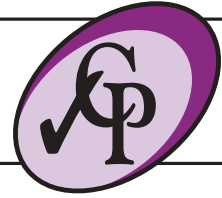




PROFILES

CheckPoint

360° Competency Feedback System™



Measures: Eight Skill Groups and 18 Universal Management and Leadership Competencies

Communication

1. Listens to others
2. Processes information
3. Communicates effectively

Leadership

- 4 Instills trust
5. Provides direction
6. Delegates responsibility

Adaptability

7. Adjusts to circumstances
8. Thinks creatively

Relationships

9. Builds personal relationships
10. Facilitates team success

Task Management

11. Works efficiently
12. Works competently

Production

13. Take action
14. Achieves results

Development of Others

15. Cultivates individual talents
16. Motivates successfully

Personal Development

17. Displays commitment
18. Seeks improvement

The Process: Using a survey...

- The Manager does a self rating
- The Boss rates the manager
- Peers rate the manager
- Direct Reports rate the manager

All survey information provided by respondents (except the Boss's rating) is completely confidential. All input is processed by the Profiles Service Center.

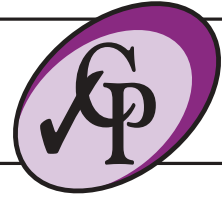
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Continued

Survey

Time To Take: 30 minutes

Research and

Validation Studies: 1992 through 1996

Report:

The 4-color Multi-rater Feedback System report describes a manager's skills in the eight major skill groups and 18 Universal Management and Leadership Competencies.

The report also includes a Personal Development Section that coaches the manager on ways to improve job performance.

**Administration
and Scoring:**

Internet