

EVERYTHING  
363® FOR LEADERS  
PROFILE



## INTRODUCING 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.

### SO HOW IS 363 DIFFERENT?

#### 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.

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## 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

Leaders can have unlimited raters in the following groups:

- Direct Reports
- Peers
- Manager
- Others

## 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.



CommentSmart Example

### Everything DiSC 363® for Leaders for Jon Smith

#### Part 2

Please answer the following question about Jon Smith.

Do you think he needs to be more active about finding new opportunities for the group?

- Yes, a lot more
- Yes, a little more
- No

Select additional comments below:

- His passion for finding new opportunities encourages the rest of us to show initiative.
- He already does a good job of finding new opportunities.
- I think we have plenty of opportunities and he needs to focus more on getting things done.
- Although he doesn't focus on this area, I don't think that's part of his current role.
- No comment

