

EXTERNAL ASSESSMENT

The EXTERNAL ASSESSMENT enables a systematic comparison between self-image and external image e.g. as part of a 360° feedback process for executives. With the aid of vivid graphs, the discrepancies and similarities between the perception of yourself and that of others are clear at a glance. Based on the EXTERNAL ASSESSMENT, blind spots can be uncovered and opportunities for personal development can be identified and discussed within coaching or consulting processes.

Applicable for ...

- Professional implementation of 360° feedback processes
- Development processes of executives and junior executives
- Target achievement, year-end or feedback discussions
- Detecting development areas, blind spots and unused potential

Your Benefits:

Perfect basis for the competent conduct of different feedback discussions

CHARACTER TRAITS
THE BIG FIVE DIMENSIONS IN DETAIL - FACETS

OPENNESS (O) | STEADINESS (S)

Imagination | Reality orientation

Sense of aesthetics | Moderate sense of aes.

Feeling-oriented dec. | Fact-oriented dec.

Action innovation | Action continuity

Conceptual innovation | Pragmatism

Criticism orientation | Norm orientation

SELF-ASSESSMENT | RATER

COMPETENCE SELF-ASSESSMENT

ANALYSING

ASSERTIVENESS

INITIATIVE

EMPATHY

DECIDING

LEADING

HOLISTIC THINKING

INNOVATION

INTERCULTURAL COMPETENCE

CONFLICT SKILLS

ABILITY TO CONCENTRATE

CREATIVITY

NETWORKING

MOTIVES OVERVIEW

VERY HIGH | MAXIMUM | HIGH | MAXIMUM

SECURITY | RELATIONSHIP | VALUES | LIFESTYLE

INDEPENDENCE | PERFORMANCE | GROWTH | CREATIVITY | INTELIGENCE

Average Rater Assessment

OVERVIEW OF KEY ASPECTS:

Languages: German

Anonymization: possible

Duration of evaluation: within 24 hours after all assessments have been completed

Maximum assessors: up to twelve people