

A 360⁰ report enables an individual to consider how others view him/her. It is very useful in coaching and in enhancing self awareness – a vital element in building leadership capability (see books such as ‘The three levels of leadership’ James Scouller, ‘Heroic leadership’ Chris Lowney, ‘Leading out of who you are’ Simon Walker)

There are 2 stages to setting up a 360⁰ evaluation on EvaluationStore.com:

1. Enable the individual (whom we will call A.N.Other) to do their own SPECTRUM™ behavioural evaluation
Either
 - a: Give them instructions which include them paying for their report with their visa or mastercard
 - or
 - b: Set up a pre-paid code for them to use – particularly useful if you are working with a number of 360⁰s
2. Set up a code and instructions to pass to all the people (boss, peers, subordinates, others) you wish to express their opinion and observations about A.N.Other’s behaviour

Once all are complete, you download the consolidated report of the other people’s opinions for use with A.N.Other and to compare his/her own opinion of his/her behaviour and how they appear to others.

In the coaching environment, the comparison of what someone thinks about themselves with what others provide feedback on is exceptionally helpful in increasing self awareness – see the 1950’s tool Johari’s window created by Joseph Luft and Harrington Ingham.

1a - you ask A.N.Other to use EvaluationStore to generate his/her own SPECTRUM™ report

Instruct them to click through on the 'individual' part of the site

We help you to
Understand yourself
Understand others
Communicate better
Perform better

Do you have an EvaluationStore.com code?

[→ Start](#)

At EvaluationStore.com we provide organisations, teams and individuals the opportunity to evaluate their effectiveness in a simple, quick, cost effective way.

Are you set up for success?



Evaluate your organisation

Organisational evaluations such as strategy and culture can be completed by individuals or set up to show the views of groups (e.g. departments or countries)

Organisational evaluations

How effective is your team?



Evaluate your team

Team evaluations can be set to combine the opinions of all team members and the results can be obtained with a simple click

Team evaluations

Are you achieving your potential?



Evaluate yourself or others

From your learning, to your deep set values, to the behaviours and interactions you have with other people - all can give ideas to increase your personal effectiveness

Individual evaluations

Evaluate yourself or others

You can assess yourself – simply click to start the evaluation you choose. The basic report is free of charge, the full report is excellent value for money, has a variety of excellent narrative and information to compare your scores with those of other people. Feel free to view sample reports.



If you have an EvaluationStore.com code please enter it here:

[→ Start](#)

How effective am I with others? SPECTRUM™

Our effectiveness at interacting with other people will have an enormous influence on our ability to achieve what we want - seldom are things of worth achieved alone. This evaluation, as with the many behavioural, psychometric or personality tests available on the market, gives you the information to understand, explore and improve your effectiveness in working with other people.

[→ Start an evaluation](#)

- ☐ How does this evaluation work?
- ☐ Can I see some sample reports?
- ☐ Other behavioural evaluations

Understanding another person SPECTRUM™

We are often told to treat other people as we would like to be treated. This is incorrect. It makes more sense and results in better communication and relationship if we treat other people as THEY want to be treated. This evaluation aims to give you the insights to relate to, influence or sell to another person. You input what you know of their behaviour and a report gives insights into what you could do to develop your working relationship with them – colleague, customer, subordinate or boss.

[→ Start an evaluation](#)

- ☐ How does this evaluation work?
- ☐ Can I see some sample reports?

How I think - intelligences - maximising my ability to learn

Having a good understanding of how you think will help you to improve the effectiveness of your learning - understand how your mind works and you will understand how to learn better. All of us are 'wired' differently. We all have preferences of how we deal with

[→ Start an evaluation](#)

- ☐ How does this evaluation work?
- ☐ Can I see some sample reports?

You may wish to give them these visual instructions which illustrate each part of the process

How effective am I with others? SPECTRUM™

Instructions:

1. Complete the anti-spam filter (below)
2. Click 'start the evaluation'
3. Answer the questions about yourself
4. When finished – click for instant results



4,001

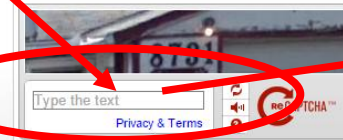
people have completed this evaluation

14 mins

to complete this evaluation, on average

Anti-spam filter

Please type the two words in the image on the right into the box provided and then click the 'start an evaluation' button. Remember to leave a space between the words.

[→ Start an evaluation](#)

☐ Why do you do it?

How effective am I with others?



The **SPECTRUM** evaluation will consider how you perceive your own behaviour and generate a personal report for you.

There are 20 questions with 4 answers to each. Click on the number which you feel best describes your actions in each case. The numbers range from 1 (least like you) to 10 (most like you).

The evaluation is designed for work situations – so constantly answer for yourself in that work situation.

Some questions will give you two options. If both apply, score high. If neither applies, score low. If only one applies, score where you deem most appropriate.

→ next

Read the instructions and click 'next' to continue

Click one 'button' for each statement as you (A.N.Other) feels best describes how you behave / operate / work

Click 'next' for the next question – there are 20 questions

How effective am I with others?



1.

If something goes well I will

Please select out of 10 for each answer

Feel good inside and hope that others will notice and tell me about it

Record it, use it again and advise others to do the same

Tell everyone about my success

Celebrate my success publicly and enjoy the congratulations of others

1/20

	Never	Seldom	Sometimes	Often	Always					
1	1	2	3	4	5	6	7	8	9	10
Feel good inside and hope that others will notice and tell me about it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Record it, use it again and advise others to do the same	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tell everyone about my success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Celebrate my success publicly and enjoy the congratulations of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

→ next

About You



Your report will compare your scores with others similar to you. So that we can make the right comparisons, please select the appropriate options below.

Gender:

Country of Residence:

Nationality:

Age:

Industry:

Level in business:

Business role:

→ next

After the last question, fill in your details so that the report can compare your results with the most appropriate data about others

Click next

Click to pay (visa or mastercard only)
Take the FULL report option

Your evaluation is complete

What would you like to do next?



Purchase full, detailed report - \$14.99, £9.99 or €14.99

*/?> If you have been given a code – choose this option.
If you have already used the code your report has already been paid for.
If you have a voucher code for the checkout, you can input it then.

↓ Purchase report

View short, free-of-charge report

↓ Download report

Members Area

Your Order

Evaluation	Cost
How effective am I with others?	£9.99
Sub Total: £9.99	
Total: £9.99	

Choose Currency: \$ £ €

Voucher Codes

If you have a voucher code please enter it here:

Use

Checkout and pay

Change currency if you wish UK£, US\$, Euro

Checkout and pay

Complete payment process

Click to confirm order

(ONLY CLICK ONCE - if you click more than once, you may be charged more than once)

Payment

Name of Cardholder*
Card Type* Master Card
Card Number*
Expiry Date (MM/YY)*
Issue No.
CV2 (security code)*
Start Date (MM/YY)
Amount 9.99 GBP

CONFIRM ORDER

Please do not press Confirm Order more than once.

PayPoint.net

Secure Payment

You have now entered a secure transaction environment. Your personal information will be encrypted before transmission. Please check that the address bar of your browser is visible and that the address begins with **https://**. For your reassurance, this page is loaded from **https://www.secpay.com**. PayPoint.net incorporates the SECPay service.

Secured
by
Qthawit
2015-05-12

Members Area
Buy Evaluations
Your report has been purchased
Download report

Members Area

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**Click to proceed
(this stage may soon be removed)**

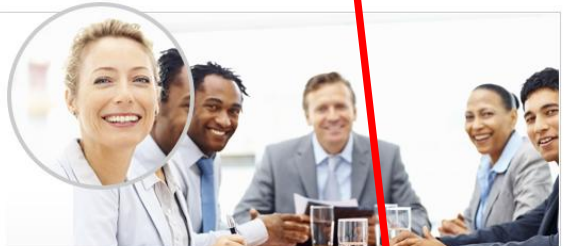
**Complete your details – name EXACTLY
how you want to see it on the report
and e-mail address A.N.Other wants the
report sent to.**

Click to download

**EVALUATION
STORE.COM**
Your development toolbox

HOME ABOUT US CONTACT NEWS **Member sign in**

Your name
Please enter your name to personalise your report



Your name: Enter your name exactly as you wish to see it on your report.

Your e-mail address - to send the report to: your report will be sent to this address.

Your e-mail address again: entering your address again reduces the chance of error

Now click to have your report produced and emailed to you.

→ Download Report

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**The report is usually sent within 4 minutes. How
long it takes to be received is dependent on a
number of factors including your IT set up**

1b - you set up a code for A.N.Other to use

Click member sign in

We help you to
Understand yourself
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Perform better

Do you have an EvaluationStore.com code?

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Are you set up for success?



Evaluate your organisation

Organisational evaluations such as strategy and culture can be completed by individuals or set up to show the views of groups (e.g. departments or countries)

Organisational evaluations

How effective is your team?



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Individual evaluations


Existing members sign in here

New members register here

In order to comply with data protection legislation and to ensure that your reports are accessible only by you – registration is required



[HOME](#) [ABOUT US](#) [CONTACT](#) [NEWS](#) [Member sign in](#)

 **Sign In**

If you already have a username and password, sign in below:


Username:

Password:

[→ Sign In](#)

[Forgotten my username or password](#)

Or

 **Register - Why should you register?**

Enter your desired username and password below to register:

Username:

Password:

[→ Register](#)

Set up & Buy Evaluations

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Members Area

My Details

Use this area to change the details stored about you on the system

Username:

Password:

Repeat Password:

Email:

First Name:

Last Name:


Address:

City:

Postcode:

Country:

State/Area:

 **Update**

Members Area

☐ My Details

☒ **Set up & Buy Evaluations**

☐ Evaluation Results

☐ Create Coach Profile

☐ Create Facilitator Profile

☐ Logout

1. For you to be able to identify this code – you may want it for several SPECTRUM evaluations
2. Select the evaluation you require from the drop down box – you require ‘How effective am I? personal behaviour – SPECTRUM’
3. How many people do you want to do the evaluation? – just A.N.Other or are you doing several?
4. Purchase

EVALUATION STORE.COM
Your development toolbox

HOME ABOUT US CONTACT NEWS **Members Area**

Members Area
Buy Evaluations
Use this area to purchase new evaluation codes

Name this evaluation:

Evaluation:

Number of evaluations:

→ Purchase

Members Area

- ☐ My Details
- ☒ Set up & Buy Evaluations
- ☐ Evaluation Results
- ☐ Create Coach Profile
- ☐ Create Facilitator Profile
- ☐ Logout

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When completed, it will look like this

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1. Choose your currency
2. If you have a discount voucher code, input it here (and click 'use')
3. Proceed to check out



Members Area

Your Order

Name	Evaluation	Amount	Type of code(s)	Total Cost	Action
Test evaluation	High Performing Team	10	multi use	£99.90	Remove
				Sub Total: £99.90	
Choose Currency: \$ £ €				Total: £99.90	

Voucher Codes

If you have a voucher code please enter it here:

→ Continue shopping

→ Checkout and pay

Members Area

- ☐ My Details
- ☒ Set up & Buy Evaluations
- ☐ Evaluation Results
- ☐ Create Coach Profile
- ☐ Create Facilitator Profile
- ☐ View Cart
- ☐ Logout

If you use a discount voucher code, once you have clicked 'use' check that the amount payable has changed

After payment

Your code (this will also be e-mailed to the e-mail address on your members details) – pass this to all people you wish to complete the evaluation (some suggested wordings follow)

Complete the data to enable your results comparisons to others

Click 'submit'
to complete
the set up

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Members Area

[Buy Evaluations](#)[Test evaluation](#)

Thank you for purchasing new evaluations.

Your unique code is: **5vKczhktEgYw**

Please distribute this code to whoever you would like to take this evaluation

In order to provide accurate reporting on this team, please fill in the team information below:

Geographical location: Please select: ▼

Industry: Please select: ▼

Team function: Please select: ▼

→ Submit

Members Area

[My Details](#)[Create Coach Profile](#)[Create Facilitator Profile](#)[View Cart](#)[Logout](#)

2 - you set up a code for others to use to give their assessment of A.N.Other

Click member sign in

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Understand others
Communicate better
Perform better

Do you have an EvaluationStore.com code?

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Or

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Enter your desired username and password below to register:

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Password:

[→ Register](#)

Set up & Buy Evaluations

[HOME](#)[ABOUT US](#)[CONTACT](#)[NEWS](#)[Members Area](#)

Members Area

My Details

Use this area to change the details stored about you on the system

Username:

Password:

Repeat Password:

Email:

First Name:

Last Name:

Address:

City:

Postcode:

Country:

State/Area:

 **Update**

Members Area

☐ My Details

☒ **Set up & Buy Evaluations**

☐ Evaluation Results

☐ Create Coach Profile

☐ Create Facilitator Profile

☐ Logout

1. For you to be able to identify this code – perhaps A.N.Other's name
2. Select the evaluation you require from the drop down box – you require 'Feedback evaluation (aka 360)'
3. How many people do you want to do the 360 evaluation? – how many peers/reports/boss/others in total?
4. Purchase

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Members Area

Buy Evaluations

Use this area to purchase new evaluation codes

Name this evaluation:

Evaluation:

Number of evaluations:

[→ Purchase](#)

Members Area

[○ My Details](#)[○ Set up & Buy Evaluations](#)[○ Evaluation Results](#)[○ Logout](#)

1. Choose your currency
2. If you have a discount voucher code, input it here (and click 'use')
3. Proceed to check out

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Members Area

Your Order

Name	Evaluation	Amount	Type of code(s)	Total Cost	Action
A.N.Other	SPECTRUM personal feedback	5	multi use	£49.95	Remove

Sub Total: £49.95

Choose Currency: \$ £ €

Total: £49.95

Voucher Codes

If you have a voucher code please enter it here:

[Use](#)

[Continue shopping](#)

[Checkout and pay](#)

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If you use a discount voucher code, once you have clicked 'use' check that the amount payable has changed

After payment

Your code (this will also be e-mailed to the e-mail address on your members details) – pass this to all people you wish to complete the evaluation (some suggested wordings follow)

Complete the data to enable your results comparisons to others – note: these are A.N.Other's name / gender / country etc – not yours!

Click 'submit' to complete the set up

[HOME](#)[ABOUT US](#)[CONTACT](#)[NEWS](#)[Members Area](#)

Members Area

Buy Evaluations

A.N.Other

Thank you for purchasing new evaluations.

Your unique code is: **MhveUaR6zSgi**

Please distribute this code to whoever you would like to take this evaluation

In order to provide accurate reporting on the evaluation, please fill in the information about the person who people are to answer for:

Name:

Gender:

Please select: ▼

Country of Residence:

Please select: ▼

Nationality:

Please select: ▼

Age:

Please select: ▼

Industry:

Please select: ▼

Level in business:

Please select: ▼

Business role:

Please select: ▼

→ Submit

Members Area

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Send instructions to those you wish to complete the 360^o evaluation for A.N.Other

Example wording for a Spectrum 360 report:

A.N.Other, as part of his/her personal development is seeking the thoughts of a number of people about how they behave / operate / work whilst in the working environment. He/she would be most grateful if you could be one of those to give an opinion and so help him/her with his/her personal development. He/she would appreciate it if you could complete an on-line questionnaire of 20 questions about him/her, which should take 10-15 minutes. There are no right or wrong answers – it is just your view which is being sought.

Please visit www.EvaluationStore.com and towards the top right of the home page there is a box to insert a code – cut and paste the code **xxxxxxxxxx** into that box (with no additional spaces – a common error!). This will take you to the correct evaluation. You are asked to input a given security number (to ensure that you are a person and not a computer) and then the statements appear one by one – click on the ‘buttons’ you think most appropriate.

Please **complete it in one go** without interruption (it has a ‘timeout’ mechanism – so if the screen stays still for a minute, you are ejected and your work lost). When prompted **select FULL report** (the code makes it free of charge to you). When prompted for your name – the report will produce your name exactly as you state it – so we always recommend **first name and surname**. It will then ask you for the e-mail address you want the report sent to. These reports are usually sent from EvaluationStore within 4 minutes. How long it takes to get to your in-box is dependent on a variety of factors including your IT set up.

If for any reason the report does not arrive, alert me by e-mail telling me the name you input – I can chase it. Fortunately this is a rare (>1%) occurrence.

To view your codes (who has completed the evaluations, how many remain etc)

Click member sign in

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Individual evaluations

[○ Become an affiliate](#)

[○ Become a member](#)

[○ Case studies](#)

[○ Paper versions](#)

Click Evaluation results

Click the relevant evaluation
Each one you have in each
category can be seen



Members Area

Evaluation Results

To download a report, please:

1. Click show next to the report you would like to download
2. Select the instance of that report you would like to download
3. Click "Download selected report"

Evaluation Name	Code	Left to complete	Report
<input type="radio"/> 360°			Show
<input type="radio"/> High Performing Team			Show
<input type="radio"/> How I think			Show
<input type="radio"/> How effective am I with others?			Show
<input type="radio"/> SPECTRUM Personal Feedback			Show
<input type="radio"/> SPECTRUM Team			Show
<input type="radio"/> Understanding how I communicate			Show

Members Area

- ☐ My Details
- ☒ Set up & Buy Evaluations
- ☐ Evaluation Results
- ☐ Create Coach Profile
- ☐ Create Facilitator Profile
- ☐ Logout

If not complete, click 'view completed' for a list of who HAS completed the evaluation – chase others!

If complete, click the 'radio button' and then 'download for selected'.

You will be asked which e-mail address you want the report to be sent to and it will arrive within a few minutes

If you want to stop the evaluation and get the results even with one/some incomplete – click 'mark as complete' NOTE – this is final and not reversible – no-one else can then use that code. The 'radio button' will then appear

Members Area

Evaluation Results

To download a report, please:

1. Click show next to the report you would like to download
2. Select the instance of that report you would like to download
3. Click "Download selected report"

Evaluation Name	Code	Left to complete	Report
<input type="radio"/> 360°			Show
<input type="radio"/> High Performing Team			Show
<input type="radio"/> How I think			Show
<input type="radio"/> How effective am I with others?			Show
<input type="radio"/> SPECTRUM Personal Feedback			Hide
Test 3	TRm3san7gy9Q [Del]	5	Mark as Complete
Test evaluation for Justin	Oi7KWNvasHqS [Del]	3	Mark as Complete
5 person test 360	6YuiEgqP8L9B [Del]	Complete	<input type="radio"/>
Test 360	xiyeVjID1dub [Del]	Complete	<input type="radio"/>
Download for selected			
<input type="radio"/> SPECTRUM Team			Show
<input type="radio"/> Understanding how I communicate			Show

Members Area

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