

cci surveys
International

an e-feedback
and performance development *company*

what
we
do

how
we
do it

getting
started

applying
the
results

why
CCI

PIONEERS IN THE DESIGN, DEVELOPMENT, DEPLOYMENT, AND DELIVERY
OF PERFORMANCE BASED 360° INSTRUMENTS. SINCE 1976.

what
we
do

we help *individuals* improve their performance

we help *organizations* align the day-to-day performance of their people with strategic goals

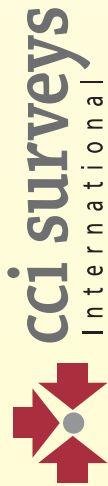
we believe that as the individual becomes more effective, the organization becomes more effective

CCi Surveys International is unique in the industry.

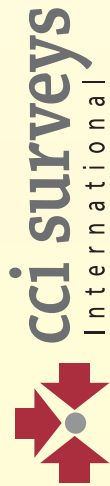
We provide unsurpassed flexibility for creating surveys, collecting information, reporting the results, and measuring performance improvement over time.

We provide instruments that focus on the group or team, business unit, and organization (*macro instruments* such as employee opinion, organizational climate, and customer satisfaction surveys) and on the individual (*micro instruments* such as performance-based 360° surveys). We provide a comprehensive family of more than 100 ready to use 360° feedback instruments. Or, we can create custom instruments, with your core competencies, exclusively for you.

We administer the feedback project for you. Or, do it yourself with our easy-to-use web-based authoring software, **CCi Direct-Connect®**. We provide onsite training and support for our software.



how
we
do it



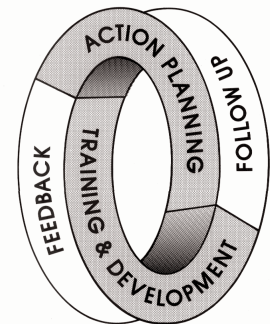
CCi Direct-Connect®

Our web-based platform, **CCi Direct-Connect®**, provides you with options and flexibility. Conduct a "one-off" feedback project. Conduct a more developmental performance building process. Conduct pre-post assessments to measure progress towards goals and self-directed action planning.

CCi Direct-Connect® is a self-contained web-based authoring platform. Our software allows you to use our 360° and non-360° instruments as they are. You can modify our instruments to meet your needs. **You can create an unlimited number of different instruments in any language yourself.** Nothing is returned to CCI. We provide you with hosting and secure servers.

value-added integration

Our structured yet flexible process can help you integrate feedback with your existing training and development initiatives. You can link **CCi Direct-Connect®** to your traditional and e-learning programs. Our system begins with performance-based feedback and effectively integrates action planning, training and development, and follow up activities designed to help people reach their potential and improve their performance.



*... continuous learning
for personal and
professional growth®*

getting
started

CCi Surveys International provides a proven
process designed to help people build on their
strengths and improve their performance.

**ESTABLISH SCOPE,
PURPOSE, GOALS**



**ADMINISTER
PROGRAM**



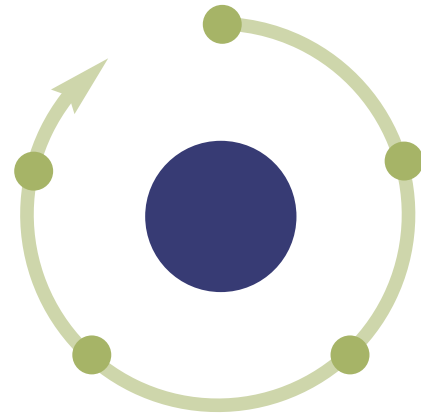
**CREATE
ACTION
PLANNING**



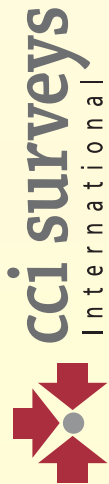
**IMPLEMENT
TRAINING AND
DEVELOPMENT**



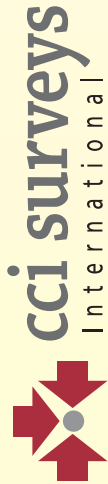
**CONDUCT
PRE-POST
ASSESSMENTS**



**[more about getting started
with CCI Surveys International](#)**



applying
the
results



CCI Surveys International reporting options

Feedback programs are about building on strengths and doing things differently based on the results. Our reporting formats help participants work more effectively with others. They help participants apply their feedback. We provide both individual and group reporting formats that are as simple or comprehensive as you want. You can choose from more than 20 reporting formats—from one-page summaries to multi-page detailed item analysis reports. We help you select the reports most appropriate to the purpose and goals of your feedback project.

Our feedback reporting formats help answer these questions:

- **What is most important to the people I interact with?**
- **What do I need to do differently to improve my effectiveness with others?**
- **Which rater groups see me as more (or less) effective?**
- **In what areas have I improved my performance and effectiveness since my last assessment?**
- **What are the strengths and developmental needs of our department, business unit, and organization?**
- **What areas are more critical for action planning (for individuals and groups)?**

view a sample of our reports . . .

Summary reports

- ▶ [Overall Results](#)
- ▶ [Competency-Theme](#)
- ▶ [Open-Ended Questions](#)

Detail reports

- ▶ [Analysis by Importance Ratings \(single scale\)](#)
- ▶ [Analysis by Behavior \(dual scale\)](#)
- ▶ [Pre-Post Analysis by Behavior \(dual scale\)](#)
- ▶ [Resource Guide](#)

why CCi

what makes CCI Surveys International the premier feedback provider?

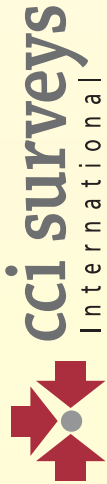
We provide you with options, flexibility, and expertise with more than 32 years of experience.

We market the most comprehensive selection of performance-based 360° instruments in the world. We understand that you want effective feedback surveys with options for ready-to-use and custom surveys. We can administer your feedback project for you. Or, if you want to administer your project yourself, our web-based software, **CCi Direct-Connect®**, is the perfect solution.

Applications. Clients use our feedback process to complement a wide range of applications—Career Development, Coaching and Counseling, Identifying High Potential Performers, Leadership Development, Performance Management, Sales Management Development, Self-Development, Succession Planning, Team Building, and more.

why choose CCI Surveys International?

- ▶ [Performance-Based Behaviors](#)
- ▶ [Group Profiles](#)
- ▶ [Gap Analysis](#)
- ▶ [Pre-Post Assessments](#)
- ▶ [Response Distribution](#)
- ▶ [Resource Guide](#)
- ▶ [Structured Catalyst for Change](#)



contact US

over 32 years of experience pioneering
360 degree and other feedback programs

We work with clients in business, government, and educational organizations from around the world and establish alliances with consultants, training firms, and trade associations.

We invite you to contact us to learn more about how we can help you help your people reach their potential.

For more information, please contact
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