

360PRO™

360 ASSESSMENTS



The 360PRO™ is a customized assessment tool that provides managers and organizations with structured and constructive feedback regarding specific management competencies, strength and style. The 360PRO™ can also be used for team building where employees receive practical and productive information about personal and professional areas of growth.

The 360PRO™

- **Is a personal growth and corporate alignment tool**
- **Provides constructive feedback from supervisors, peers and direct reports**
- **Identifies strengths and developmental opportunities**
- **Complements performance evaluations and helps improve performance culture**
- **Provides powerful career management strategies**
- **Includes a comprehensive database management and tracking system**
- **Is readily adapted and customized to meet the needs of any organization**

The 360PRO™ is an evaluation tool that is highly customized to fit a company's specific needs for a comprehensive performance evaluation, employee feedback or team building. The 360PRO™ specifies dimensions of managerial behaviors that are important to the company's future strategies and can clarify expectations for performance.

Using the 360PRO™ for Organizational Effectiveness, Career Pathing and Succession Planning

In many companies, 360 assessments are growing in popularity and importance as a method for evaluating employees and managers. The goal is to provide individuals with feedback from supervisors, peers and direct reports. This feedback is then used to highlight personal strengths and areas of development. The input received from a number of different sources allows for a more comprehensive view of one's performance. During the one-on-one debriefing session, vital information that relates to possible areas of professional growth is explored. A final summary of the overall results is provided to senior management that includes powerful knowledge of their organization, allowing them to make strategic changes in direction based on their vision for the enterprise.

Customization of the 360PRO™

A generic version of the 360PRO™ typically measures behaviours, competencies, skills and attitudes related to:

- *communication skills*
- *setting and achieving goals*
- *performance coaching and feedback strategies*
- *establishing clear expectations*
- *providing support*
- *the recognition of effort and results*
- *support of the organization's vision and strategies*
- *demonstration of knowledge about the organization/ products*
- *leadership qualities*
- *problem-solving and decision making abilities*
- *management of conflict*



The 360PRO™ can also be highly customized to reflect the specific management culture or team building needs of a client. The Self Management Group will work with your organization to achieve a final assessment tool that will address your current issues and challenges.

The Self Management Group will work with your human resources department or management team to achieve a comprehensive

assessment tool that accurately reflects the areas of interest. The feedback report is also customized to provide individuals with feedback that is easy to read and highlights both strengths and areas for development.

Self Management Group

The Self Management Group is a privately held company that specializes in the selection, development and career management of people. The Self Management Group provides a comprehensive range of products and services which include a very extensive list of psychometric profiling tools, management and sales training, team building workshops, change management, career and outplacement counselling, stress management, succession planning, mentoring coaching and other services.

Find Out About 360PRO™ Today

360PRO™ and the Self Management Group's many other profiling and training systems are available on-line or in your office. Call (416) 746-0444 or visit our website: www.self-management.com

