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.

**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.

<table>
<thead>
<tr>
<th>Information Skills</th>
<th>Decision-Making</th>
<th>Interpersonal Skills</th>
<th>Personal Resources</th>
<th>Effective Use of Self</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solves problems</td>
<td>Takes action</td>
<td>Develops relationships</td>
<td>Knows the job, business</td>
<td>Manages time</td>
</tr>
<tr>
<td>Communicates</td>
<td>Takes risks,</td>
<td>Influences others</td>
<td>Drives for results</td>
<td>Copes with pressure, demonstrates integrity</td>
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<tr>
<td></td>
<td>innovates</td>
<td></td>
<td></td>
<td>Manages and develops self</td>
</tr>
<tr>
<td></td>
<td>Manages</td>
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<tr>
<td></td>
<td>conflict</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manages teams</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

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.
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