

DNi 360

This information is designed to help administrators of the *Development Needs Inventory (DNI)* better understand how to maximize its value to the participating managers (*Leaders*) and their employers. Based on feedback from many thousands of users, the DNI has steadily evolved since its first use in 1982. In recent years this approach to assessing the development needs of managers has become popularized as a 360° technique because it gathers comparable data on participating managers (*Leaders*) from the managers themselves and the person or persons above (*Supervisor/Manager*), to the side (*Peers*), and below them (*direct reports* or subordinates) in the organization.

The DNI has now been revised and made available for data gathering and processing over the Internet. It is customizable to the needs of individual clients, and to training and development organizations. The DNI consists of 10 Basic Scales and 14 optional Scales. Fifteen scales are included in the standard cost. Users are also free to substitute Optional Scales for one or more of the Basic Scales. The definitions of these twenty-four Scales and a number of terms used in understanding the DNI process are presented immediately below. These are followed by sections on the potential benefits to DNI Clients and steps involved in its administration. Viewing these steps and the follow-up details may make the process seem more complicated than it actually is since step by step instructions for signing on and completing the DNI are presented electronically.