

---

## **DISCOVERY 360° FEEDBACK™**

*Customized On-line Feedback for Performance Development*

**Purpose:** 360° assessments provide individuals with straightforward, practical feedback from people in their “circle” of business relationships: peers, managers, direct reports and other internal and external contacts.

A customized assessment allows optimal collection of data. *Feedback is collected on the factors the mean the most to your organization, making the most of the time invested by participants and raters.*

**Customization:**

- Categories, competencies and questions may be customized.
- Open-ended question option available.
- Available as either a Dual Factor/Gap Analysis or Single Factor instrument
- Flexibility in number of raters
- Choice of report format
- Comparative reports available

**Dual-Factor/Gap Analysis Feature:**

In addition to rating the performance of the individual on specific competencies (single factor), this feature gathers information about what the rater wants/expects to see. (Ex. “How important is this skill to the position?”)

**Example of Customization:**

- Selection of 4-6 themes representing critical success factors in your organization.
- Selection of 4-7 behavioral questions for each theme
- Selection of 2-3 open-ended questions

**Themes:** Initiative and Risk Taking, Personal Integrity, Vision, Quality of Results, Empowerment, Communicating, Delegating, Motivating, Coaching, Planning and Goal Setting, Problem Solving and Decision Making, Creativity and Innovation, Technical Competency, Diversity, Team Work, Mentoring.

**Example of Uses:**

- Individual assessment, coaching and development
- To complement an existing leadership development initiative
- To enhance on-the-job development and assist in transitions to new roles
- To establish a profile of a specific group’s strengths and areas in need of development.

