



inSights

A World-Class
360-Degree Indian Product
for the Leaders of Tomorrow



What is inSights?

inSights is a 360-degree, online multi-rater feedback instrument, which enables individuals to understand the perception of self versus his environment on "Behavioural Competencies". It takes approximately 30 minutes to complete. The 2-Choices of Products are:

a) Summit b) Custom

Benefits of inSights for your organisation:

- It contributes towards the self realisation and development of individuals in your organisation.
- inSights has the unique advantage of specifically defining the root of the behaviour. This can be contextualised for every individual and therefore can be manifested in a generic situation.
- Has different price points based on the number of competencies selected.
- It is priced better than international online 360-degree feedback instruments which are priced at approximately ₹ 10,000+.
- The price is also based on the usage thereby leading to better ROI.
- You can easily manage the 360-degree process with the simple administrative console.

Product Features:

1. **Feedback from SIX Rater Groups:** A 360-degree feedback lends a different perspective to this activity as it is received from diverse people – manager, senior, peers, reportee, customers and others.
2. **Anonymity Ensured:** To ensure better acceptance the information received from the 360-degree feedback is confidential and has no names of individuals.
3. **6-point Rating Scale:** The rating scale is a 6-point rating ranging from 'Never' to 'Always'.
4. **Items in third person:** Items are not presented on first person basis to remove bias and enable raters to use the scale objectively, thereby making it more reliable and valid.
5. **3 Subjective Responses:** Includes 3 descriptive open-ended questions for which the responses received are recorded verbatim. This gives a deeper insight on individuals.
6. **Bank of 25 Competencies:** Individuals can customise the 360-degree feedback by choosing competencies in areas like 'Functional Effectiveness', 'Work Ethics' and 'Leadership'.
7. **Comprehensive Reports:** It includes feedback on the objective items and graphs on ratings of individuals by self versus ratings by all rater groups. This results in better understanding of how you perceive yourself versus how the others perceive you.

Comprehensive Reports Include:

- Comparison between Rater Groups
- Frequency of Responses
- Summary and Item listing
- Comparative Line Graphs
- Highest Variability Between Groups
- Largest and Smallest Gaps
- Workbook Formats for Development Planning

Select an inSight format and Benefit:

Standard formats

Summit (Leadership role)

Cost	Competencies
₹ 7500	12

Custom formats

Choose from a bank of 25 Competencies

Cost	Competencies
₹ 450 per competency	minimum 5

Bank of 25 Competencies

FUNCTIONAL EFFECTIVENESS	
	Summit
Functional Capability	
Goal Focus	
Customer Focus	✓
Business Perspective	✓
Concern for Quality	
Safety Orientation	

WORK ETHICS	
	Summit
Learning Orientation	
Integrity / Consistency	
Taking Ownership	
Clear Communication	✓
Interpersonal Sensitivity	✓
Prioritisation and Time Management	
Collaborative Disposition	
Systematic Operations	
Planning	

LEADERSHIP	
	Summit
Confidence	✓
Leading Team	✓
Pro-active Decision Making	✓
Effective Delegation	✓
Developing Others	✓
Managing Ambiguity	
Strategic Thinking	✓
Networking	✓
Visionary Orientation	✓
Innovation Management	

inSights at a glance

Product	Target Group	Core Themes	Competency Bank	Report Features
inSights	<ul style="list-style-type: none"> Across leadership levels Across all functions 	<ul style="list-style-type: none"> Systemic process to offer Feedback for Managers and Executives Discover Individual Strengths Process of Introspection Personal and Organisational Performance Development 	<ul style="list-style-type: none"> Contains feedback on 25 behavioural competencies – 6 Functional Effectiveness related, 9 Work Ethic related and 10 Leadership related 	<ul style="list-style-type: none"> Customisable and Standard reports Can add 3 subjective responses / feedback in the comprehensive report

Work wonders for your organisation

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