



## Why Our Integral 360 Profiles?

Our Integral Leadership 360° Feedback process supports individual, team and organizational goals and development. We keep the focus on what is best for the individual **and** the organization such that performance is enhanced for both. This is why we also provide Coaching support with our Integral Leadership 360° Feedback process. Combining 360° Feedback with Coaching is a proven powerful method for Leadership Development.

Standardized With Comparison Norms	<ul style="list-style-type: none"><li>▪ <i>Comparison Norms</i> – results compare to others within the organization and outside the organization (large population) for relativity and to track developmental progress over time</li><li>▪ Used with over 6,000 executives and managers across a wide-range of organizations over 15 years</li><li>▪ Includes <b>both</b> Leadership and Management skills and behaviours</li></ul>
Focus on 'What Matters' in Leadership & Management	<ul style="list-style-type: none"><li>▪ Includes '<b>Authentic Self</b>' characteristics – qualities shown by research to be fundamental to leadership and yet rarely used by other instruments</li><li>▪ Measures "<b>Outcomes</b>" of a Leader/Manager – identifies the impacts on others and the organization such as whether people are giving their best efforts</li></ul>
Customizable – to meet individual, team & organizational needs	<ul style="list-style-type: none"><li>▪ We use the appropriate Integral 360 version depending on the level/scope of responsibility (executive, middle management, front-line &amp; non-management)</li><li>▪ We can add custom questions that cover specific skills, values, competencies relevant for your organization to address particular challenges or areas of discovery</li><li>▪ <b>Emotional Intelligence</b> Questions can be included to assess these valuable aspects of Leadership</li></ul>
Cost/Time---Efficient	<ul style="list-style-type: none"><li>▪ Online survey – takes 15-20 minutes to complete</li><li>▪ Ability to include EQ questions within a single instrument, saving time and cost</li></ul>
Coaching Support – A clear and relevant path forward	<ul style="list-style-type: none"><li>▪ We don't leave our clients hanging with "a nice report" and no path forward; we use a proven Method and Workbook that defines and shapes development</li><li>▪ Focus on <i>specific goals and action steps</i> aimed at quickly achieving success in the most relevant areas</li><li>▪ <b>Our coaches</b> are certified from the most rigorous coaching school and method available today; our coaches have extensive business experience and can quickly step into clients' shoes--cutting through "stories" and getting to "the heart of the matter"</li></ul>
The Integral framework	Holistic approach drawing on the latest research in human development