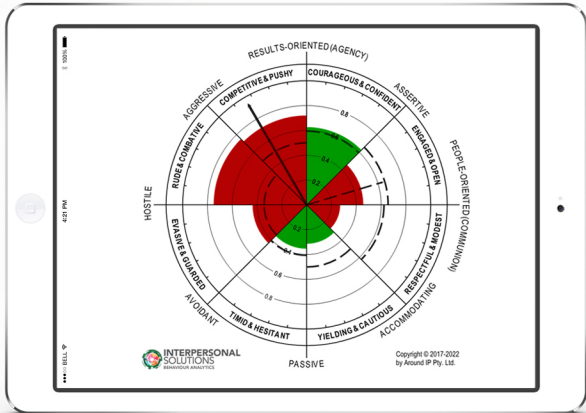
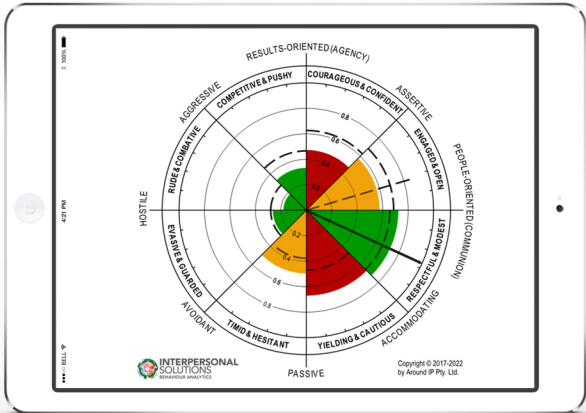


OVERVIEW OF BEHAVIOUR ANALYTICS TOOLS

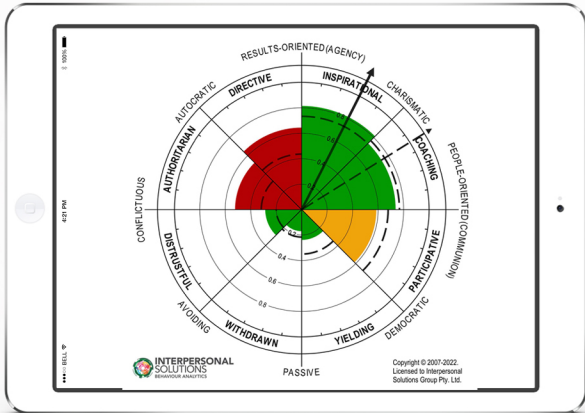
Circumplex Culture Scan™
(CCS)



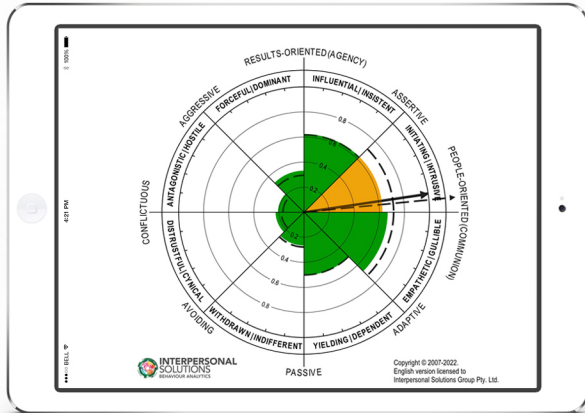
Circumplex Team Scan™
(CTS)



Circumplex Leadership Scan 360™
(CLS360)



Circumplex Behaviour Scan 360™
(CBS360)



WHAT IT MEASURES

- Organisational culture interpersonal behavioural norms measuring 8 styles:
 - Courageous & Confident
 - Engaged & Open
 - Respectful & Modest
 - Merging & Cautious
 - Timid & Hesitant
 - Evasive & Guarded
 - Rude & Combative
 - Competitive & Pushy
- Team interpersonal behavioural norms measuring 8 styles:
 - Courageous & Confident
 - Engaged & Open
 - Respectful & Modest
 - Merging & Cautious
 - Timid & Hesitant
 - Evasive & Guarded
 - Rude & Combative
 - Competitive & Pushy
- Leadership interpersonal behaviour measuring 8 styles:
 - Inspirational
 - Coaching
 - Participative
 - Yielding
 - Withdrawn
 - Distrustful
 - Authoritarian
 - Directive
- Individual interpersonal behaviour measuring 8 styles:
 - Influential | Insistent
 - Initiating | Intrusive
 - Empathetic | Gullible
 - Yielding | Dependent
 - Withdrawn | Indifferent
 - Distrustful | Cynical
 - Antagonistic | Hostile
 - Forceful | Dominant

WHO IS IT FOR

- Organisations, divisions, departments
 - "In this organisation, people tend to..."
- Intact teams
 - "In this team, people tend to..."
- Leaders with direct reports
- Individuals with/without direct reports

COMPLETION METHOD

- "Real-time" via Smartphone, Tablet or Laptop OR
 - Email notification
- "Real-time" via Smartphone, Tablet or Laptop OR
 - Email notification
- Email notification
- Email notification

SURVEY COMPONENTS

- 1 x Current Culture
 - 1 x Ideal Culture
 - 64 items
 - 12 cultural outcomes questions
- 1 x Current Team
 - 1 x Ideal Team
 - 64 items
 - 12 cultural outcomes questions
- 1 x Current Self-Description
 - 1 x Ideal Self-Description
 - 25 x Rater Descriptions
 - 116 items
 - Three open-ended questions
- 1 x Current Self-Description
 - 1 x Ideal Self-Description
 - 25 x Rater Descriptions
 - 116 items
 - Three open-ended questions

TIME TO TAKE

- 5-10 minutes per survey
- 5-10 minutes per survey
- 15-20 minutes per survey
- 15-20 minutes per survey

REPORTING OPTIONS

- "Real-time" display of organisational, divisional, departmental culture results
 - Paper-based organisational, divisional, departmental Culture Feedback Reports
- "Real-time" display of team results
 - Paper-based Team Feedback Reports
- Leader Feedback Report
 - Group Feedback Report
- Individual Feedback Report
 - Group Feedback Report

DEBRIEFING OPTIONS

- "Real-time" Culture Workshop debrief OR
 - Cascade communication of results after email collection
- "Real-time" Team Workshop debrief OR
 - Workshop debrief after email collection
- Workshop debrief and/or Individual 1-to-1 debrief after email collection
- Workshop debrief and/or Individual 1-to-1 debrief after email collection