

360-Degree Assessment

SKILLSCOPE®



Assessing Core Skills for Success

⋮ www.ccl.org/skillscope

There are many 360-degree assessment tools on the market today, but few that are as easy to use as SKILLSCOPE. If you're looking for a fundamental, core feedback tool for your organization – one that's not intimidating to administer, complete, or interpret – but you aren't willing to sacrifice reliability or validity, consider SKILLSCOPE.

What is SKILLSCOPE?

SKILLSCOPE provides individuals with straightforward, practical feedback on job related skills necessary for effectiveness in a management role. SKILLSCOPE can be used equally well with supervisors and managers in all levels of an organization. SKILLSCOPE's simplicity also makes it an ideal first step for organizations that are new to the 360-degree assessment process.

The Benefits of Using SKILLSCOPE

Easy to Use.

SKILLSCOPE's 98-item questionnaire takes only 20 to 30 minutes to complete.

Easy to Understand.

SKILLSCOPE results are displayed graphically so your manager can quickly identify his or her strengths and development needs. Its simplicity and clarity help minimize anxiety and demystify the feedback process for those new to assessment. In addition, a Development Planning Guide is provided to help your participants analyze their feedback and formulate a long-term development plan.

Easy to Facilitate.

The SKILLSCOPE Trainer's Guide contains a proven workshop outline, reliability and validity data, and background information on the development of SKILLSCOPE.

Valid and Reliable.

SKILLSCOPE is based on extensive research conducted by the Center for Creative Leadership (CCL®) about the specific skills needed to be effective as a manager.

Flexible.

SKILLSCOPE is available in both online and paper formats, and it can be used in a variety of situations:

- For individual assessment, coaching and development planning
- To assist transitions into managerial roles
- To complement an existing leadership development initiative
- To enhance on-the-job development
- To establish a profile of a specific group's strengths and areas for development

Effective for the Global Workplace.

In addition to U.S. English, SKILLSCOPE is also available in the following languages:

- UK English
- Chinese
- Dutch
- French
- German
- Italian
- Spanish

In North America, SKILLSCOPE sales and technical support is only available in English.

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What SKILLSCOPE Assesses

SKILLSCOPE assesses participants on 15 skills that research has shown to be critical for success in a managerial role:

Information Skills

- Getting and making sense of information
- Communicating information, ideas

Decision-Making

- Taking action, making decisions
- Risk-taking and innovation
- Administrative/organizational ability
- Managing conflict; negotiation

Interpersonal Skills

- Relationships
- Selecting and developing people
- Influencing, leadership, power
- Openness to influence and flexibility

Personal Resources

- Knowledge of job and business
- Energy, drive and ambition

Effective Use of Self

- Time management
- Coping with pressure
- Self-management, self-insight and self-development

Customized Services

To support and strengthen the impact of your SKILLSCOPE initiative, we offer a range of services, including:

- Project Planning and Design
- Orientation Briefing
- Facilitator Training
- Feedback Facilitation Workshop
- Development Planning Workshop
- Group Profile Analysis
- Impact Evaluation

To purchase SKILLSCOPE outside North America

For information on using SKILLSCOPE outside North America, please contact a CCL Client Services representative or one of our international distributors:

- In Europe: OPP
Phone: +44 1865 404500
www.opp.co.uk
- In Asia: APP
Phone: +61 3 9342 1300
www.asianicpsych.com.au
- In Australia: APP
Phone: +61 3 9342 1300
www.austpsychpress.com.au

Facilitator Qualification

SKILLSCOPE is designed to be easy to facilitate and requires a written qualification process. If you would like a more thorough orientation to SKILLSCOPE, optional train-the-facilitator workshops are available through CCL.

Facilitator Qualification Forms can be completed and submitted online at www.ccl.org/qualificationform. Forms may also be downloaded and returned by mail or fax as indicated on the form.

Your SKILLSCOPE purchase includes the following:

- All surveys
- Online status for administrators and participants
- Scoring of assessment
- Printed feedback report (two copies)
- Development Planning Guide
- Facilitator's Guide (provided with first order)

Price \$155 per participant

(quantity discounts available)

Additional Resources

- FYI For Your Improvement™ Translator (\$10 each)
- Group profiles available (\$195 each)

To order, e-mail info@ccl.org or call
CCL- North America at +1 336 545 2810.