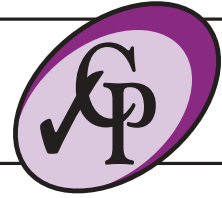




PROFILES

**CheckPoint**

360° Competency Feedback System™



**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. Take 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.

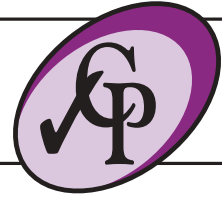
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Continued

**Survey**

**Time To Take:** 15 minutes

**Research and**

**Validation Studies:** 1992 through 1996

**Report:**

The 4-color Multi-rater Feedback System report describes a manager's skills in 8 Universal Management and Leadership Competencies and 18 Skill Sets.

The report also includes a Personal Development Section that coaches the manager on ways to improve job performance.

**Administration  
and Scoring:**

Internet