

# GOVERNMENT TRAINING NEWS

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## **INSIGHTMirror 360° Action-Guide Is Out of This World**

by Ron Rago, Former Editor of GTN

**The INSIGHTMirror 360 Action Guide™ includes imaginative ways of illustrating valuable information on utilizing one's strengths to the *max*, and managing weaknesses. The style of this Action Guide is the antithesis of the customary boilerplate Action Guide (Workbook) that lacks substance. To the contrary, the INSIGHTMirror Action Guide is packed with relevant and original material you'll use for years.**

INSIGHTMirror 360° Assessment has recently produced an extremely useful Action-Guide to compliment their acclaimed 360° assessment instrument. The 50 page Action Guide is packed with information and exercises that it can stand alone as a workbook tool for self-development or be integrated into an executive coaching session.

The Action-Guide is not just another boilerplate recipe with tips on improving your areas of weaknesses. It is evenhanded in working with both people's shortfalls and strengths. The fact that this Action-Guide truly deals with one's strengths, as viewed from the Ratee 360° Feedback Report is one of its real advantages.

Most, if not all, 360° workbooks focus on people's weaknesses. In the INSIGHTMirror 360 Action-Guide you will learn strategies to manage things you don't do well, but just as importantly, learn ways to identify and nurture the things you do well to accomplish significant leadership improvement. This is based on the concept that successful leaders focus most of their time on utilizing their strengths, AND using their strengths in new arenas.

The Action-Guide does not ignore managing your weaknesses. It contains many helpful techniques for doing so, including asking better questions, addressing blind spots, and employing seven specific strategies to manage (and often work around) shortfalls in performance. The Guide also presents an in-depth explanation and accompanying exercises for using problem solving tools for working with your strengths more effectively, or working on some weaknesses.

Other helpful sections of the Action-Guide deal with Leadership Principles and Management Tools. In addition, there are useful discussion and tips on giving and receiving feedback, and possibly most critical: creating a meaningful dialogue about your assessment in terms of both strengths and weaknesses with one's staff and boss.