

CIRCUMNAVIGATOR™

A totally flexible 'open-architecture' 360 feedback assessment system

Circumnavigator™ is only available in electronic form via the www.profiles-r-us.com web site. This is simply because Circumnavigator™ is one of the most 'open architecture', totally customizable and multi-option 360 degree assessment tools that is available in the marketplace. Circumnavigator™ allows individuals and organizations to build their own completely tailored assessment or use the large competency category/question library with the system to adapt an existing questionnaire.

At its most basic level, Circumnavigator™ allows an organization to set up a totally flexible Internet based 360-degree assessment for individuals, teams and an entire enterprise, using questions of their choice, rating scales of their own design and rater types of their choosing (peers, subordinates, customers, suppliers, even friends etc). The system will simply collect all the questionnaire input generated and automatically produce clear, concise and detailed statistical reports (in raw data table and graphical form).

how it works

For those organizations or individual teams that do not want to design an entire survey from scratch, Circumnavigator™ offers extensive support. This results from a menu system, which offers ten versions of the Circumnavigator™ questionnaire and output reports. These ten versions are:

- Teams
- Beliefs/culture
- Quality
- Personal skills
- Leadership
- People management
- Management
- Performance
- Customer service
- Sales

Each of these ten version questionnaires offer a further ten sub-categories relevant to the particular assessment. For example, for Circumnavigator™ – Teams, the categories are Emotional intelligence, Organizational skills, Change management ability, Levels of



innovation, Results orientation, Problem solving ability, Anticipation/Proactive thinking, Decision-making ability, and Feedback giving skills.

Individuals can choose to use these questionnaires as they are designed, or delete or add categories (or even individual questions) as they wish. However, if they elect to use existing categories (only deleting those that they do not feel to be relevant). The resultant reports have extensive coaching information to help individuals to act positively on their feedback.

the benefits

Using Circumnavigator™ to leverage organizational performance

Because of its multitude of options, from complete customization to using one of the deeply developed versions of the assessment, Circumnavigator™ is an extremely valuable tool for any enterprise to use again and again for one single price per participant. Call us to discuss how you can benefit from using our system (via our web site or even hosted on your own internal organizational computer servers.).

THE COST

Web based assessment – 180 degree feedback	\$75.00
Web based assessment – Full 360 degree feedback	\$150.00