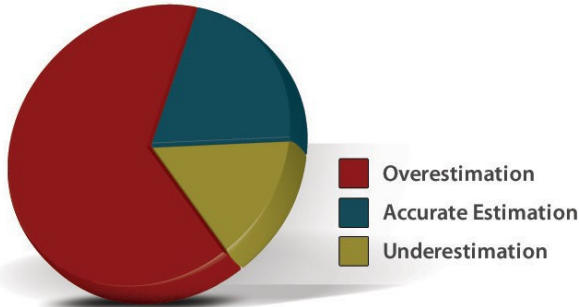


360° Refined™



Sample accuracy score pie chart

Scores on each item and the gap between the leader’s scores and his or her raters’ scores appear in tables organized according to these categories.

Rater Comments

In addition to a quantitative analysis of leadership skills, 360° Refined also allows raters to enter comments that are then included in the report on 4 open-ended questions.

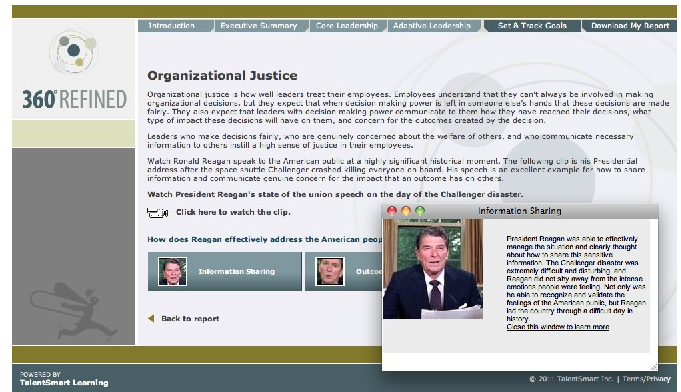
RATER COMMENTS	
You and your raters also had the opportunity to elaborate on the feedback given to you through four open-ended questions. The responses to the first question are listed below. Comments are listed as typed.	
Question 1:	From your observations, what is Richard Sample great at doing? That is, what does Richard Sample have a knack or natural talent for that he or she should be using/doing even more? Give an example.
My Comments:	I consider myself a good numbers guy.
Rater Comments:	He's a great boss. He's fun and funny. It lifts the mood in the office. He's a great operations guy.

Sample comments table

Developmental Resources

E-Learning. In addition to scores on the 22 core and adaptive leadership skills, leaders also receive **unlimited access to e-learning.** They learn about the 7 leadership

skill groups from leadership lessons that use Hollywood films, television, and real-world events to bring leadership to life.



Sample EQ lessons page

Goal-Tracking System. 360° Refined comes complete with a cutting-edge goal tracking tool **designed to help leaders set and meet their development goals.**


With the Goal-Tracking System, leaders set goals, share them with others, and track progress. It also provides development suggestions, sends goal reminders via email, and enables the leader to invite others to give him or her feedback on progress. It’s a powerful way to bridge the gap between learning and doing.

Current Goals					
Goal 1					
Skill To Improve	Begin Date	Length of Focus	Expected Outcome	Overall Progress	Comments
Action	ASAP	One month	To get others involved in initiatives.	NO PROGRESS	Feedback - Bruce Supervisor Add Comment
Action Steps 1. Provide others with access to the information they need to perform. 2. Gather input from others before making a decision. 3. Get support and commitment for initiatives. 4. Take the time to recognize the contributions of others.					

Sample goal tracking chart

360° Refined™

Cost

Each 360° Refined provides access to the assessment's administration page, and allows up to 50 raters in each of the 4 rater categories to rate the leader online. It also provides unlimited access to the results report, e-learning, and the Goal-Tracking System all for one low price: \$365 

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360° Refined™

PRODUCT SUMMARY

Features

- Theoretically and statistically sound
- No certification required for administration
- Takes 15 minutes to complete
- Provides scores on 22 leadership skills
- Highlights highest and lowest skills
- Analyzes accuracy and gap scores for each EQbehavior
- Includes comments to 4 open-ended questions
- Access to Goal-Tracking System



\$365.00



Call us today at 888.818.SMART or visit us online at www.TalentSmartEQ.com for purchases, and sample reports.

Test Design

75 Items + 4 Open-Ended Questions

Measures 7 Leadership Areas

1. Strategy
2. Action
3. Results
4. Emotional Intelligence
5. Organizational Justice
6. Character
7. Development

Frequency Response Scale:

- 1-never, 2-rarely, 3-sometimes, 4-usually, 5-almost always, 6-always

Validity & Reliability

Validity:

- Content validity built from expert evaluations of items
- Construct validity supports skill model
- High face validity reported by raters

Reliability:

- Cronbach's alpha = 0.85 to 0.91

The Premier Provider of Emotional Intelligence

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