

EVERYTHING  
363® FOR LEADERS



**Possible Conversations, LLC**  
*Where Talk Empowers and Becomes Action*

## 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.

WILEY

## 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

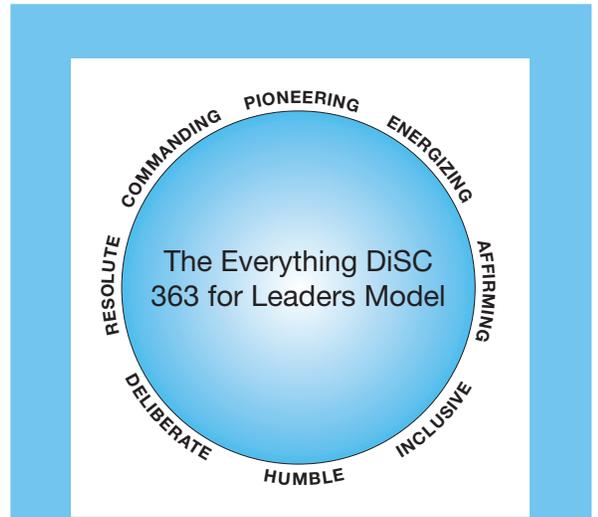
Save time and reduce stress with CommentSmart, our innovative selectable comments feature that allows raters to choose from highly-tested, behavior-focused comments to give more richness, context, and depth to their feedback—without the potential for snide remarks.

## WORKFLOW RESOURCES AND COMMUNICATION TEMPLATES

Your Wiley Everything DiSC partner will provide you easy to follow steps for the five program phases: Set-up, Communication, Assessment, Coaching Debrief, and Wrap-Up.

The DiSC 363<sup>®</sup> for Leaders is used for leadership development only, and is not an appropriate tool for use in performance or merit review purposes.

It aligns beautifully with multiple leadership workshops and DiSC assessments including "The Work of Leaders," "Productive Conflict," and "Management Effectiveness."



CommentSmart Example

### Everything DiSC 363<sup>®</sup> 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



Contact us to discuss the use of 360-degree assessments in your organization's Leadership Development work.

*Talk@PossibleConversations.com*