



HUMAN CAPITAL ADVISOR



Benchmarks

Assessing the Lessons of Experience

PURPOSE

Benchmarks is a comprehensive 360-degree assessment for middle to upper-level managers that measures 16 competencies critical for success, as well as five possible career derailers. This in-depth analysis of observable behaviors provides managers with a solid assessment of their leadership competencies. Benchmarks also helps managers identify what lessons may still need to be learned, establishes what specific work experiences need to be sought out in order to develop critical competencies for success, and identifies possible problems that may stall their career.

USERS

Since its introduction in 1987, Benchmarks has been used by over 16,000 organizations and 200,000 leaders

My performance is based upon substantive and perceived success...

Benchmarks collects feedback from bosses, superiors, peers, direct reports and others in key areas to provide a normative comparison of results with other successful managers.

Areas assessed include: Leading the Organization, Leading Others, Leading Yourself, and Problems that Stall a Career.

RELEVANCE

- Feedback results be compared to comparable normative groups:
- 31 sectors (e.g., banking, healthcare)
- 22 functions (e.g., education, sales)
- 25 countries (e.g., Brazil, China)

WHAT IT MEASURES

- Shows how others perceive strengths and development needs
- Provides normative comparison of results with other successful managers
- Starts the process of feedback-based individual development

USERS

Designed for middle to upper-level managers



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