



*Part of a Complete Suite of Validated 360°Feedback Products and Software*

## Product Overview

**Team View360** is one of our most popular 360° feedback tools. It measures and individual's contribution to the team and evaluates each person's score against the team average. **Team View 360** is a quick and simple tool that provides an all-round view of each team member.

This tool focuses on self-development within the team and helps to convert team intentions into individual actions. Each person within the team will gain a better understanding of his or her strengths, limitations and developmental areas.

TeamView360 measures each individual's scores compared to the team members and the teams' average scores.

## Key Features/Benefits

- ❖ **Measures 31 Team Behaviors Within 7 Major Competencies**
  - Theoretically derived based on team effectiveness research
  - Established scale reliability and validity
  - Assesses problem solving, planning, controlling, self-management, managing relationships, leading and communication
- ❖ **Established Norms**
  - Standardized norms based on diverse industries
  - Ability to utilize raw score averages or organizational norms
- ❖ **Comprehensive Feedback Report**
  - Individual, group and average views
  - Individual and team most frequent/least frequent behaviors
  - A personal effectiveness plan
  - Open-ended comments section
- ❖ **Administration and Scoring Bureau Options**
  - Internet administration
  - Viewsuite 360 software to generate complete in-house reports
  - Scoring bureau services available through *Consultingtools.com*

## Applications

**Team View360** is a comprehensive tool for understanding and enhancing team effectiveness and performance. This 360 degree feedback assessment is ideal for bringing focus to the team development process by tracking team performance through each individual. It can be used effectively alongside its sister program, [TeamWorks360](#), which measures overall team performance and compares it with the customers' views.

**Team View360** measures each individual's scores on the 31 behaviors and grouped in seven competency domains and compares it to those of their teams. These scores can be viewed as raw score averages or standardized scores. The assessments and results are confidential and team member's ratings remain completely anonymous.

## View Suite 360 Product Comparison

Feature	Executive View 360	Manager View 360	Leader View 360	Performance View 360	Team View 360
<b>Online Administration</b>	✓	✓	✓	✓	✓
<b>Feedback narrative with developmental suggestions, resources, on-the-job activities</b>	✓	✓		✓	
<b>Complete scoring bureau service to administer the questionnaire and generate feedback reports</b>	✓	✓	✓	✓	✓
<b>Extensive normative database</b>	✓	✓	✓	✓	✓
<b>Customizable norms</b>	✓	✓		✓	
<b>Customizable feedback narrative</b>	✓	✓		✓	
<b>Appropriate for senior executives</b>	✓				
<b>Appropriate for supervisors, managers and senior managers</b>	✓	✓	✓		
<b>Appropriate for non-managers</b>				✓	
<b>Appropriate for teams</b>					✓
<b>Optional graphs (bar or line) for comparisons between raters</b>	✓	✓	✓	✓	✓
<b>Statistical measure of rater agreement as well as range of responses on each report</b>	✓	✓	✓	✓	✓
<b>Insertion of consultant's logo to customize the feedback report</b>	✓	✓	✓	✓	✓

## Team View360 at a glance

- 31 Questions
- 7 Competencies
- Software
- Internet/paper scoring
- Bureau processing
- Comprehensive and easy-to-read feedback report

### Team View 360 Competencies

- Problem solving
- Planning
- Controlling
- Self-management
- Managing relationships
- Leading
- Communication