

Ideal for organizations new to the 360-degree assessment process, Skillscope® provides straightforward and practical feedback on job-related skills necessary for effectiveness in a management role. Easy to complete and simple to interpret, Skillscope can be used with supervisors and managers as well as individual contributors. When paired with CCL Compass™ — a cutting-edge online tool that brings data to life — feedback from a 98-item checklist is instantly transformed into clear and relevant action plans that build on strengths while addressing development needs.

The World's Most Widely Used Leadership Assessments

CCL pioneered the use of assessments and feedback in leadership development decades ago. Since then, millions of users from thousands of organizations have relied on CCL assessments to produce valid, reliable, and actionable results.

Results

- Skillscope provides insightful feedback on job-related strengths and weaknesses
- Feedback is provided in a clear, graphic format, enabling participants to quickly assess strengths and development needs
- Continues the development process with CCL Compass by setting goals and creating actionable plans

How to Use Skillscope

- For individual assessment, coaching, and planning
- In a workshop setting for groups
- As a cornerstone of a larger-scale leadership development program

What Skillscope Measures

Skillscope provides individuals with insightful, valuable feedback on 15 job-related skills — critical information that can help managers be more successful.

Information Skills	Decision-Making	Interpersonal Skills	Personal Resources	Effective Use of Self
<ul style="list-style-type: none"> • Solves problems • Communicates information 	<ul style="list-style-type: none"> • Takes action • Takes risks, innovates • Manages conflict • Manages teams 	<ul style="list-style-type: none"> • Develops relationships • Influences others • Open to influence • Develops people 	<ul style="list-style-type: none"> • Knows the job, business • Drives for results 	<ul style="list-style-type: none"> • Manages time • Copes with pressure, demonstrates integrity • Manages and develops self



Special Features

- Includes **CCL Compass™**, a digital tool that gathers all assessment data, interprets it, and recommends what to do next
- Short - takes 20–30 minutes to complete
- Graphic reports broken out by rater group
- Highly visual feedback reports
- Provides ratings for importance, strengths, and development needed
- Includes a written comments section
- Group Profiles available

Includes

- All surveys
- Online status for administrators and participants
- Scoring of assessment

Facilitator Certification

Skillscope is designed to be easy to interpret and facilitate, and as a result does not require that facilitators attend CCL's certification workshop. Instead, they are required to complete a written qualification process. If you would like a more thorough orientation to Skillscope, optional train-the-facilitator workshops are available through CCL.

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

Facilitation Options

CCL can:

- Certify you and your staff to deliver feedback
- Certify your staff and also assist you in delivering report results
- Deliver report results to the participants in your organization

Effective for the Global Workplace

skillscope is available in the following languages:

- Brazilian Portuguese
- Dutch
- French
- German
- Italian
- Russian
- Simplified Chinese
- Spanish
- Spanish-Latin American
- UK English
- U.S. English

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
- Impact evaluation
- Development planning workshop
- Group profile analysis
- Feedback Facilitation Workshop

Product Support

If you need assistance defining objectives, selecting an assessment, training facilitators, administering and interpreting data or development planning, CCL has the resources to assure that your assessment initiative will be effective and efficient.

How to Order

To order Skillscope or to learn more about how CCL can support you through the entire process, email info@ccl.org or call +1 800 780 1031.

www.ccl.org/skillscope



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