

Skillscope

A 360° multi-rater feedback measure for junior managers

What it measures:

The SKILLSCOPE questionnaire is based upon what managers' job roles entail and the skills they require to be effective within those roles. The 98-item questionnaire draws on 15 clusters of skills that are proven to be critical to effectiveness in the workplace:

- Getting information, making sense of it; problem identification
- Communicating information, ideas
- Taking action, making decisions, following through
- Risk-taking, innovation
- Energy, drive, ambition
- Relationships
- Influencing; leadership, power
- Openness to influence, flexibility
- Administrative/organisational ability
- Managing conflict; negotiation
- Time management
- Selecting, developing, accepting people
- Knowledge of job, business
- Coping with pressure, adversity; integrity
- Self-management, self-insight
- Self-development