

SOUTHWEST TRAINING INSTITUTE--SINCE 1988

Personal Learning Instruments, Assessments, Inventories, Profiles, & Feedback Reports

Awareness is “more than half the battle”--This set of **AWARENESS TOOLS** provides all the insight needed to consciously apply targeted efforts to better utilize your positives and strengthen developmental areas. Personalized feedback will help you become more aware of your communication behaviors and tendencies. Our Learning Instruments are based on the philosophy that “awareness is more than half the battle”. When we are more in tune with ourselves, we are better equipped to accentuate and better utilize our strengths and, more purposefully, develop future skills and capabilities. This feedback is appropriate for anyone in the organization who would like to better understand their response to others and how they impact other people that they come in contact with.

Our Learning Instruments, Assessments, Inventories, Profiles, and Feedback Reports measure our actions & behaviors--our extrinsic surface traits. We CAN do something about the way we behave--we have full control over how we react and respond to others. That is good news. Once we become more aware of our blind spots (our report feedback gets behind those blind areas), we can choose to react/ behave differently, in a way that is more productive. We can learn to adapt and flex our behavior so that it is situationally correct more often.

Our Web-Based “PERSONAL DEVELOPMENT TOOLS” are **Available In Multiple Languages:** Arabic, Chinese, Danish, Deutsch, English (*Intl*), English (*US*), Espanol-Americas, Espanol-Espana, Finnish, Francais, French Canadian, Italiano, Japanese, Magyar, Nederlands, Norwegian, Polish, Portugues-Brazilian, Portugues, Slovenian, Swedish, and Turkish languages. This online developmental tool set is global in both cross-cultural appropriateness and in language access. These are the perfect tools for you to use to gain a detailed understanding of yourself, how this impacts your relationships with others, and how you might improve your own effectiveness both at work and at home. Organizations use these tools for independent learning, workshop pre-work, distance learning, performance coaching, mentoring programs, new-hire orientation, sales training, customer service development, career planning & coaching, personal awareness and development, counseling and consulting, plus many other uses.

TITLE	DESCRIPTION
	<p style="text-align: center;">You can Request a COMPLIMENTARY Report (#1 through #5) as an Introduction to these valuable Feedback Tools</p> <p style="text-align: center;"><i>(Limit two per organization please)</i></p> <p style="text-align: center;">To request a FREE report, e-mail us with your name, job title, company, and phone number to mjhuard@swtinstitute.com</p>
1. Executive Development Report	The job of being an executive is different from other jobs because of the many hats that most executives wear. This report provides the right information for any executive to understand their management style and thereby assist them in adapting their behavior to the situation. Designed for CEO's, executives, managers, and big-picture decision-makers, it outlines personal behavioral strengths and value to the organization; identifies how you approach problems and challenges. It targets characteristics that can move you from a “manager” of people to a “leader” of people and offers strategies for communicating openly, honestly and directly to get the results you and your organization need.
2. Manager-Staff Report	This feedback highlights an individual's general and specific behavioral characteristics, communication do's, don'ts, and tips, describes the ideal work environment (<i>motivators</i>), perceptions of self and others, descriptors of primary behaviors, natural and adapted styles, keys to motivating and managing this individual, areas for improvement and an action plan for development. It is used

	successfully to get new employees off to a fast start, revitalize present employees, improve communication and morale, and build sound employee-manager relationships. Useful for employee development, new employee orientation, coaching and mentoring, and conflict resolution.
3. Sales Development Report (for Sales Professionals and their Managers)	<p>Geared specifically towards salespeople, the Sales Feedback Report takes into account the crucial differences between salespeople and other groups of employees. The sales report gives the selling professional a broad understanding of his/her natural sales style. The feedback analyzes and details what type of product they prefer to sell, how they handle sales presentations, as well as how they close and service their accounts. Because all people are unique, no two reports are alike.</p> <p>This feedback shows the sales manager: how to get the most out of the sales team; how to coach the sales team for maximum results; how to pick the salesperson who best fits the present needs of the company; and how to bring a salesperson out of a sales slump and back on a winning track. Learn how to: spot top performers, establish a reliable method of choosing salespeople, and how to evaluate the performance of both new and existing salespeople. Learn how to reduce employee turnover and reduce new training costs. It provides the sales manager with information on an individual's style of selling, overcoming objections, closing, and servicing accounts. The Sales Report can be easily incorporated into any sales training program or used as a coaching tool.</p>
4. Personal Interests, Attitudes and Values Report	An individual's performance and attitude in the workplace can be directly related to their internal value system. This Report allows individuals to understand how their value system affects their choices and how it provides purpose and direction in their lives. Why people do what they do affects performance both on and off the job. The Personal Interests, Attitudes and Values Feedback measures the relative importance of six basic interests or motives: Theoretical, Utilitarian, Aesthetic, Social, Individualistic, and Traditional values. The feedback shows each of the six attitudes compared to a National Average. Values and Attitudes help to initiate one's behavior, and are sometimes called the hidden motivators because they are not always readily observed. The feedback helps illuminate those motivating factors and attitudes and allows a person to understand the driving forces behind their decisions and actions.
5. Work Environment Motivators Report	Work Motivators--successful performance and job satisfaction is directly related to matching a person's natural behavior with the behavior demanded by a specific job. An absence of job satisfaction leads to persistent stress on the job. This feedback allows the user to identify and compare their perception of work with the realities of the job environment. There are six unique comparisons for you to fully understand the ramifications of job matching and mismatching.
	<p>EMPLOYEE SELECTION TOOLS</p> <p>Benchmarking is a process hiring professionals use to identify potential top performers based on facts gathered through validated instruments. A benchmark can be created based on an ideal behavioral style for a position or the behavioral and attitudes styles of top performers versus bottom performers. This information can make the selection process more accurate and cost effective.</p>
6A. Job Fit Report Single Respondent	If the job could talk, it would clearly define the knowledge, hard skills, behavior and culture and required tasks for superior performance. Your unbiased input regarding the specific requirements of the job in question can be applied to the Job Fit Benchmarking Process. The result will be an evaluative report that analyzes a total of 17 separate areas of the job presented in three sections: 1) Rewards/culture of the job—sources of motivation; 2) The Behavioral traits demanded by the job; and 3) The ideal mix of duties that provides insight into the job's tasks (routine tasks, troubleshooting tasks, project tasks, & negotiable tasks (William Daniels, in his book, "Breakthrough Performance", defines four types of tasks that are performed in every job).
6B. Job Fit Report Multi-Respondent	Consolidates up to ten inputs from Report 6A to produce the job's benchmark.
6C. Talent Fit Report	Once you have benchmarked the job using Job Fit (6A, B), you will be ready to

	<p>identify potential “talent” for the job out of all the candidates. It is easy to do this using our “Talent Fit” report. In only a few minutes, job candidates can enter responses to the Talent Fit questionnaire. The resulting Talent Fit report shows the candidates’ exact behavioral styles, values, and preferred work tasks which are represented in graphs identical to the graphs in the Job Fit benchmark. Comparing the job benchmark to talent reports will reveal which candidates match the job’s essential behavioral styles, values, and required tasks. The comparison provides important selection input, together with skill tests, reference checks, background checks, behavioral interviewing results, and other considerations appropriate to the hiring decision.</p>
6D. Job-Talent Fit Comparison Report	<p>The right talent in the right job equals top performance and employee satisfaction, which is exactly what every company wants! After completing the job benchmark with Job Fit, and defining talent with Talent Fit, you can compare and match the job’s required behaviors and rewards/culture to a candidate’s ideal behaviors and motivators. You have produced a valuable piece of the information you need to make the best decisions on hiring top talent. Allows up to 5 Talent Fit Reports to be compared to the Job Benchmarked through Job Fit.</p>
6E. Coaching Report	<p>The Coaching Report was designed to increase the understanding of an individual’s talents. The report provides insight into two distinct areas: behaviors and motivators. Understanding strengths and weaknesses in both of these areas will lead to personal and professional development and a higher level of satisfaction. Useful for new-hire coaching and development.</p>
7. How to Interview the REAL Person Report (General)	<p>This feedback has selection validity for selecting the right person for the job. This special program allows you to compare the person you are interviewing to their personal feedback. It eliminates the candidate from masking behavior just to get the job. Make sure you hire the “real” person—not their adapted behavior for the interview.</p>
8. How to Interview the REAL Person Report (Sales)	<p>This feedback has selection validity for selecting the right person for the job. This special program allows you to compare the person you are interviewing to their personal feedback. It eliminates the candidate from masking behavior just to get the job. Make sure you hire the “real” person—not their adapted behavior for the interview.</p>
INDIVIDUAL-TEAM DEVELOPMENT REPORTS	
9. Understanding Behavioral Styles Report	<p>Help your employees understand how their thoughts and their feelings drive behavior, and how to manage emotions to achieve desired work and relationship results. This feedback helps to understand your emotions, thoughts, and behavior in changing situations. You will learn how to manage your emotions, improve communication, reduce conflict, and value other points of view. This feedback will help to create adaptive, flexible employees. It will encourage your employees to take responsibility navigating the lifelong journey of self-discovery. Use to improve communication, foster teamwork, reduce conflict, and manage stress.</p>
10. Coping & Stress Profile	<p>Learners gain insight into various stress areas (work, personal, family, relationship, etc.) and the coping resources that are available to help.</p>
11. Personal Listening Styles Profile	<p>Identify your natural listening approach and use other approaches depending on the situation. Participants will learn five listening approaches and how to become active, purposeful listeners in a wide variety of situations—for both sending and receiving accurate messages.</p>
12. Work Expectations Profile	<p>Help your employees develop clearly defined, well-communicated expectations to find more satisfaction and success in their work. Companies that employ satisfied people reap the rewards of increased productivity and reduced turnover.</p>
13. Discovering Diversity Profile	<p>Working successfully with others who do not share the same background, beliefs, or traditions is at best difficult. Before we can grow this ability, we need help in assessing our own behavior toward people who are different from us, and then understand the benefits of changing.</p>

14. Team Dimensions Profile	It is the perfect tool for you to use to gain a detailed understanding of your working style, how this impacts your relationships with others, and how you might improve your own effectiveness both at work and at home. A clear understanding of individual "work" styles is the first step in creating high performance teams. Learning how to appreciate each other's special work strengths and talents comes next, and lastly, how to work together through these five vital team dimensions.
15. Time Mastery Profile	The drive to find creative ways to achieve goals, pay attention to multiple efforts, and respond quickly to customer needs is even more intense in today's less structured, information-driven workplace. This learning tool is NOT about day timers & calendars.
17. Successful Career Planning Report	Research suggests that 50-80 percent of all employed adults are in the wrong job or career. Successful career planning helps adults make and plan career decisions and changes by clarifying job expectations, discovering reasons for inner conflict, identify stress experienced in past or present jobs, and analyzing one's perception of the "ideal job." It identifies specific talents and behaviors inherent in an individual. The Successful Career Planning report offers a system to capitalize on the individual's talents, as well as their potential strengths and specific value to the organization. The report also provides a list of potential occupations that may suit the individual's natural behavioral style.
18. Workplace Motivators Report	The Workplace Motivators report identifies six different values categories. These categories represent motivators that are shared by corporations, non-profit organizations, associations, education, and government agencies. Identifying the values drives of individuals, teams, and organizations reduces conflicts, increases talent retention, improves efficiency and productivity, and energizes any group working together toward common goals. This report includes the following report (#19).
19. Team Motivators Report	Similar to the Workplace Motivators report (#18). This report combines members of a team or group to understand the motivations behind the collective energy or dynamics of a work group.
20. Jobs Energizing People Report	Values are the drivers behind our behavior; what motivates our actions. Abstract concepts in themselves, values are principles or standards by which we act. Values are beliefs held so strongly that they affect the behavior of an individual or an organization.
21. Interactive Insights—An Interactive Assessment & Performance Plan Report	Today's highly effective employees are those who understand how to work successfully within an ever-changing business environment. They serve as catalysts in energizing the organization and achieving goals, leading an organization to success. Individualized performance plans can maximize employees' talents by helping them define their unique strengths, communicate effectively with others, and achieve important job-related goals. Valuable employee information for maximizing talent and managing performance can be consolidated in record time, generating genuine enthusiasm and commitment from employees. As part of your performance management strategy will assist you in focusing your organization's valuable human capital on achieving business goals. Available in five versions: General, Sales, Relationship, Motivation, and Team Building.
22. Team Building Report	This report targets key information necessary to build effective teams. Through individual reports, each team member clearly perceives how he/she contributes to the organization and gains a greater appreciation of how differing styles are required to achieve team goals. This report can help intact teams develop greater cohesiveness and develop mutual understanding about the achievement of shared work and goals.
23. Communicating With Style Report	Enhances the communication process within any individual group through an understanding of an individual's own communication style. The feedback includes a section on "Communication Flexibility" and "Situational Strategies" that develop improved group communication. An "Action Plan" designates specific communication goals and suggestions for developing more effective communication habits and practices.
24. Emotional (Quotient) Intelligence Report	This feedback report will help identify ways they can take action to accelerate their Emotional Quotient development and leverage their new knowledge to

	make better decisions on the job. Emotional Quotient is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate high levels of collaboration and productivity. In the business environment, Emotional Quotient is important because it helps you leverage your awareness of emotions for greater effectiveness in the workplace.
25. Behavioral Intelligence Report	This report combines the Behaviors report (#2) and Emotional Intelligence report (#22). This combined information provides a more complete picture of what drives our behavior and what the predictive resulting behaviors will be. It provides general and specific behavioral characteristics, communication do's, don'ts, and tips, describes the ideal work environment (<i>motivators</i>), perceptions of self and others, descriptors of primary behaviors, natural and adapted styles, keys to motivating and managing this individual, areas for improvement and an action plan for development.
26. Time P.L.U.S. Report	Identifies time wasters that impact individual productivity, the possible causes and offers solutions for correcting or eliminating specific time wasters. It allows individuals the opportunity to develop a powerful new approach to organizing, monitoring, and managing their time. This feedback can greatly improve productivity and job success.
	CUSTOMER SERVICE & SALES REPORTS
27. Sales Development Report (for Sales Professionals and their Managers)	<p>Geared specifically towards salespeople, the Sales Feedback Report takes into account the crucial differences between salespeople and other groups of employees. The sales report gives the selling professional a broad understanding of his/her natural sales style. The feedback analyzes and details what type of product they prefer to sell, how they handle sales presentations, as well as how they close and service their accounts. Because all people are unique, no two reports are alike.</p> <p>This feedback shows the sales manager: how to get the most out of the sales team; how to coach the sales team for maximum results; how to pick the salesperson who best fits the present needs of the company; and how to bring a salesperson out of a sales slump and back on a winning track. Learn how to: spot top performers, establish a reliable method of choosing salespeople, and how to evaluate the performance of both new and existing salespeople. Learn how to reduce employee turnover and reduce new training costs. It provides the sales manager with information on an individual's style of selling, overcoming objections, closing, and servicing accounts. The Sales Report can be easily incorporated into any sales training program or used as a coaching tool.</p>
28. Customer Service Report	Designed to allow employees having any contact with customers to learn more about themselves and learn how certain customers will react to their natural communication style. This increased knowledge will help the employee build rapport and provide more successful customer service skills and practices. This feedback will help you treat the customer the way they want to be treated. It will help you not only better understand how you impact others, you will have a better understanding about how to approach and talk to customers.
29. Sales Skills Index Report	This feedback presents 54 different "real life" sales situations. Each situation has four alternative ways to handle the situation. Respondents are given the opportunity to rank the four alternatives from "best" to "worst." By comparing their responses with those of proven top sales professionals, a report is generated showing strengths, weaknesses and how well they understand sales strategy in seven categories: Prospecting, First Impressions, Qualifying, Demonstration, Influence, Close, and General. This feedback identifies the sales strategy knowledge areas that are needed to sell a specific product/service in a given market. It identifies strengths and weaknesses and uncovers specific training or management needs of a salesperson or an entire sales force.
30. Sales Skills Index CD Set	<p>This CD set (12 hours of instruction) supports the learning gaps discovered through feedback report #29, Sales Strategy Index Report.</p> <ul style="list-style-type: none"> • Prospecting – Cold calling skills, time and territory management skills, telephone skills, self-starting capacity, handling rejection, persistence • First Impression – Engaging customers, projecting rapport, courteous and polite,

	<p>relating with others, evaluating others, taking initiative in meeting with others</p> <ul style="list-style-type: none"> • Qualifying – Qualifying buyers, questioning strength, accurate listening, understanding needs, patience, maintaining goal focus • Demonstration – Giving an effective presentation, persuading others, balanced communication, concrete organization, personal flexibility, using common sense • Influence – Solving sales problems, identifying buying signals, maintaining trust. Emotional connection, correct use of resources, problem resolution
31. Customer Service Action Planner	Apply DiSC to effective customer service practices. Increase customer satisfaction and service by identifying your customers' primary Dimensions of Behavior and their preferred approach to communication and problem-solving. Prerequisite: Understanding Behavioral Styles (#9)
32. Sales Action Planner	Apply DiSC to effective sales practices. Create successful sales strategies and increase client receptivity and sales results. Quickly identify prospect's comfort zone in the sales process and determine the best ways to open the call, make the presentation, negotiate, close the sale and maintain positive client relationships. Prerequisite: Understanding Behavioral Styles (#9)
FAMILY & EDUCATION REPORTS	
33. Family Communication Report (Parent Version)	For parents, effective communication is core to all family relationships. This program was developed to assist each family to: identify and understand their natural behavior and communication style, to understand and appreciate other family members natural behavior and communication style, and how to blend the various family communication styles.
34. Family Communication Report (Youth 12-18 Version)	For young adults, effective communication is core to all family relationships. This program was developed to assist each family to: identify and understand their natural behavior and communication style, to understand and appreciate other family member's natural behavior and communication style, and how to blend one's style with others for more effective communication.
35. Learning Quality & Excellence Report (Administrator Version)	The feedback provides information about a person as an administrator in an academic setting. This feedback is indicative of a person's behavioral tendencies. The report doesn't measure intelligence or job skills; it measures behavioral tendencies. The expressed intent of the feedback is to help people understand themselves better and develop improved interpersonal relationships.
36. Learning Quality & Excellence Report (Teacher Version)	The feedback provides information about a person as a teacher in an academic setting. Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment. The feedback doesn't measure intelligence or job skills; it measures behavioral tendencies. The expressed intent of the feedback is to help people understand themselves better and develop improved interpersonal relationships.
37. Learning Quality & Excellence Report (Student Version)	This report was developed to help each young adult achieve the following objectives: to identify and understand their natural behavioral style, to understand and appreciate other styles, and to improve their communication with others. The key areas identified in this feedback are: (a) the kinds of activities you like and how you do them, (b) how you like to communicate, and (c) study tips for greater student success.
BEHAVIORAL STYLES	
38. Improve Your Golf Game Report	It is understood that much of the game of golf is mental, not physical. When you approach the ball it is just lying there. It is not spinning, rolling, flying through the air or falling. After you hit the ball you have time to either evaluate the shot, prepare for the next shot, or both, but the correct use of this time can improve your game as much as driving range practice. Research shows that those who understand themselves can relate that information to how they play the game of golf and improve their game.
39. Workplace Behaviors	Understand your personal impact on others and learn why others impact you the way

Report	they do. Learn the skill of adapting the needs of others so become more situationally appropriate more often.
40. Understanding Behavior Report	Help your employees understand how their thoughts and their feelings drive behavior, and how to manage emotions to achieve desired work and relationship results. This feedback helps to understand your emotions, thoughts, and behavior in changing situations. You will learn how to manage your emotions, improve communication, reduce conflict, and value other points of view. This feedback will help to create adaptive, flexible employees. It will encourage your employees to take responsibility navigating the lifelong journey of self-discovery. use to improve communication, foster teamwork, reduce conflict, and manage stress.
41. Behavioral Supplemental Reports (6 parts)	<p>Dimensions of Behavior General Characteristics: This 15-page General Characteristics report gives valuable feedback on your natural approach to completing tasks and interacting with others.</p> <p>Strategies for Creating a Positive Relationship - This report describes how to establish a relationship with the respondent that is based upon trust and mutual respect.</p> <p>Relating to People and the Environment - This report explains how the respondent interacts with peers and interprets his or her environment.</p> <p>Strategies for Managing - This report looks at ways in which people can most effectively manage the respondent.</p> <p>Approach to Managing Others - This report analyzes the respondent's management style and behavior toward subordinates.</p> <p>Strategies for Sales Management - This report examines the methods that people can best use to manage the respondent in a sales environment.</p> <p>Approach to Selling - This report describes how the respondent performs essential steps in the sales process.</p>
42. Management Action Planner	Apply DiSC to effective situational management practices. Become a better manager with this action-oriented planning tool that bridges behavioral styles and situational leadership theory. Develop management strategies to meet diverse needs. Prerequisite: Understanding Behavioral Styles (#9)
43. Managing Performance Action Planner	Apply DiSC to effective management of people, process, and performance practices. Develop effective ways to manage, coach and lead others with Dimensions of Behavior. Assess strengths and motivation, then plan and implement strategies that encourage productivity. A practical tool for managers and supervisors at all levels. Prerequisite: Understanding Behavioral Styles (#9)
44. Personality Styles (DiSC Classic)	Enhances the communication process within any individual group through an understanding of an individual's own DiSC communication style. The feedback includes a section on "Communication Flexibility" and "Situational Strategies" that develop improved group communication. An "Action Plan" designates specific communication goals and suggestions for developing more effective communication habits and practices.
45. General Characteristics Behavioral Report	This General Characteristics Behavioral Report gives valuable feedback on a person's natural approach to completing tasks and interacting with others. This 15-page report will give you an extensive, personalized narrative interpretation of your DiSC behavioral tendencies in a particular environment. It helps employees at all levels better understand their own behavior, learn how and when to adapt their behavior, improve communication and reduce conflict, and enhance individual and team performance.
46. Sales Behavior Reports (3 parts)	<p>Dimensions of Behavior General Characteristics: This 15-page General Characteristics report (#45) gives valuable feedback on your natural approach to completing tasks and interacting with others.</p> <p>Natural Approach to Selling: This report describes how you naturally tend to approach the selling process or go about influencing others.</p>

	<p><u>Strategies for Managing Your Performance in a Sales Environment</u>: This report guides others to effectively manage your performance in a sales role.</p>
<p>47. Coaching Performance Reports (4 parts)</p>	<p><u>Dimensions of Behavior General Characteristics</u>: This 15-page General Characteristics report (#45) gives valuable feedback on your natural approach to completing tasks and interacting with others.</p> <p><u>Relating to People & the Environment</u>: This report offers additional information that describes how you naturally tend to interact with other people and situations.</p> <p><u>Role Behavior Analysis</u>: The Role Behavior Analysis is designed to help you define behavioral expectations, compare DiSC behavioral styles to role expectations, and develop strategies to meet role expectations.</p> <p><u>Comparison of Dimensions of Behavior & Role Behavior Analysis</u>: This report provides a comparison between your behavioral tendencies and the behavioral expectations of a role as defined by the Role Behavior Analysis.</p>
<p>48. Team Building Reports (3 parts)</p>	<p><u>Dimensions of Behavior General Characteristics</u>: This 15-page General Characteristics report (#45) gives valuable feedback on your natural approach to completing tasks and interacting with others.</p> <p><u>Relating to People & the Environment</u>: This report offers additional information that describes how you naturally tend to interact with other people and situations.</p> <p><u>Strategies for Creating Positive Relationships</u>: This report focuses on how you and others can interact more effectively with each other.</p>
<p>49. Management Reports (3 parts)</p>	<p><u>Dimensions of Behavior General Characteristics</u>: This 15-page General Characteristics report (#45) gives valuable feedback on your natural approach to completing tasks and interacting with others.</p> <p><u>Approach to Managing Others</u>: This report offers insight into how you may naturally approach managing or supervising others.</p> <p><u>Strategies for Managing Your Performance</u>: This report focuses on how a supervisor or boss could more effectively manage your performance.</p>
<p>50. DiSC 363 for Leadership & Professional Development</p>	<p>This report combines the best of 360° feedback with the simplicity and power of DiSC, plus Three Strategies for improving leadership effectiveness. The result is a 360 experience that's more productive, satisfying and less intimidating. A key benefit that differentiates 363 for Leaders from other 360s is CommentSmart—our proprietary selectable comment system that alleviates the need for raters to write open-ended comments. Leaders get constructive, actionable feedback that they can use, without the distraction of snide or distasteful open-ended comments. 363 for Development is meant for anyone who wants to use multi-rater feedback as part of their professional & leadership development, whether they're an emerging high-potential future leader or an experienced executive. You will receive a 25+ page personalized profile feedback report—plus a FREE Coaching Supplement Report to create a personalized action plan for your ongoing development.</p>
	<p style="text-align: center;">STANDARD AND CUSTOMIZABLE MULTI-RATER SURVEYS</p> <p style="text-align: center;">The need for accurate and timely assessment of organizational development priorities has never been more important than in today's rapidly evolving workplace. Now organizations can quickly identify the types of interventions required to grow. (Call for Quote)</p>
<p>51. Organizational Surveys</p>	<p>Organizations that succeed are organizations that attract, develop, and retain the most qualified, most talented and most highly motivated employees. Filling positions with these employees is a critical success factor. Every organization must seriously assess its operations, policies and practices regularly to assure they are providing the leadership, work environment, management practices and incentives to attract top-notch employees. Organizational surveys, customized to gather the right information, help keep organizations and policies on target for attracting, developing and retaining</p>

	the best employees.
52. 360-Degree Personalized Feedback	Personal effectiveness within each key position is crucial to the ongoing success of the organization. Multi-rater surveys, or 360 surveys, allow multiple team members, coworkers and/or managers to give valuable feedback regarding the effectiveness of an individual's performance. The results of 360 surveys are used to enhance and develop the interpersonal skills and effectiveness of employees. Multi-rater surveys have become standard in successful organizations.

**OUR LEARNING PRODUCTS INCREASE KNOWLEDGE,
DEVELOP SKILLS, AND CHANGE BEHAVIORS!**

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We Provide more than 140 Classroom-Delivered Workshops, Online Courseware, Turn-Key Instructor Kits, Video Training Programs, Personal Development Reports, Webinar Distance Learning, Multi-Rater Feedback & Coaching, Professional Meeting Facilitation, Speakers for Conferences and Meetings, and HR Consulting Services.

Partnering With You for Enhanced Performance and Profitability!

Proud to be a Certified, Woman-Owned Business Enterprise.