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Review: New On-Line INSIGHTMirror 360° Action-Guide *That is One-of-A-Kind*
by Ron Rago, Former Editor of GTN

The INSIGHT Mirror 360° Action Guide effortlessly breaks the mold of dull workbooks with very imaginative and humorous ways of illustrating valuable information on strengthening strengths and managing weaknesses.

INSIGHTMirror 360° has recently produced an extremely useful Action-Guide to accompany their acclaimed 360-degree assessment instrument. The 46-page Guide is packed with information and exercises that it can stand alone as a workbook tool for self-development or be integrated into an executive coaching session.

The Action-Guide is not just another boilerplate recipe with tips on improving your areas of weakness. It is evenhanded in working with both people's shortfalls and *strengths*. In fact, the emphasis on one's strengths is one of the real advantages of this Guide. Most employees and organizations take people's strengths for granted, and focus on minimizing their weaknesses. Most, if not all, 360-degree workbooks focus on people's weaknesses. In the INSIGHTMirror 360 Action-Guide you will learn strategies to manage things you don't do well, but just as importantly, learn ways to identify and nurture the things you do well to accomplish significant leadership improvement. This is based on the concept that "successful leaders focus most of their time on strengthening their strengths AND using their strengths in new arenas."

The Action-Guide does not ignore managing your weaknesses. It contains many helpful techniques for doing so, including asking better questions, addressing blind spots, and employing seven specific strategies to manage (and often work around) shortfalls in performance. The Guide also presents an in-depth explanation and accompanying exercises for using three creative problem solving tools for either strengthening a strength, or working on a weakness. Other helpful sections of the Action-Guide deal with Leadership Principles and Management Tools, and Group/Team Exercises. In addition, there are useful discussion and tips on giving and receiving feedback, creating a meaningful dialogue about your assessment with staff, and with the boss, too.

If you would like a complimentary copy of the Action-Guide, or take a complimentary INSIGHTMirror 360-degree assessment, just call or email: 301-986-0512;
email: INFO@INSIGHTMirror360.com.