

DISCOVERY 360° FEEDBACK™



Perception is Reality

Importance of Feedback

A 360° Feedback Assessment gathers information from several people about an individual's effectiveness. This gives a person the unique opportunity to see themselves through the eyes of others. A 360° will identify areas in which a person is performing above, at or below the standards of his/her boss, self, peers, and customers (if applicable).

360° Feedback Assessments are powerful tools for helping individuals improve, grow and develop their soft (interpersonal) skills. The development of effective soft skills begins with the awareness of ineffective soft skills. A 360° Feedback Assessment shows an individual how others view their performance, versus what it should be. The understanding of others' perception will increase an individual's drive for success, when he/she is given the information in a constructive manner such as a 360° Feedback Assessment.

For example, performance appraisals can be administered using a 360° Feedback Assessment. This allows employees to see the reasoning behind any decision made about their performance and can develop an action plan to improve. In addition, 360°s are an essential component for continued learning and success.

Event vs. Process

Previous 360° Feedback Assessments have been missing the necessary follow-up strategies to make them effective. Organizations have been using 360°s as one-day training events without follow up. A 360° is intended to be used as a starting point for a developmental process. The "Discovery 360° Feedback" provides follow-up strategies to ensure one's success. All 360° Feedback Assessment results should be facilitated in a way that leads to a complete process for improvement. When people look at a 360° as a starting point to an improvement process, they feel more secure with the information given.

Features of Discovery 360° Feedback

- Customize your 360° Feedback Assessments to Fit Your Needs
- Professional Development Plans
- Guide for Survey Question Development
- Guide for Distributing the Surveys
- Guide for Interpreting Feedback
- Provides Measurable Improvement
- Diverse Selection of Soft Skill Areas

The "Discovery 360° Feedback" has the following pre-developed survey areas:

- Leadership
- Empowerment
- Performance Management/ Coaching

- Integrity/Initiative
- Communication
- Teamwork
- Quality
- Customer Service

For each of the above survey categories the following seven feedback reports can be generated

- Category Report
- Individual Practices Report
- Overview Report
- Summary Report
- Comparative Report
- Organizational Report
- Training Report

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Success stems from knowing how you are perceived by others. A 360° Feedback Assessment provides that information. "Discovery 360° Feedback" provides a complete process in order to apply the information gained from the report. This 360° has combined many features, making it the most user friendly 360° on the market. Every organization needs to use a 360° Feedback Assessment to achieve the highest productivity from their employees.

If you are not using Discovery 360° Feedback, you are not maximizing the full capabilities of 360° Feedback Assessments.

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