EVERYTHING DiSC®
363® FOR LEADERS

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.

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EVERYTHING DiSC 363® FOR LEADERS

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

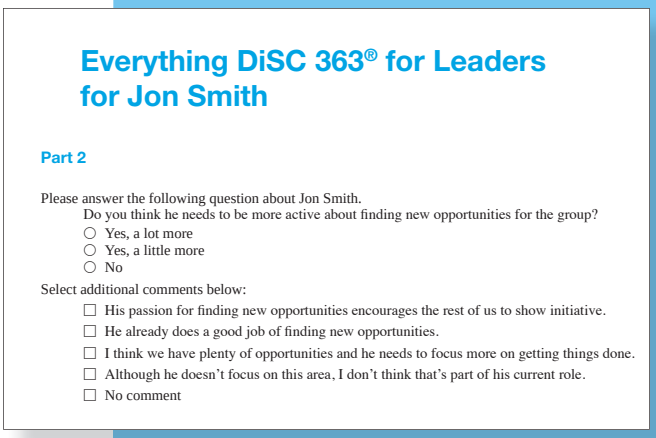
Leaders can have unlimited raters in the following groups:

- 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.

CommentSmart Example



Everything DiSC 363® 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

WORKFLOW RESOURCES AND COMMUNICATION TEMPLATES

A variety of resources are available to help you get Everything DiSC 363® for Leaders up and running in your organization—all at no additional charge! Visit www.363forleaders.com for:

- Communication templates
- The *Everything DiSC 363 Coaching Supplement*
- Narrated video tutorials
- The white paper *How Everything DiSC 363 for Leaders Fits into Contemporary Leadership Theory*

All of the resources were designed to help you easily navigate the five program phases: Set-up, Communication, Assessment, Coaching, and Wrap-Up.

ASTD PROFESSIONAL PARTNER

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