



As a **VBL Solution Specialist** I have a tool that can help create a Values-Based environment in your organization. You will be able to identify 3 core strengths and uncover 2 constraints that must be aligned for exponential growth. The survey is conducted with a questionnaire which can be presented to all teams and employees. The deeper in your organization that it goes, the more powerful the results. You will then have a benchmark from which results can be measured.

This is done with no names and titles so that the information is coming from a 360 degree perspective.

What the VBL 360 measures:

- 360 degree feedback measures behaviors and competencies
- 360 degree feedback on how others perceive your values
- 360 degree feedback addressing skills such as listening, planning, and goal-setting
- 360 degree feedback on objective areas such as teamwork, character, and leadership effectiveness

The VBL 360 measures behaviors not traits, and is then compared to extensive normative data. You will then be shown how to focus on 2 vital areas that need strengthened along with 3 areas that will reinforce the core strengths already flourishing.

My job, as your Specialist is to make it easy to implement this 360 feedback program and align it with your organizational development initiatives.