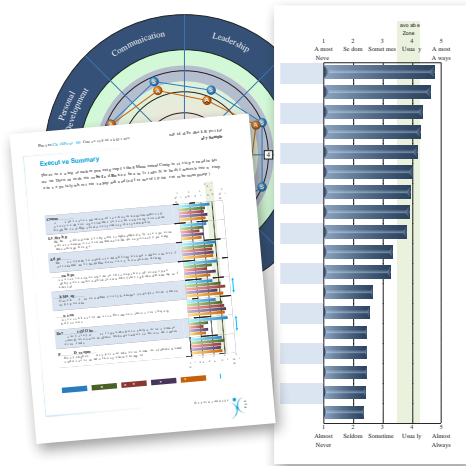


# Checkpoint 360<sup>o</sup>™



The **Checkpoint Feedback System** is a 360-degree survey. It is used primarily to evaluate the effectiveness of your managers and leaders. This survey combines feedback from Direct Reports, Peers, Supervisors, and even customers, with a

personalized program for developing specific leadership skills based on that feedback. This process highlights a manager's job performance in eight Universal Management Competencies: Communication, Leadership, Adaptability, Relationships, Task Management, Production, Development of Others, and Personal Development.

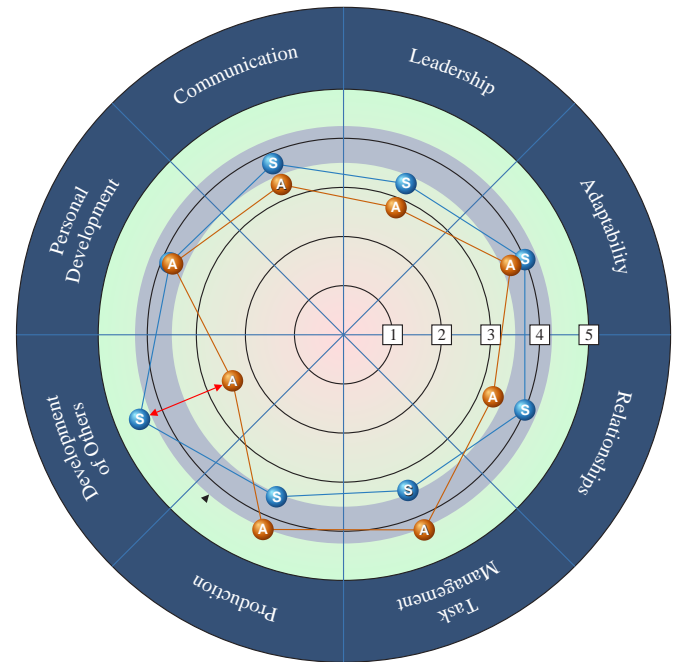
## Why Assess Employees with CheckPoint 360<sup>o</sup>™?

The CheckPoint 360<sup>o</sup>™ helps managers identify and prioritize their own development opportunities and helps the organization to better focus management training. It also proactively uncovers misaligned priorities between senior executives and front-line managers by bringing to the surface management issues that could lead to low employee productivity, morale, satisfaction, and turnover.

Turning vision into a reality is arguably one of the key challenges facing today's enterprises. CheckPoint 360<sup>o</sup> also helps align managers and their bosses by identifying and comparing the six critical skills required for success in a role. This helps identify talents, gaps, and focus areas to get everyone on the same page to deliver on the organization's strategy.



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## How Does It Work?

### Checkpoint 360<sup>o</sup>™

The CheckPoint 360<sup>o</sup>™ is the foundational survey used to:

- Gather perceptions of the manager's leadership capabilities from the manager, and a reference group of boss, peers and direct reports, and has the ability to collect comments on each competency being measured.
- Enable a complete understanding of the manager's capabilities across eight universal Management Competencies and 18 key Skill Sets.
- Provide insight into each Skill Set through a robust set of reports, including a detailed development plan for the individual and coaching and management considerations for those who supervise the manager.
- Give senior leadership an overview of talents, gaps, and focus areas for the organization.

### Coaching Services

Coaching Services provides personalized guidance to help your managers reach their leadership growth goals.

## What's the next step?

Please contact your authorized Profiles International business partner for a complementary demonstration.



|                           |  |
|---------------------------|--|
| <b>MEASURES</b>           | <p>18 supporting Skill Sets</p> <p>Eight Management and Leadership Competencies:</p> <ul style="list-style-type: none"> <li>• Communication</li> <li>• Leadership</li> <li>• Adaptability</li> <li>• Task Management</li> <li>• Relationships</li> <li>• Production</li> <li>• Development of Others</li> <li>• Personal Development</li> </ul>  |
| <b>THE PROCESS</b>        | <p>Using a Survey...</p> <ul style="list-style-type: none"> <li>• The manager completes a self-evaluation</li> <li>• Up to three bosses rate the manager</li> <li>• Up to three different respondent groups rate the manager</li> </ul> <p>All survey information provided by the respondent groups (everyone except the manager and bosses' rating) is completely confidential</p>  |
| <b>TIME TO TAKE</b>       | 15 minutes for each participant  |
| <b>REPORTS</b>            | <ol style="list-style-type: none"> <li>1. Individual Feedback Report – speaks to the manager</li> <li>2. Comparison Report – compares two different surveys and speaks to the manager</li> <li>3. Management Report – speaks to the boss</li> <li>4. Management Comparison Report – compares two different surveys and speaks to the boss</li> <li>5. Executive Overview – combines 3+ surveys of the same time period and speaks to the C-Suite Executives</li> </ol> |
| <b>VALIDATION STUDIES</b> | 1992 through 2010  |
| <b>ADMINISTRATION</b>     | Internet   |
| <b>SCORING</b>            | Internet   |
| <b>REPORT GENERATION</b>  | Internet   |



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