaluation systems.



I've been using LeaderView360 for over 12 years as part of our leadership development. This particular assessment gives a good range of feedback on 7 leadership competencies and has provided each of my participants an understanding of where work colleagues see them, in relation to areas they are effective in, and those that could be developed.

The summary graphs are easy to understand and the depth of analysis provides lots of useful data. The online tool is easy to use and the team at Envisia Learning provide an outstanding service and answer queries very quickly. I would not hesitate to recommend them."

**Philip Hain**, Director, Transformation Partners.

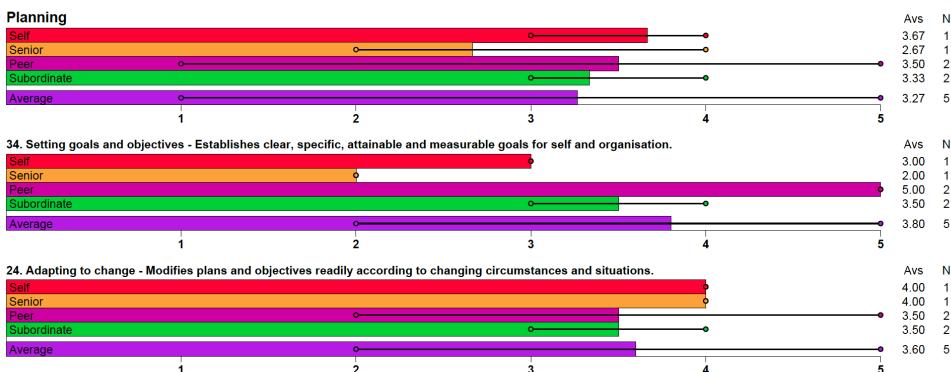
## AT A GLANCE

- 7 Leadership Competencies
- 35 Behavioral Questions
- Online Administration
- Reliable/Validated Scores
- Comprehensive Feedback Report (with scoring and graph options)
- Online Developmental Goal Setting/Reminder System
- Comprehensive Competency Based Resource Library

## COMPETENCIES

- Planning
- Problem Solving
- Control
- Self-Management
- Relationship Management
- Leading
- Communication

### Behaviour Summary



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## FEATURES

- Measures 7 score leadership competencies
- Assesses 35 leadership behaviors
- Theoretically derived based on leadership research
- Established scale reliability and validity

### Established Norms

- Standardized norms
- Ability to customize or create bespoke norms

### Comprehensive Feedback Report

- Line or Bar Graph Comparisons of “Self” and “Other” Ratings
- Customizable Rater Labels
- Normative or Raw Score Averages
- Most and Least Frequently Observed Behaviors
- Open-ended Comments Section
- Developmental Action Plan
- Group Composite Report

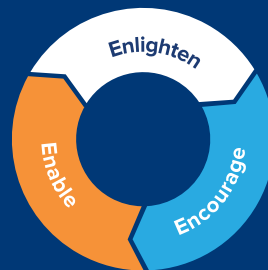
#### Highest Rated Behaviours - All Raters

The following behaviours were identified by your respondents as your greatest strengths. They are rank ordered so the first item is the highest rated behaviour.

Score	Behaviour	Competency
3.80	Developing other people - helps others to expand on and improve their capabilities. Looks for ways to help other people learn and develop. Coaches and shares knowledge with others.	Leading
3.80	Setting goals and objectives - Establishes clear, specific, attainable and measurable goals for self and organization.	Planning
3.80	Monitoring and controlling performance - Stays on top of what is happening. Knows the status of work underway. Ensures that work is being done with quality.	Controlling
3.60	Eliciting ideas and information - Speaks clearly and expresses ideas so that others understand what is meant.	Communicating
3.60	Responding to others' needs - Responds readily to others' requests and takes the initiative to offer assistance and support to members to meet others' need and need.	Managing Relationships
3.60	Adapting to change - Modifies plans and objectives readily according to changing circumstances and situations.	Planning
3.40	Giving performance feedback - Gives others information about their performance. Identifies clearly others' performance strengths, needs, or this short of objectives, standards, or other's expectations and needs.	Communicating
3.40	Developing self capabilities - Acts to improve and expand own capabilities. Shows interest and openness to learning and improvement.	Managing Self
3.20	Handling pressure - Shows calm under pressure. Appears to not feel pressure interferes with thinking capabilities and ability to exercise judgement.	Managing Self
3.20	Responding to feedback - Takes feedback from others readily and uses the feedback to adjust own behaviour or performance.	Managing Self
3.20	Initiating new relationships - Makes acquaintances quickly. Reaches out to people without asking for others to make the first move.	Managing Relationships
3.20	Resolving conflicts - Takes action to assist in settling disputes and reaching agreements. Resolves differences with other people (children), and helps others to resolve their differences.	Managing Relationships
3.20	Meeting commitments - Performs according to agreements. Follows through according to plans.	Controlling

## 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.



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](mailto:sales@envisialearning.com)

