

ASSESSMENT TOOLS

CornerStone's Leadership and Peer Review Profiles are *skill-based talent assessments* based on competencies. Our assessments compare self assessment to peer/manager/direct report assessments and recommend action plans for development in specified areas of improvement. All assessments are administered online and include gap analysis, comments and development planning reports.



Our **LeadView** Assessment aligns with leadership competencies adaptable to your leadership development program. Sample reports are available for your review.



Our **PeerView** Assessment helps you identify your high potential employees and helps employees identify strengths and improvement opportunities. Sample reports are available for your review.



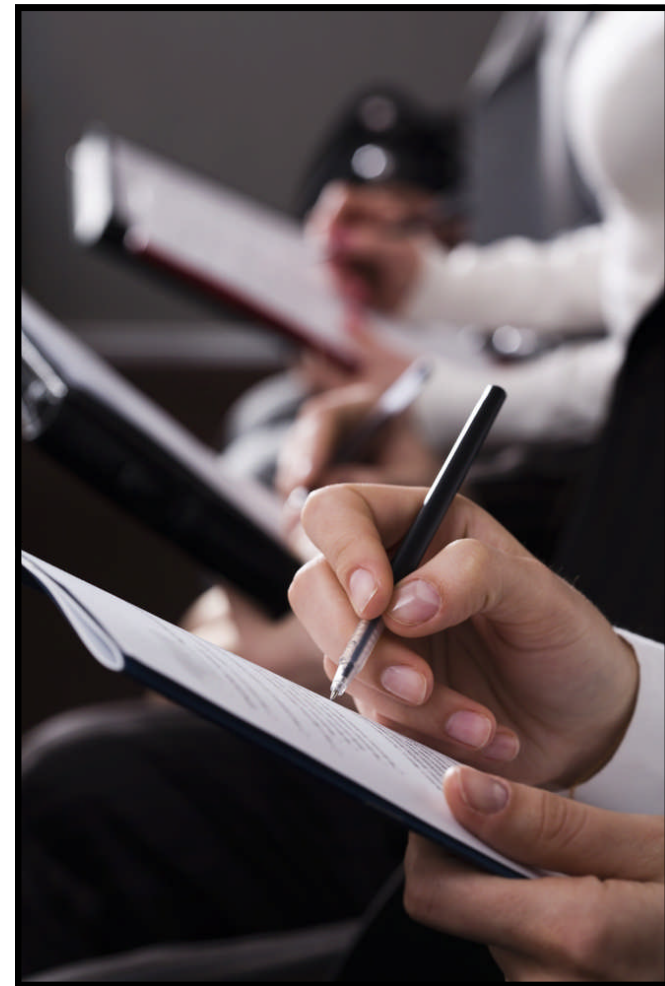
Our **OrgView** Assessment lets you know how employees view your organization as a place to work. The CornerStone

Services team will work with you to customize this tool and provide valuable insight and help you focus your efforts where it counts most.



www.CornerStoneLeadershipOnline.com

800-752-5446



**WORKPLACE
ASSESSMENT TOOLS**

PEERVIEW ASSESSMENT

Designed for individual contributors and defined work groups, the **PeerView Assessment** provides a quick and insightful feedback tool that matches employees' own and their peers' perceptions against those attributes and competencies required to successfully perform daily tasks as part of a team. This assessment tool is customizable, completely confidential, password protected and distributed from the convenience of a desktop dashboard. The resulting PeerView Profile will help employees better understand and identify areas of personal strength and opportunity that they can use to build personal development plans for continued success. The **PeerView Profile** contains four sections:

- **PeerView Profile Overview** provides information about how the ratings are scored and suggests things to look for in the charts.
- **Feedback Report** compares how individual contributors rate their performance in 10 critical skill areas with how others perceive their workplace abilities. The report breaks down each leadership area by individual assessment question for more meaningful feedback.
- **Interpreting Feedback** provides individuals with reflective questions to help them convert their PeerView Profile into usable learning.
- **Personal Commitment** provides questions and tips to help make a personal development commitment.

ORGVIEW ASSESSMENT

The **OrgView Profile** is a quick, easy-to-customize tool for finding out how your employees really feel about your organization. You may think you're doing a good job communicating your vision and commitment to your employees, but are you really?

OrgView's simple, easy-to-read reports give you information that you can immediately use to increase productivity and employee satisfaction. You can choose to view reports based on tenure, job title, location, department, or any other criteria you want. **OrgView** can also be customized for customer surveys.



For more information Email us at:
clservices@CornerStoneLeadership.com

LEADVIEW ASSESSMENT

The **LeadView Assessment** is an essential tool that provides leaders with better clarity and understanding of their leadership skills. They will learn how others see them with regards to the critical factors required for successful leadership. This assessment tool is customizable, completely confidential, password protected and distributed from the convenience of a desktop dashboard. The resulting **LeadView Profile** contains four sections:

- **LeadView Profile Overview** provides information about how the ratings are scored and suggests things to look for in the charts.
- **Feedback Report** compares how leaders rate their performance in 10 critical skill areas with how others perceive their leadership abilities. The report breaks down each leadership area by individual assessment questions for more meaningful feedback. It identifies hidden strengths in leadership styles and points out opportunities for improvement.
- **Interpreting Feedback** provides leaders with reflective questions to help them convert their LeadView Profile into usable learning.
- **Personal Commitment** provides guided questions and tips to help make a personal development commitment.