# **EVERYTHING DISC®**

# 363™ FOR LEADERS



# COMING SUMMER 2010: A NEW KIND OF 360!

Finally, a 360 for DiSC® users. But *Everything DiSC® 363™ for Leaders* isn't just any 360. It combines the best of 360s with the simplicity and power of DiSC, plus three strategies for improving leadership effectiveness. The result is a 360 experience that's more productive and satisfying.



# First, we took the sting out of 360 feedback.

For many leaders, 360s can be a frustrating experience. At best, open-ended comments can be unfocused and unhelpful. At worst, they're a way to anonymously take a jab at a colleague. And ultimately, they can even derail the learning process.

With our exclusive selectable comments feature, CommentSmart, raters can give focused, balanced, constructive feedback—that the leader can actually use. This time-saving option allows raters to expand on their ratings by choosing from a list of highly-tested comments.

# Then, we just made it easier to understand and use.

Everything DiSC 363 for Leaders isn't a collection of dry spreadsheets and charts without any explanation or story. Instead, it combines clear visuals and a conversational narrative style to interpret and explain the data, making the report easy to understand and use.

# And finally, we answered the "Now what?"

With a lot of 360s, the leader's response can be, "Now what?" *Everything DiSC 363 for Leaders* answers that question by giving leaders their next steps with **the three things they can focus on now—** strategies to improve their leadership effectiveness that can be put into action immediately.













### **EVERYTHING DISC® 363™ FOR LEADERS**

#### THE PROFILE

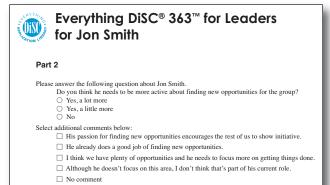
- 22+ pages all about the leader
- All-new, research-validated model
- Intuitive, easy-to-read visuals
- Rich cuts of data and feedback breakdowns
- Comprehensive listing of rater comments
- Three strategies for improving effectiveness

#### RATERS

Raters are broken into four groups:

- Direct Reports
- Peers
- Manager
- Other

Leaders can have an unlimited number of raters.





#### COMMENTSMART

Save time and reduce stress with CommentSmart, our innovative selectable comments feature that allows raters to choose from highly-tested, behavior-focused comments to give more richness, context, and depth to their feedback—without the potential for snide remarks.

#### Workflow Resources and Communication Templates

A variety of resources are available to help you get  $Everything\ DiSC^{\otimes}\ 363^{\text{TM}}$  for Leaders up and running in your organization—all at no additional charge!

- Communication templates and meeting agendas
- FAQs
- Everything DiSC 363 Coaching Supplement
- Narrated tutorials

All of the resources were designed to help you easily navigate the five program phases: Set-up, Communication, Assessment, Coaching, and Wrap-Up.





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