

An overview of the 4 assessment tools available in UI LEAD

EXECUTIVEview360⁺

Designed for the most senior level leaders.

Executive View 360 assesses twenty-two critical competencies required for effective senior leadership and effectiveness. The 360 degree feedback competencies are divided into four major areas based on job profiling of executive positions for talent management systems:

- Performance Leadership
- Change Leadership
- Interpersonal Leadership
- Personal Leadership

At a Glance

- ▣ 68 Questions
- ▣ 22 Competencies

It provides a comprehensive summary 360 degree feedback report comparing senior executive self-perceptions to those of Board Members, managers, direct reports, peers and team members.

Executive View 360 is a comprehensive 360 degree feedback tool for rigorous, in-depth report of strengths and developmental needs for the senior executives and leaders in all industries. It is aimed at senior executives who would prefer a more detailed analysis and comprehensive 360 degree feedback development tool. With explicit information and appropriate feedback senior level executives can become extraordinary leaders within his/her organization.

LEADERview360⁺

Designed mid-level to senior-level leaders.

LV360 focuses on critical leadership competencies. It offers a brief, yet powerful, measure of 35 concise behaviors measuring seven core competencies required for success in leadership.

At a Glance

- ▣ 35 Questions
- ▣ 7 Competencies

NOTE: Does not contain the "Team Member" rater category.

The 7 core competencies that **Leader View 360** measures are:

- Planning
- Problem solving
- Controlling
- Self management
- Managing relationships
- Leading
- Communicating

Leader View 360 is aimed at senior managers and directors and can help to focus on enhancing overall leadership effectiveness. It provides a comprehensive summary 360 degree feedback report including a practical individual effectiveness plan to facilitate professional development.

Leader View 360 is less comprehensive than [Manager View 360](#) but provides a concise and brief 360 degree feedback assessment focusing exclusively on critical leadership behaviors required for competitive performance in today's organization.

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MANAGERview360⁺

Designed for front-line supervisors to mid-level managers.

Are you looking for a tool to support your supervisory and management training? How about coaching? ManagerView360 is perfect for both! It measures 20 core competencies and will support your efforts with a comprehensive feedback report.

At a Glance

- 100 Questions
- 20 Competencies

Manager View 360 assesses twenty critical managerial competencies required for effective leadership and managerial effectiveness. The 360 degree feedback competencies are divided into four major areas based on extensive job analyses of managerial positions in diverse industries:

- Leadership/Performance Management
- Interpersonal
- Communication
- Problem Solving

Manager View 360 is a comprehensive 360 degree feedback tool for rigorous, in-depth report of strengths and developmental needs. It is aimed at supervisory, middle to senior managers who would prefer a more detailed analysis and comprehensive development tool. It provides a comprehensive summary 360 degree feedback report with specific developmental suggestions, on-the-job activities, website resources and suggested workshops that can be easily customized to meet the needs of any organization. It is available online and has been translated into both Spanish and Portuguese.

EMOTIONAL INTELLIGENCEview360⁺

"Designed for employees of all levels." This product may best fit individuals who are not in current management or leadership roles.

At a Glance

- 74 Questions
- 17 Competencies

This tool is based on the most recent conceptual models of emotional intelligence. EIV360 provides the insight required to enhance relationship management skills. It's most useful for targeted feedback on interpersonal, social, and communication competencies.

Emotional Intelligence View 360 assesses key Emotional Intelligence competencies in three main areas:

- Self-Management
- Relationship-Management
- Communication

The comprehensive 360 degree feedback report is designed to enhance both self-awareness and relationship management skills. **Emotional Intelligence View 360** is suitable for coaching, leadership and professional development programs.

Emotional Intelligence View 360 was developed by Kenneth M. Nowack, Ph.D., a licensed psychologist and researcher in the area of 360 degree feedback, emotional intelligence and occupational health. Dr. Nowack is a member in Daniel Goleman's Consortium for Research on Emotional Intelligence in Organizations.