Management Impact Assessment

What is Management Impact (M/I)

Management/Impact is a 360° assessment that provides managers with insights on how they approach their work and the impact they have on people around them.

Management Impact (M/I) is a unique feedback system that provides managers and others with management responsibilities with insights regarding how they approach their work and the impact they have on the people around them.

M/I will provide managers with information about their:
- management effectiveness, along task, people, and personal criteria;
- impact on others, in terms of the extent to which they motivate and drive the people around them to behave in Constructive versus Defensive ways; and
- management approaches, in terms of the frequency with which they carry out their responsibilities in Facilitating versus Inhibiting ways

How Does Management Impact Work?

M/I feedback is based on information collected using two forms of the Management/Impact inventory:

1. The M/I Description by Others Inventory is completed by approximately five people selected by the participating manager to describe his or her overall effectiveness, impact on their behavior, and his or her approach to various responsibilities common to the jobs of most middle-to lower-level managers.
2. The M/I Self-Report Inventory is completed by participant managers to identify their self perceptions regarding their management approaches and the impact that they ideally would like to have on the behavior of the people around them.

The inventories take approximately 20 to 30 minutes to complete. Results are presented to participants in a comprehensive, confidential feedback report that includes plots, Circumplexes, bar charts, tables, descriptive text, and recommendations for improving management effectiveness.

Feedback from M/I enables participating managers to compare:

- their desired future effectiveness to their current effectiveness, as described by the people around them
- the impact that they ideally would like to have on others to the impact that they actually have on others
- their self-perceptions of their management approaches to the descriptions by others