

360° Feedback and Development

Assessment Fact Sheet

Overview

360° feedback and development helps you prepare the right people for the right roles and focus on the training and support they need to excel. 360° feedback and development can help you:

- Identify those with leadership potential and construct a succession planning strategy
- Link individuals' performance with business objectives ensuring the right people are in place to implement any future plans
- Quickly identify and promote high performing staff before they leave the organisation
- Improve employee motivation, as staff feel more valued

Job Family/Title	All
------------------	-----

Details

Average Testing Time (minutes)	10 – 20 minutes
--------------------------------	-----------------

Allowed Time (minutes)	No Time Limit
------------------------	---------------

Maximum Number of Questions	Variable
-----------------------------	----------

Number of Sitzings	One
--------------------	-----

Designed for Unproctored Environment	Yes
--------------------------------------	-----

Question Format	Rating scale and open text
-----------------	----------------------------

Product Category	360
------------------	-----

Knowledge, Skills, Abilities and Competencies Measured

In a 360° feedback review individuals receive structured feedback – measured against the needs of the business – from managers, direct reports, peers, colleagues and customers. Having a more objective and broader perspective on performance helps place people where they will be most effective. 360° feedback can also be used to identify what will be needed of individuals in future, helping plan their development and next career move.