



# GibsonFisher

## CheckPoint 360° Competency Feedback System™



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President**

**Checkpoint 360°** The Profiles **CheckPoint 360°** Competency Feedback System™ is a multi-rater feedback process that provides managers and leaders with an opportunity to receive an evaluation of their job performance from the people around them – their boss, their peers, and the people whose work they supervise. From this feedback, managers can compare the opinions of others with their own perceptions, positively identify their strengths, and pinpoint the areas of their job performance that could be improved.

### The Process

Each participant completes an evaluation, a process that takes about 30 minutes. They are guaranteed anonymity (except for the “Boss”) and urged to be honest and objective in their responses. Participants may complete their assignments via the Internet and results from all participants are compiled in a report that is returned to the manager.

### Full Color Report



Measures 70 Universal Leadership Competencies in 8 Skill Groups

CheckPoint Reports have colorful graphs and charts as well as narrative descriptions of the results to help the manager read, understand, and effectively use the data for self-development. The report has a special personal growth section that coaches the manager and helps improve performance in development areas.

The **CheckPoint 360°** Competency Feedback System is an effective managerial development system that pays big dividends in improved performance.



**GibsonFisher** is a Strategic Business Partner with Profiles International, Inc.

Mr. Kotalo has over seventeen years experience in organizational consulting and executive search. He is skilled in the management of engagements, focused on the provider side of healthcare having represented corporate healthcare service companies, physician group practices, hospitals, and integrated delivery systems. Prior to joining the firm in 1997, he was a Hospital & Health System Practice Director for a national executive search firm.

Additionally, Mr. Kotalo is skilled in training today’s executive on how to become tomorrow’s healthcare entrepreneur. He is experienced in conducting entrepreneurial-based feasibility and business plans that avoid problems common with new venture start-ups.

Mr. Kotalo has co-developed a regional multi-tract conference focused on “Total Quality Management,” written articles for healthcare publications, conducted various career seminars, and was a guest speaker at The Healthcare Information Management Systems Society of the AHA’s National Conference (1998 Orlando, FL; 1991 San Francisco, CA; 1989 Anaheim, CA). A Certified Personnel Consultant by the National Association of Personnel Consultants, Washington DC, Mr. Kotalo holds a Bachelor of Arts degree from Capital University. Previously, he was a National Account Executive with Motorola Communications, Inc.

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**GibsonFisher** provides advisory or consulting services that are focused specifically on goal attainment or problem resolution for our clients. Unlike many management consultants, **GibsonFisher** does not sell prepackaged generic programs. Each project is custom designed to address the unique management issues of the specific client.

The services provided by **GibsonFisher** include consultation, assessment and evaluation, strategic and business planning, organizational and management development, project management and implementation, and resource materials in process modeling, cost allocation, labor standard development, team facilitation, and consensus building. To learn more about **GibsonFisher** and the services we provide go to: [www.gibsonfisher.com](http://www.gibsonfisher.com)

You can also email **GibsonFisher** at: [info@gibsonfisher.com](mailto:info@gibsonfisher.com)



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## Discover the Difference

### Checkpoint 360° Competency Feedback System™

A powerful professional development tool, that positively impacts an individual's growth and career, and an organization's success. For managers, supervisors, and others in leadership positions, it can facilitate peak performance that generates improved productivity. **CheckPoint 360°** quantifies a participant's competencies, verifies the results from a variety of perspectives, and identifies ways to enhance skills.

The **CheckPoint 360°** process is concerned with a manager's job performance in eight skill clusters and 18 universal competencies, described as follows:

#### Communication

- Listens to others
- Processes information
- Communicates effectively

#### Adaptability

- Adjusts to circumstances
- Thinks creatively

#### Task Management

- Works efficiently
- Works competently

#### Development of Others

- Cultivates individual talents
- Motivates successfully

#### Leadership

- Instills trust
- Provides direction
- Delegates responsibility

#### Relationships

- Builds personal relationships
- Facilitates team success

#### Production

- Take action
- Achieves results

#### Personal Development

- Displays commitment
- Seeks improvement

After managers have used the **CheckPoint 360°** Competency Feedback System to identify their strengths and areas for development, they can use the **CheckPoint SkillBuilder Series** to develop the competencies that are most important to their professional growth and success.

### GibsonFisher's Other Assessment Tools:



**The Profile XT™** is a multi-purpose assessment that is used for selection, coaching, training, promotion, managing, and succession planning. It is a powerful and dynamic management tool that employs 21st Century technology to put the right people in the right jobs. It is administered on the Internet and reports are immediately



**Profiles Performance Indicator™** measures five key personality factors and their impact on seven critically important aspects of success in business. The report helps you understand how an individual is effectively understood, motivated, and managed. It is economical and is quick to take, making it the ideal choice for your business.



**Profiles Team Analysis™** makes team building both challenging and rewarding. Effective teams achieve results far beyond what individuals could accomplish on their own. But team building is far more than putting a group of people together and hoping for the best. This system reports the attributes of each team member, shows the team's strengths and alerts the team leader to potential problems.



**The CheckPoint SkillBuilder Series™** consists of 18 self-paced, self-improvement programs designed to help managers improve their performance. The SkillBuilder Series is a companion to the CheckPoint 360° Competency Feedback System, offering managers the opportunity to develop the competencies that are most important to their professional growth and success. Available exclusively on the Internet.



**Employee Background Check™** is an information service that verifies job applicants' resume data, checks driving records, and examines criminal history to reduce the risk of negligent hiring liability.

You can contact **GibsonFisher** toll-free at: 1-800-752-0283

