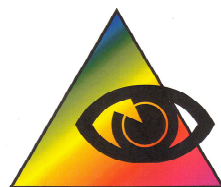


Esessnet - Online Professional Development

The Next Generation of Affordable
Online



360 Degree Assessments
In Real Time



TRAINER'S
SPECTRUM

(877) 549-5200

OVERVIEW

Essessnet is the most comprehensive generation of online 360 degree assessments.

Essessnet offers your organization:

- Online registration
- 18 competency-based assessments to choose from
- Unlimited & continuous 360 degree feedback in real time
- Dynamic scoring
- Various charts and reporting functions
- Customizable diagnostics tools
- Online action plans
- Online coaching & training resources

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REGISTRATION

Entirely online. Registration takes only minutes to complete.

Login Panel

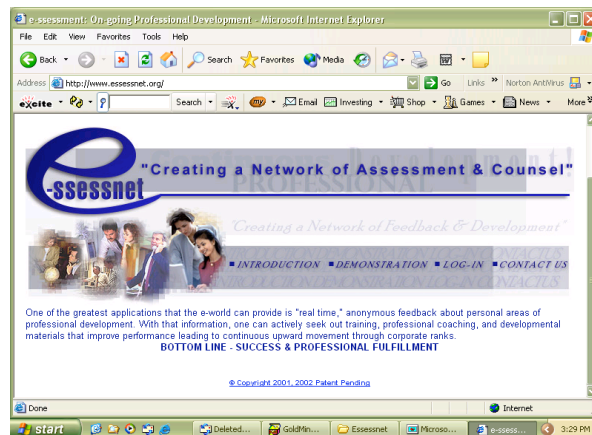
Select your personal user name and password to login and a tutorial will walk you through the process.

Account Summaries

Receive personalized account summaries with all your information in one place.

Program Controls

You or your administrator choose among 18 assessments. Licensing options are available.



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FEEDBACK MANAGEMENT TOOL

With Essessnet, performance development is no longer a one shot deal. The subscriber is provided with the tools necessary to manage a feedback process that is ongoing and customizable.

Automated Invite

Users invite feedback providers to participate in the 360 degree process at any time across all levels of the organization.

Live Links

Essessnet links are live and global 24 hours a day, 7 days a week. With each new response, the user's report is updated to offer a more comprehensive picture of their strengths and challenges. They get a clear picture of how performance has improved along with an updated action plan to continue at a high level towards a performance pinnacle.

First Name	Last Name	E-mail Address	Position
Moira	Lopez	mlopez@cdaconsulting.com	Self
			-- Position --
			-- Position --
			-- Position --
			-- Position --

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DIAGNOSTIC TOOL

Conduct various diagnostics...

Customizable Tools

Essessnet offer the flexibility of our pre-developed diagnostics and the opportunity to customize. Even better, *essessnetize* annual performance reviews to make performance improvements a year long process instead of a year event. Annual performance review can be a year long enlightenment instead of a once a year nightmare.

Professional Development Portfolio

View all of your performance enhancements in one place. Whether they are on our server, or another, we can consolidate all your training and development into one easy-to-use package.

Competency	Responses	Overall Average	Score Change	Organizational Ranking	Average Charts	Comparison Charts	Resources
Credibility	5 / 5	4.11	0	4			
Credibility Demo	9 / 15	4.18	0	1			
Conflict Management Demo	6 / 7	3.48	0	1			

REPORTS

Once co-workers provide feedback the user is immediately notified with the message “You’ve got feedback.”

Color Coded Distinctions

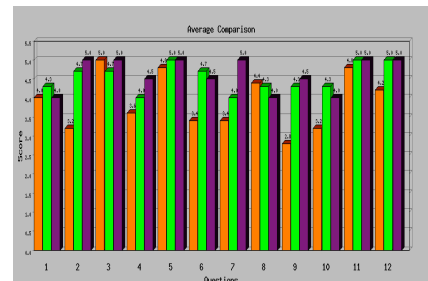
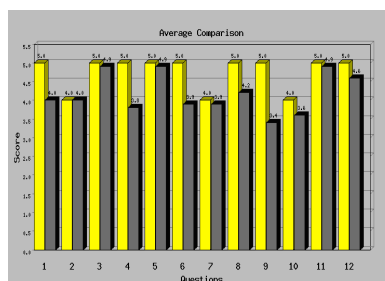
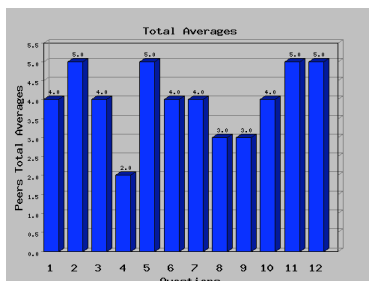
A variety of user friendly color coded graphs and charts offer scores for each question clearly broken out by feedback providers.

Group Totals

Feedback charts can be broken out by respondent categories (peer, subordinate, senior, client...).

Comparative Analysis

Unlike most 360 degree assessments, Essessnet provides a self analysis along with a variety of comparative charts including audience demographics.



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DYNAMICS & SCORING

The program is ongoing. Feedback providers are continually given access to provide you with feedback through our “live links” tool.

No waiting for results!

Scores go up and down instantly as feedback is provided. Viewing is as simple as clicking in real time.

The image shows two overlapping browser windows. The background window is titled "Credibility Competency Summary - Microsoft Internet Explorer" and displays "e-assessment Results" in a table. The foreground window is titled "Professional Development Portfolio - Microsoft Internet Explorer" and shows a user account page for Joe Jotkowitz.

	Average	Change	Chart	Comments	Resources
Do I communicate in a clear and concise manner?	4.67	+0.07			
When you are talking, do I appear to	4.5	+0.1			
	4.5	+0.1			
	4.33	-0.67			
	4.5	-0.5			
	4	-0.6			
	4.33	-0.47			

Competency	Responses	Overall Average	Score Change	Organizational Ranking	Average Charts	Comparison Charts	Resources
Credibility	5 / 5	4.44	+0.29	1			

PERFORMANCE REPORTS

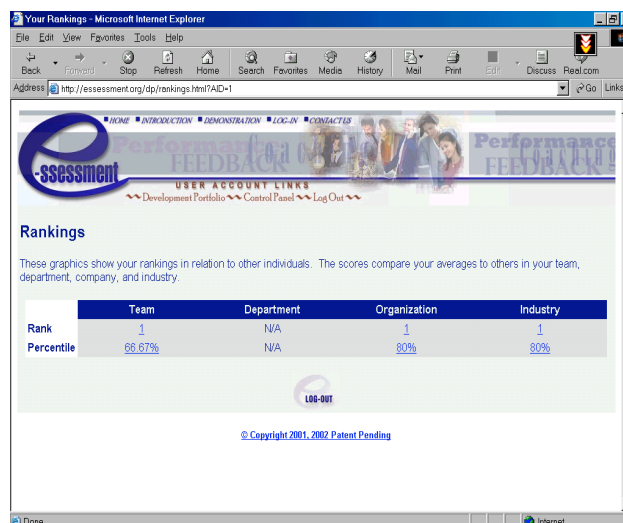
The program automatically generates metrics to measure performance levels in comparison to others in the program. Identifying both high and low performers.

Ranking

View ranking in relation to other team members, departments, organizations, and industries.

Percentiles

The user's performance is placed within the context of the team, department, organization, and industry. A user friendly color-coded pie chart is used to highlight strengths and areas of concern.



THE 18 FEEDBACK ASSESSMENTS

Communication Skills
Conflict Management Skills
Constructive Criticism Skills
Credibility Skills
Decision-Making Skills
Downward Communication Skills
Interpersonal Relationships Skills
Interviewer Skills
Interviewing Skills
Leadership Skills
Management Skills
Presentation Skills
Problem-Solving Skills
Strategic Thinking Skills
Team Building Skills
Team Communication Skills
Technical Ability Skills
Upward Communication Skills