



Insights Learning & Development Ltd. Insights Discovery 360° Profile

- I'd like my team members to understand themselves better and to learn in a supportive environment how others perceive them.
- Our managers could benefit from understanding how their management style affects those around them.

Insights® Discovery 360° is an excellent complement to the Insights Discovery® Personal Profile enabling an individual to see how they are perceived by a chosen group of people. Valuable in both a group and one-to-one setting, the 360° Feedback Report is especially good at highlighting differences and similarities between an individual's self-perception and how others perceive them.

The recipient of each 360° Feedback Report completes the full 25-question Discovery evaluator, and their respondents complete a shorter 10-question version. Each Report reveals how the recipient is perceived, expressed as a position on the Insights Wheel.

PRODUCT SUMMARY

- Presented in a positive language with colourful graphic information displays and a format similar to the Insights Discovery Profile.
- Both individual and group feedback is provided
- Includes sections on:
 - Key Strengths and Weaknesses
 - Value to the Team
 - Management
 - Insights Discovery 360° Wheel
 - Insights Discovery 360° Color Dynamics
 - Insights Discovery Energy Footprint
 - Insights Discovery 360° Feedback Analysis
 - Complete Group and Individual Scores
- Allows the recipient to consider and discuss the range of findings and produce a personal action plan for ongoing development
- An excellent vehicle for giving and receiving feedback, managing conflict and challenging perceptions in a safe and effective style
- Uses the language of colour to describe behavior, making the process engaging and non-threatening

The 360° can be repeated to review progress. Participants may also find the Insights Online personal development programs, Insights Explorer and Insights Compass Learning Library, invaluable for further personal development.

What Our Clients Say About Insights Discovery 360° Profile

"The Insights 360° is an original and colourful tool that has been used extensively within our leadership development programs to provide feedback to Managers in a non-judgmental and balanced way. The facilitated session provided a framework for the feedback process as well as being a positive and supportive environment to explore the information within the 360° Profile and build personal action plans. I found this tool really helped me to develop a strong awareness of my personal impact and how to modify this for more successful interactions."

Colin Elder, Orange



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Transforming individuals, teams and organizations

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