

## 360 Assessment Tools

The 360 Assessment facility is an online tool for use by employers working in various types of organisations in both public and private settings.

The system has been developed through numerous experienced consultations by a leading edge international assessments developer and test publisher and partnering organisations from the private and public market sectors.

Organisations can create their own 360 assessment within minutes, choosing from their own competencies, added to the system, or use already available within the systems Generic Competency Framework. Individuals are then able to start their assessment immediately, and can invite up to 10 assessors to report on them through the easy to use on-line system.

Each individual (assessee) is set up with an account and receive an automated email with their login details. They can then complete the questionnaire themselves and invite up to 10 assessors from a pool of managers, peers and others to report on them through completing available questionnaire. Assessors have an ability to make some comments relevant to each Competency Unit. These comments are displayed in the final report in a format of notes added to the back of each report to keep it anonymous. This feature allows on providing with additional information which may not be captured in the statements that build the questionnaire.

At the end of each assessment the system produces a report in a workbook format which enables an individual and their line manager to jointly develop a Personal Development Plan. The PDP can be reviewed on an on-going basis. This innovative approach of bringing together 360 assessment and personal development not only helps the appraisal process but helps to foster a culture of continuous improvement within an organisation.

The 360 Assessment enables organisations to run a re-assessment based on the same questionnaire. At the end of each re-assessment process the system produces a Distance Travelled Report which provides with information on the individual progress from the moment that the first PDP has been agreed. This information allows on monitoring an individual progress and making any alternations to their PDP should it be required by the changes to the business or an individual position within an organisation.

360 degree feedback is playing a growing role in organisations through its ability to provide structured, in-depth information about current performance and in identifying areas for development both for the organisation and the individual employees. Professionally managed, 360 assessment increases individual self-awareness, and as part of a strategic organisational process can promote:

- Increased understanding of the behaviours required to improve both individual and organisational effectiveness
- More focused development activities, build around the skills and competencies required for successful organisational performance
- Increased involvement of people at all levels of the organisation
- Increased individual ownership for self-development and learning
- Increased familiarity with the implications of the cultural or strategic change AQR 360°

The online process is designed to be very easy to use. It is intuitive and supported by clear on screen instructions. The 360 provides access to a Competency Framework which includes a range of 38 competencies around 8 key themes:

- LEADERSHIP DEVELOPMENT
- MANAGING PEOPLE (MANAGER)
- MANAGING PERFORMANCE
- RESOURCE MANAGEMENT
- MANAGING SELF
- BUSINESS DEVELOPMENT
- MENTAL TOUGHNESS – MTQ48
- LEADERSHIP STYLE – ILM72

There is also an option to upload a bespoke competency framework. We are also able to work with the organisation to develop a framework tailored to their requirements, in either case the user selects the units they want to compile the questionnaire. The questionnaire is formed automatically and ready to use. The assessee nominates assessors by email and the rest of the process is automated.