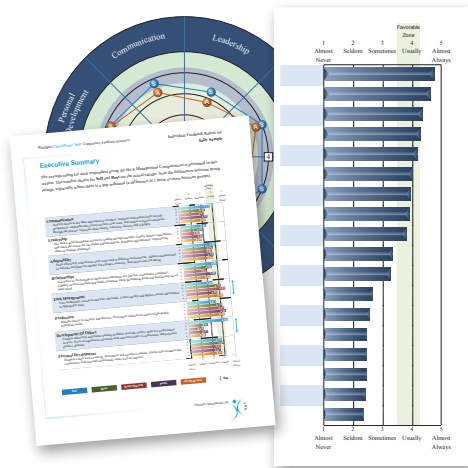


# Checkpoint 360<sup>OTM</sup>



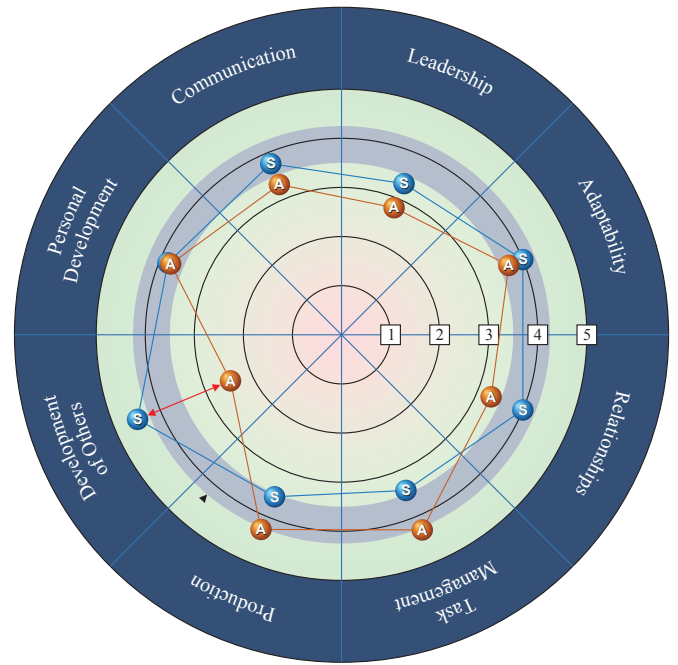
The **Checkpoint 360<sup>OTM</sup>** is a leadership assessment used primarily to evaluate the effectiveness of your managers and leaders. This survey combines feedback from direct reports, peers, supervisors, and even customers, with a personalized

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>OTM</sup>?

Checkpoint 360<sup>OTM</sup> helps managers identify and prioritize their own development opportunities, and helps the organization to better focus on management training. It also proactively uncovers misaligned priorities between senior executives and front-line managers by spotlighting 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>OTM</sup> 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.



## How Does It Work?

### Checkpoint 360<sup>OTM</sup>

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

- Gather perceptions of the manager's leadership capabilities, and a reference group of bosses, peers, and direct reports, with 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 complimentary 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>	Yes
<b>ADMINISTRATION</b>	Internet
<b>SCORING</b>	Internet
<b>REPORT GENERATION</b>	Internet

Contact Information

