

The ESC-360 Degree Online System

The ESC-360 Degree on-line system is based on Daniel Goleman's 1990's popular Emotional Intelligence Model*. The 360 survey focuses on Emotional and Social Competence, or more generically Emotional Intelligence. It is ideally suited for feedback on Communication Effectiveness and High Impact Leadership within the world of work.



*Goleman, D (1999) Working with Emotional Intelligence. London: Bloomsbury Pub.

The ESC-360 Framework:



Emotional Intelligence refers to a distinct combination of emotional and social skills that influence our overall capacity to cope effectively with the demands and pressures of work and life. The ESC-360 survey provides a framework for you to understand and address behaviours relevant to leadership.

Are you reaching your development goals?

It's becoming more important than ever that people are communicating well with those around them, and to know that interpersonal and communication issues are not affecting work performance.

The ESC-360 will provide an "audit" to review specific leadership capability, as well as provide specific gap information about performance and leadership skills as far as significant others are concerned.



ESC-360 Degree Features:

- ✓ Based on one of the world's most recognisable models of Emotional Intelligence – Daniel Goleman's framework of Emotional and Social Competence;
- ✓ Simple, large, straightforward, colour-coded presentation;
- ✓ At a page glance for each competency, relevant definitions, and obvious indicators for identified significant gaps;
- ✓ Easy colour coding of information to pick up on immediate areas of development at a broad and if required, detailed level;
- ✓ Large graphs for each competency for quick representation and overview of trends;
- ✓ Convenient, at-a-glance, colour coded overview of outcome for the entire competency range over every rater in one single page.
- ✓ Data is collated to ensure individual contributors are not identified, except for the manager.
- ✓ External provider ensures confidentiality.