

OVERVIEW OF THE INSIGHTMirror 360°

Our affordable 360™ helps leaders capitalize on the opportunity to see themselves as others see them, and use these insights as a springboard for their leadership development!

The INSIGHTMirror 360° is based on these leadership abilities:

- (1) Communication Skills, (2) Decision Making, (3) Innovation and Change,
- (4) Working Relationships, (5) Leadership Skills, (6) Teaching and Mentoring,
- (7) Utilizes Strengths of Others And Self, (8) Team Development.

**Great Leaders Do Not Fear Looking Into
The Mirror -- And That Is What Often
Makes Them Great!**



Highlights and Features:

MEETS YOUR HR NEEDS:

- **INSIGHTMirror 360°** has the flexibility to easily change one or all of the instrument's 64 core questions, ability areas, and sub-category headings to meet client individual needs.
- **INSIGHTMirror 360°** is the only 360° assessment in the marketplace that has the capacity to incorporate the feedback from two separate manager/supervisors, when more than one reporting relationship exists.

UNDERSTANDS WORK PLACE REALITIES:

- The number of raters is unlimited, to achieve the broadest range of input --managers, direct reports, peers, and a category called "others" to identify whomever you designate.
- Is equally outstanding when used solely for leadership development initiatives, or when used solely for performance appraisal purposes.
- According to CCL's Comparison Guide of 360°'s, INSIGHTMirror is the only 360° that has an entire section (competency area) recognizing the most important research finding on leadership in the past fifteen years. The research, conducted by the Gallop Organization, states: "Each person's greatest room for growth and career advancement is in the areas of their greatest strengths." We titled this segment: Utilizes the Strengths of Others and Self.
- INSIGHTMirror 360° sends to each Ratee a "refresher" email on Using Your Strengths and Managing Weaknesses 4 times, 7 days apart, after Ratee generates their feedback report.
- A comprehensive INSIGHTMirror 360° Group Report can also generated, providing useful comprehensive summary data.

PERTINENT FEEDBACK:

- Each question shows the norm from a rigorous statistical analysis using the data from over 600 demographically selected INSIGHTMirror 360° participants.
- INSIGHTMirror 360° provides helpful guidelines on how participants and their managers can reach agreements on what actions they need to take as a result of the feedback.
- If the client desires, the written comment area can be “turned-off,” or the client can request the screening-out of comments deemed to be inappropriate or unhelpful.

ACTION GUIDE Accompanying Ratees Feedback Report is Outstanding:

The INSIGHTMirror 360° Action Guide helps Ratees use the information from their 360° feedback reports to learn strategies to manage things they don't do well, and even more importantly, learn ways to identify and nurture the things they do best. The philosophy of this even-handed Action Guide is consistent with the latest research regarding what it takes to produce successful leaders: That each person's greatest room for improvement and career advancement is in the areas of their greatest strengths.

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The 48 page Action Guide's material is original. The antithesis of most 360° workbooks with only tips on improvement, yet little substantial content. For example, our Action Guide shows the Ratee how to identify their own strengths and coach others in using their own strengths; how to strengthen a strength; and how to identify new venues to use one's strengths, etc.

Government Training News' Review: <http://www.insightmirror360.com/govtrainingac-gu.pdf>.

“We have used The INSIGHTMirror 360° twice in two years. Each time our skeptical high-tech executives gave an OUTSTANDING for your Assessment. We're now planning your 360° in all our departments.”

-- Mike Reingruber, President, Information Sciences Group, Plexus Scientific

“Your INSIGHTMirror 360° is "friendly" for Users, HR professionals and Superiors. There is no loading of databases for HR. Everything is automated for the participants to choose and invite raters directly, send reminders to raters, and be notified via an e-mail message that their survey summary is available and ready to download. We are sold!”

-- Sheila Barnes, EVP, Human Resources Appraisal Institute Trade Association

“Our program Supervision at GAO was greatly enhanced by your INSIGHTMirror 360°. We already have used over 600 assessments, and only plan to use your Assessment and outstanding Action Guide in the future. Well done Bob.”

-- David Anderson, Human Capital Specialist, US General Accounting Office (GAO)

GOVERNMENT TRAINING NEWS: INSIGHTMirror 360°: “... The Rolls Royce of on-line 360° assessments at Honda prices.” <http://www.insightmirror360.com/govtraining.pdf>

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