

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 what others think their performance is 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 by way of 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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