

# G360 Surveys

Leadership Development through Insight and Action



## Leadership Development

The future of most organizations rests squarely in the hands of its leaders. Coaching, mentoring, and the use of 360-degree assessments are fundamental tools to prepare them for the challenges and opportunities that lie ahead. More specifically, multi-source or 360 degree feedback operates on the principle that self-awareness and meaningful feedback are catalysts for personal growth. An assessment of strengths and weaknesses from multiple sources can be a valuable key to learning and development.

## Tools available to the Navigators

After extensive beta testing and comparisons between vendors, the Navigators has settled on G360 Surveys as the preferred vendor for leadership and team assessments. There are three options for using the tools listed on the back page:

1. **G360 staff conducts the assessment (\$100 per assessment).** Go <https://g360talent.com/navs> to sign up - our staff will launch and monitor the assessment for you. You pay by credit card and get a report in three weeks.
2. **Nav staff administers the assessments (\$50 per assessment).** You can create your own G360 account and manage and monitor your own assessments. Go to <https://dashboard.g360surveys.com/account> to sign up but you'll need to send an email to [navs@g360surveys.com](mailto:navs@g360surveys.com) so that we can apply the Nav discount (78%) to your account.
3. **Pulse Surveys are administered directly by the person being assessed (\$25 per assessment).** End users launch their own abbreviated 360 degree assessment in an easy-to-use mobile friendly platform. Pulse surveys measure 8 core competencies and produce a report similar to our regular surveys. Go to <https://g360talent.com/pulse-surveys> to begin the process. Use the promo code Gcvk75 to download a report at a 50% discount.

## G360 Performance Matrix

Our regular assessments are based upon four major areas of individual performance: personal qualities, interpersonal skills, problem solving skills, and leadership skills. Each of these four areas are comprised of four competencies.

Personal Qualities	Interpersonal Skills
Problem Solving Skills	Leadership Skills

## Benefits of 360 Degree Feedback

- People don't always know how they come across to others. 360 degree feedback raises self-awareness.
- Because of the multiple sources of information, 360 feedback tends to be more comprehensive and balanced.
- Feedback reports give new insight into personal strengths and opportunities for growth.
- Participants then create a development plan to turn insight into action.

## Features of G360 assessments

- Research-based competencies tailored for each survey type
- Fully automated, easy-to-use survey administration process
- 48 questions for regular surveys; 16 questions for pulse surveys
- 10-15 minute completion time for participants
- Powerful yet easy to read reports
- Personal development worksheet
- Development resources built into each report



## Regular Survey Options

Emerging Leader Survey	Provides feedback on the 16 most important competencies associated with success in most professional settings. Targeted toward early career or new leaders.
Manager Survey	Ideal for people who manage teams, projects, work groups or departments. Special attention is given to their ability to direct and develop others.
Transformational Leader Survey	Provides feedback to senior leaders with an emphasis on collaborative problem solving, systems thinking and organizational transformation.
Team Survey	Helps teams identify their strengths and weaknesses by measuring skills such as shared vision, task management and psychological safety.

## Pulse Survey Options

Leadership Pulse	Get feedback from colleagues by sending them a link to our secure survey system. Measures areas such as integrity, approachability, and developing others.
Virtual Team Leader Pulse	Provides feedback on skills associated with effective leadership for virtual teams. Since many leaders are new to the virtual world, this gives them valuable feedback.
Career Booster Pulse	Perfect for people who want to fulfill their potential by knowing how they are perceived in areas such as dependability, initiative, and communication.