



Post-hire

- Objective:** A 360° multi-rater feedback process that provides managers/leaders with an opportunity to receive an evaluation of their job performance from the people around them – their boss, their peers, and the people whose work they supervise. From this feedback, managers can compare the opinions of others with their own perceptions, positively identify their strengths, and pinpoint the areas of their job performance that could be improved.
- Measures:** CheckPoint 360° quantifies a participant's competencies, verifies the results from a variety of perspectives, & identifies ways to enhance the following skill clusters:
- Communication
 - Leadership
 - Adaptability
 - Relationships
 - Task Management
 - Production
 - Development of Others
 - Personal Development
- Used For:** Assessing leaders' strengths and developmental areas.
- Process:** Typically up to 10 employees provide feedback:
- Self (selected managers).
 - Boss of the selected managers (Can add a second boss).
 - Peers of selected managers (Recommend around 4, but can add).
 - Direct reports/subordinates of selected managers (Recommend around 4, but can add more).
- Time to Take:** 15 minutes for each participant providing feedback; compiled results sent immediately to manager via email. Web address: www.checkpointonline.com
- Reports:**
- Multi-rater Feedback Report describes a manager's skills in 8 Universal Management & Leadership Competencies and 18 skill sets.
 - Personal Development Section coaches the managers on ways to improve performance.
 - Comparison Reports provide a means of measuring a manager's progress in developing leadership qualities and management skills.
 - An Organizational Management Analysis Report provides a summary of all individual CheckPoint reports within an organization.
- Validation Study:** 1992 through 2003
- Administration:** Internet, Paper/pencil