

# ODDIS® 360°

## Feedback on Leadership Effectiveness.

ODDIS® 360° is an online diagnostic that provides leaders and managers with feedback on leadership skills and behaviors that impact their performance and effectiveness. ODDIS® 360° focuses in on one individual and their interactions with those around them. It is the result of over 40 years of research and experience, examining the relationship between leadership, organizational culture, and organizational effectiveness. The ODDIS® 360° instrument is designed to be efficient, cost effective, and extremely rich in practical, developmental feedback.

### DEVELOPMENTALLY ROBUST TECHNOLOGY

- **Advanced Technology.** ODDIS® 360° provides 360° degree feedback from superiors, peers, subordinates, and customers via online interactive interview.
- **Total Confidentiality.** Respondents are protected by confidential User IDs and all data is kept at our secure diagnostics lab.
- **Diagnostic Depth.** ODDIS® 360° is a diagnostic with smart logic, and provides rich developmental feedback, far beyond simply rating or ranking a particular dimension.
- **Efficiency and Effectiveness.** ODDIS® 360° is user-friendly, and takes an average of 29 minutes to complete, the equivalent of approximately 3.5 hours of professional interviewing time.
- **Prescriptions for Interventions.** ODDIS® 360° goes beyond diagnosing effectiveness and provides appropriate development strategies.

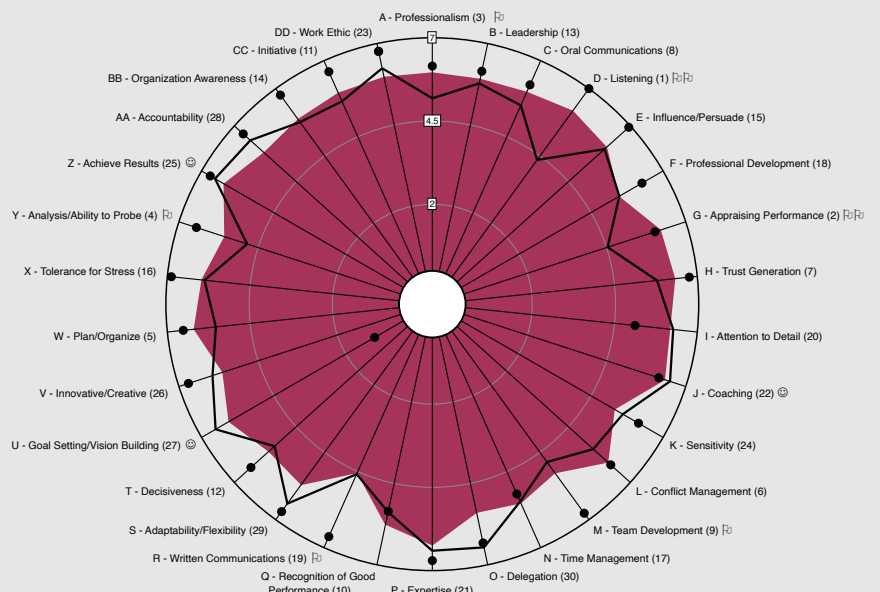
ODDIS 360° reports go beyond ratings to providing both positive comments and developmental suggestions for every dimension; it prioritizes developmental opportunities (so the individual knows where to invest their energy) and provides prescriptions to fast-track development. Done over time, ODDIS® 360° reports also track developmental progress, and compare results to those of others in the organization, as well as a database of leaders across the world.

### RESULTS - ORIENTED

Having assessed and developed thousands of managers, leaders, and executives, we've identified core performance dimensions most often seen in those individuals who are successful. ODDIS® 360° is designed to provide developmental feedback on the dimensions which have been found to directly impact success.

### CUSTOMIZABLE

Our standard ODDIS® 360° measures 30 aspects of leadership effectiveness. However, you can create your own. We can scale the assessment process by deleting or adding dimensions to precisely address your organizational needs.



\* SAMPLE