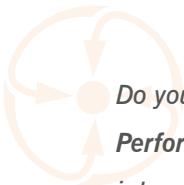


Part of a Complete Suite of Validated
360° Feedback Products and Software

PERFORMANCEview360

Designed specifically for non-supervisory or non-management personnel



Do you have a client that manages projects instead of people? Designed for non-supervisory staff, PerformanceView360 is a validated tool that focuses on 14 task management, communication and interpersonal competencies.

» APPLICATIONS

By comparing one's perception with those of one's supervisor, peers and team members, **PerformanceView360** provides an objective summary of your employees' strengths and areas of development along fourteen critical competencies required for competitive performance.

PerformanceView360 is designed for non-supervisory and non-management personnel and can be used for all professional, technical, and administrative employees working either as independent contributors or as part of a team within your organization.

PerformanceView360 is ideal for use in coaching, skill based training programs, succession/talent management programs, career development and to support the developmental section of corporate performance evaluation systems.

» AT A GLANCE

- 14 Competencies
- 70 Behavioral Questions
- Internet Administration
- Scoring Bureau Processing
- Comprehensive Feedback Report (with scoring and graph options)
- Developmental Action Plan

» COMPETENCIES

Communication

- Listening
- Two-way Feedback
- Written Communication
- Verbal Communication
- Oral Presentation

Task Management

- Planning / Organization
- Task-Project Management
- Problem Solving

Interpersonal

- Team Building / Development
- Sensitivity / Diversity
- Negotiation / Conflict Management
- Coaching / Development
- Leadership / Influence
- Employee Involvement / Participation

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Once your clients' strengths and developmental needs have been identified, boost their plan for success with the new **Talent Accelerator**. Talent Accelerator (used in conjunction with PerformanceView360) is a comprehensive online resource system well equipped with competency-based references including books, web sites and other valuable enhancement tools, to help transfer awareness into real behavior change. Your clients create and measure goals, incorporate meaningful suggestions and sustain focus on their professional development using the resources and self-directed development planning system exclusive to Talent Accelerator.

» FEATURES

Measures 14 Performance Competencies

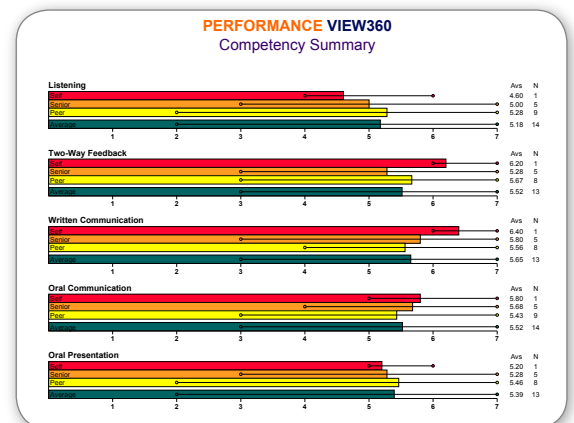
- Derived by job analysis of professional and technical positions in diverse industries
- Established scale reliability and validity
- Assesses communication, task management and interpersonal/team skills

Established Norms

- Standardized norms based on over 10,000 participants in diverse industries
- Ability to utilize local or organizational norms

Comprehensive Feedback Report

- Line or bar graph comparisons of "Self" and "Other" ratings
- Normative or raw score averages
- Statistical measure of rater agreement
- Customizable rater labels
- Most and least frequently observed behaviors
- Open-ended comments section
- Customizable developmental recommendations and resources
- Group Composite Report



"Envisia's tools are simple and easy to use... I appreciate the variety of tools, so that I may select just the right one based on my clients' needs. It allows me to focus on coaching and development and not administering an electronic tool."

—Janet L. Polach, Ph.D., President, Leadership Solutions, Inc.

About Envisia

Envisia Tools is a provider and developer of innovative, high-quality people and process solutions for consultants and business professionals working with individuals, teams and organizations.

We provide a variety of customized and off the shelf products in the areas of 360 degree feedback; personality, career and stress assessments; survey solutions and online performance management systems — all customized and branded to meet your needs.