



360 Assessment Options

Option 1: DiSC 363 (with/without debrief)
Option 2: Newleaf 360 (with/without debrief)



The benefits of a 360 assessment:

It is unlikely that leaders have reached their positions in an organization by chance. They likely have some understanding of appropriate leadership behavior and probably have a pretty good idea of their own strengths and needs. Honest and reliable feedback is necessary to test one's own perceptions, recognize previously unseen strengths, and become aware of blind spots in one's self-perceptions.

A 360 feedback survey offers others an opportunity to give leaders accurate and helpful feedback in a constructive and confidential manner. In a 360 feedback survey, the leader and a group of other raters answer specific questions about the leader's performance. These raters are chosen from those with whom a leader works day-to-day and typically include supervisors, direct reports, peers, and customers.

There are eight clear benefits of 360 feedback:

1. Increases self-awareness
2. Clarifies behaviors
3. Measures "how" things get done as opposed to "what"
4. Promotes dialogue
5. Improves working relationships
6. Encourages personal development
7. Increases accountability
8. Enhances performance

Newleaf Training and Development offer two options for an effective 360 assessment - **DiSC 363** or **Newleaf 360**.

DiSC 363	Newleaf 360
\$199 per person	\$99 per person
Raters select from pre-determined textual responses to negate subjectivity	Raters evaluate on 1-10 scale and can offer personalized open-text comments
Each Leader receives a <i>363 for Leaders Profile</i> report which describes recommended behaviors called Eight Approaches to Effective Leadership	Each Leader receives a <i>360 Feedback</i> report which identifies strengths and opportunities when managing self and influencing others
Sample Report available	(Customizable) Questions available
Optional: 1hr Debrief In-person \$240 FaceTime/SKYPE \$150	Optional: 1hr Debrief In-person \$240 FaceTime/SKYPE \$150

Our Promise



#1 Best Content - We commit to always providing you access to the **BEST CONTENT** available.

#2 Best Person - We promise you the **BEST PERSON** from our team to meet your exact needs and serve your organization culture.

#3 Best Results - We promise you **BEST RESULTS** within your organization as an end product of our training & development work with you.

We also offer



seminars



keynotes



coaching



online