

Description of Censeo's Established Surveys

Based on more than 30 years of conducting multi-rater surveys for major clients, Censeo has developed four established surveys. The items in these surveys are all of proven worth in that they are important to success in various positions, and they can be reliably rated by people from different perspectives (roles). The surveys are ready for immediate use. Another advantage is that Censeo has a large database and provides norms for comparison purposes. The competencies and the number of items are shown in the table below.

Survey	Competencies	# Items
Executive	Visioning and strategic focus	6
	Driving for results	6
	Building high performance teams	6
	Acquiring and developing outstanding people	5
	Interpersonal skills	7
	Leading/managing change	6
	Leading through personal excellence	8
	Total:	44
Manager	Make things happen	7
	Problem analysis and decision making	10
	Communications skills	9
	Interpersonal skills	11
	Leadership skills	10
	Technical/functional expertise	6
	Leading/adapting to change	6
	Total:	59
Team Leader	Team leadership	8
	Team member development	7
	Problem analysis and decision making	8
	Communication skills	8
	Teamwork and interpersonal skills	8
	Job knowledge	5
	Implementing/adapting to change	6
	Customer focus	5
Total:	55	
Individual Contributor	Striving for excellence	8
	Problem analysis and decision making	5
	Communications skills	7
	Teamwork and interpersonal skills	9
	Job knowledge/functional expertise	5
	Organization and time management	6
	Flexibility/adapting to change	5
	Customer focus	5
Total:	50	

Many clients use the established surveys as is, and others use them as a good basis for developing custom surveys.