## 360° Questionnaires with Coaching support

For managers and leaders, 360° feedback is the most effective ways of gaining insight into how others see you, and how effective you are in the job that you do. It is the perfect medium to discover how to manage people as they want to be managed. At acumen, we have a variety of Questionnaires available, all invaluable resources for personal development.

Commercially available 360° instruments that we offer are Benchmarks® and SKILLSCOPE®, both developed by the Centre for Creative Leadership and are based on comprehensive research in a variety of different commercial and industrial sectors. We can also offer an acumen branded questionnaire. This can be constructed to your requirements, so that it reflects particular competency sets and job profiles. These Questionnaires offer a range of solutions for senior managers, project and first line operational managers.

### THE BENEFITS FOR INDIVIDUALS:

- Discover strengths and development areas

- Find out how people perceive you

- Receive a comprehensive report of the results

- Explore the results during a one-to-one session with an experienced coach

- Set objectives for personal development with a comprehensive Development Planner.

### HOW IT WORKS

The questionnaire is distributed to a wide variety of respondents, peers, direct reports, and senior managers, then returned to us for analysis. We arrange a one-to-one coaching session, during which feedback and interpretation are shared.

This will clearly identify existing strengths and potential development areas, and explore how to move forward in professional development. A set of development objectives is clarified, and an Action Plan developed based on realistic possibilities.

A valuable addition to 360° feedback is the use of the Myers-Briggs Type Indicator - MBTI®. This Personality Profiling Psychometric is widely used in personal development. An extra day can be added to expand the area of skill and awareness development.