



# Clear Intentions INC.

Leading and Launching You to Reach Your Potential

COACHING plus NET® • ASSESSMENT • TRAINING • SPEAKING

## Assessments

### **360-Degree Employee Development Program** (Currently available in English only)

The *360-Degree Employee Development Program* from Clear Intentions is the most effective tool available for the assessment and development of your key employees. After personally completing over one hundred 360-degree assessments for employees at several Global 2000 companies, founder Barbara Schwarck discovered a need for an improved tool and evaluation process. This proprietary, online, 360-degree questionnaire uses feedback from the person being assessed, supervisor(s), direct reports, co-workers and customers (internal or external). Customization to add additional groups and questions is also available.

Considering the best of existing tools, the *360-degree Employee Development Program* is also sensitive to:

- The participant's openness to feedback by focusing on key development areas.
- The respondents' ability to give a thorough evaluation without having to invest more than 10-15 minutes of their time.
- The coach's ability to interpret responses and go beyond just providing a summary of responses (by offering the ability to affect change in the debriefing process).
- The ability to analyze patterns within subgroups (supervisor, direct reports, colleagues and customers), as well as identify gaps (e.g., between expectations of respondents and participants, or expectations of performance versus actual performance).
- The ability to include or exclude direct, anonymous feedback.

### **Intercultural Intelligence Assessments (CSAI™)** (Available in English only)

Cendant International (2006) reported that the average cost of a three year American expatriate assignment is \$1 million, and up to 60% fail in the first year. Recent surveys also report that 67% of early returns are caused by family concerns (GMAC, 2005).

The CSAI™ is the first well-researched, reliable, accurate online tool for screening and evaluating cross-cultural adjustment. It is available for expatriate business personnel and their families. It can help detect problems before they impact the workplace. Periodic administration of the instrument can effectively track the well-being of employees and/or family members during an overseas assignment. Coaching can track strengths and identify challenges when they arise, often alleviating an early return.

Every program includes a two-hour feedback session which, in addition to providing an in-depth analysis, leaves the employee empowered with a detailed action plan to address the most essential areas for development. Clear Intentions is committed to integrity and strong, results-oriented relationships with our clients. These relationships are built on a "fit" between our strengths and our client's needs. To learn more and determine how we can meet your needs, please contact us at 412-242-3971 or [info@clearintentions.net](mailto:info@clearintentions.net).

