



www.predictsuccess.com; (310) 821-9522

CircumNavigator: Customizable 360 Feedback System

CircumNavigator is a very large but flexible “open architecture” system that allows individuals to easily build surveys from scratch, as well as select survey questions and categories from a master library. The system has a total of 30 different categories; each category has six survey questions associated with it, for a total of 180 questions. The **categories** are:

1. *Emotional Intelligence*
2. *Empowerment*
3. *Listening skills*
4. *Quality focus*
5. *Safety focus*
6. *Diversity focus*
7. *Technology application skills*
8. *Analytical skills*
9. *Drive/motivation skills*
10. *Organization/planning skills*
11. *Strategizing ability*
12. *Persistence/perseverance skills*
13. *Pressure management ability*
14. *Mental agility*
15. *Change management ability*
16. *Levels of innovation*
17. *Customer focus*
18. *Service orientation*
19. *Coaching capability*
20. *Results orientation*
21. *Communication skills*
22. *Leadership ability*
23. *Teamwork orientation*
24. *Problem solving ability*
25. *Anticipation/proactive thinking*
26. *Cost consciousness*
27. *Decision-making ability*
28. *Feedback giving/receiving skills*
29. *Time management ability*
30. *Commercial awareness*

Below is a sampling of the six **survey questions** associated with a particular category:

Leadership Ability

This person:

1. Likes to encourage people to come up with their own conclusions.
2. Tries to actively catch people doing something right and encourage them.
3. Helps and encourages people to take on tasks and goals that will challenge them.
4. Routinely talks to people informally or “walks the talk.”
5. Gives people plenty of room to stretch themselves and learn different skills.
6. Operates an open door policy to provide any coaching or guidance needed.

Coaching Capability

This person:

1. Encourages people to set improvement targets and assists individuals to reach them.
2. Finds ways to guide people in a language and way that they will understand.
3. Discovers ways to assist people in improving their performance.
4. Makes themselves freely available for counseling/coaching support when it is needed.
5. Enjoys encouraging people’s development and growth.
6. Openly shares their organizational experience with anyone that values it.

CircumNavigator has a total of 10 **master surveys** that are already built-in to the system. Each of these master surveys contains several of the categories listed above, each with the six survey questions. The master surveys are:

1. Teams
2. Quality
3. Management
4. Leadership
5. Customer Service
6. Beliefs / Culture
7. Personal Skills
8. People Management
9. Performance
10. Sales

A typical CircumNavigator survey contains 4 – 10 categories, with 6 questions per category = approximately 24 – 60 total survey questions, which should take a rater 15 – 30 minutes total time to complete on-line, including time to write some free-form, narrative questions.