



Discovery 360 Series™ provides leaders and managers with feedback on how their specific management practices are perceived by others. These online assessment tools provide individuals with the opportunity to better understand their leadership strengths and to acknowledge the areas of leadership they should further develop. The *Discovery 360 Series*™ includes surveys for specific populations with unique leadership issues:

- **General Business**
- **Public Health**
- **Public Sector**
- **Education**

Discovery 360 Series™ assessments:

- **Enable** leaders to learn how others important to their success see their leadership performance
- **Compare** self-perception to the perceptions of others
- **Establish** a common model for leadership effectiveness
- **Benchmark** individual leadership performance
- **Identify** strengths and developmental needs of managers in categories identified as important for effective leadership
- **Enable** leaders to establish goals and to monitor their efforts at adopting new behaviors
- **Provide** for creating customized questions to collect content unique to each client situation
- **Serve** the specific leadership needs of general business and three economic sectors with unique challenges and issues—public health, the public sector, and education

Discovery 360 Series™
Assessing leadership competencies
required for success in specific populations

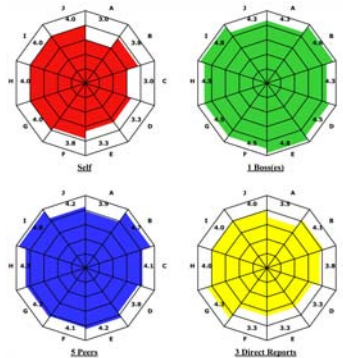
The Assessment

A Listening System

Discovery 360 Series™ is the system that listens. It gathers the opinions of others—bosses, peers, and direct reports—and plays back that aggregate information to leaders who want to improve their effectiveness. It analyzes raters' scores reported on a scale of 1 to 5 for observable behaviors grouped into leadership competencies. (The number of observable behaviors and the number of competencies varies among the four Discovery Leadership Profiles serving four different sectors.)

Easily Understood Reports

Discovery 360 Series™ reports tell the story simply. They reveal the assessment of an individual's performance using a multi-sided circumplex. Each wedge represents one leadership competency (the number of which varies among the four instruments). The report compares four circumplexes—one for self, one for boss(es), one for peers, and one for direct reports. Ratings are aggregated to assure the anonymity of respondents except boss and self. Participants can immediately see differences revealed among the assessments of these separate raters.



Special Feedback Formats

In a unique opportunity, respondents also inform the individual to “Do More” or “Do Less” of each behavior rated.

To help with evaluating feedback, the report reveals the ten behaviors with the highest scores and the ten with the lowest scores. This ranking helps reveal perceived strengths and areas for development.



Materials

Instruments/Reports

- Online assessments
- Customizable question section
- Easily accessible reports
- 20-page booklet, *Maximizing Results*, for use with data interpretation
- Plus Option goal setting component

Facilitator Guides provide:

- A comprehensive discussion of the 360 model
- Tips for managing the survey process
- Explanation of the feedback report
- *Powerpoint*® presentation
- Access to Discovery Learning's Online Assessment Center for survey administration

“We use the data-rich Discovery Leadership 360 assessment in our public health training because this development tool is brief, easy to use, and affordable. This instrument helps our participants collect data, reflect on their observed behaviors, and create a plan of action. Discovery Leadership 360 helps us deliver on our true objective: real organizational change.”

- Steve Orton, Deputy Director
NC Institute for Public Health

Discovery 360 Series™ assessments work well with:
Change Style Indicator®
Paper Planes, Inc.®
PressTime®
EdgeWork®
Decision Style Profile®