



The **CheckPoint 360°** is a process used to help managers become more effective. Managers receive feedback from the full circle of people with whom they interact. The reports explain how to improve training, management techniques, and communication for greater success.

**Measures:** Eight Universal Management and Leadership Competencies in 18 Skill Sets

**Communication**

1. Listens to others
2. Processes information
3. Communicates effectively

**Leadership**

- 4 Instills trust
5. Provides direction
6. Delegates responsibility

**Adaptability**

7. Adjusts to circumstances
8. Thinks creatively

**Relationships**

9. Builds personal relationships
10. Facilitates team success

**Task Management**

11. Works efficiently
12. Works competently

**Production**

13. Takes action
14. Achieves results

**Development of Others**

15. Cultivates individual talents
16. Motivates successfully

**Personal Development**

17. Displays commitment
18. Seeks improvement

**The Process:** Using a survey...

- The Manager does a self rating
- The Boss rates the manager
- Peers rate the manager
- Direct Reports rate the manager

All survey information provided by respondents (except the Boss's rating) is completely confidential. All input is processed by the Profiles Service Center.

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**Time To Take:** 15 minutes

**Research and Validation Studies:** 1992 through 2003

**Reports:** The 4-color Multi-rater Feedback System report describes a manager's skills in 8 Universal Management and Leadership Competencies and 18 Skill Sets. It also includes a Personal Development Section that coaches the manager on ways to improve job performance.

Comparison Reports provide a means of measuring a manager's progress in developing leadership qualities and management skills.

An Organizational Management Analysis report provides a summary of all individual CheckPoint reports within an organization.

**Administration:** Internet and/or Paper/pencil

**Scoring:** Internet