



**Business Associates of People Resources Consultancy
360° Degree Feedback Assessment Tool**

Description:	<i>The Profiles Checkpoint 360°</i> 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.								
What does it measure?	<p>Eight Universal Management and Leadership Competencies in 18 Skill Sets -</p> <table border="0"> <tr> <td>Communication</td> <td>Leadership</td> </tr> <tr> <td>Adaptability</td> <td>Relationships</td> </tr> <tr> <td>Task Management</td> <td>Production</td> </tr> <tr> <td>Development of Others</td> <td>Personal Development</td> </tr> </table>	Communication	Leadership	Adaptability	Relationships	Task Management	Production	Development of Others	Personal Development
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Process:	<p>Using a Survey;</p> <ul style="list-style-type: none"> ○ The Manager does a self rating ○ The Boss rates the manager ○ Peers rate the manager ○ Direct Reports rate the manager 								
How is it administered?	The Checkpoint takes about 15 mins to complete and can be administered over the web or using pencil/paper.								
Research and Validation Study.	1992 through 2003								
Reporting	<p>The 4-colour 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.</p> <p>Comparison Reports provide a means of measuring a manager's progress in developing leadership qualities and management skills.</p>								
In Addition:	An Organisational Management Analysis report provides a summary of all individual Checkpoint reports within a team, thus highlighting the strengths and development opportunities of the team as a whole.								