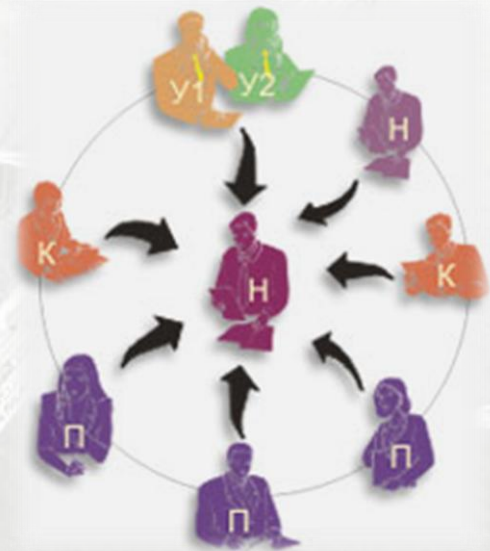


360° Assessment

implies taking into account
opinion of all stakeholders

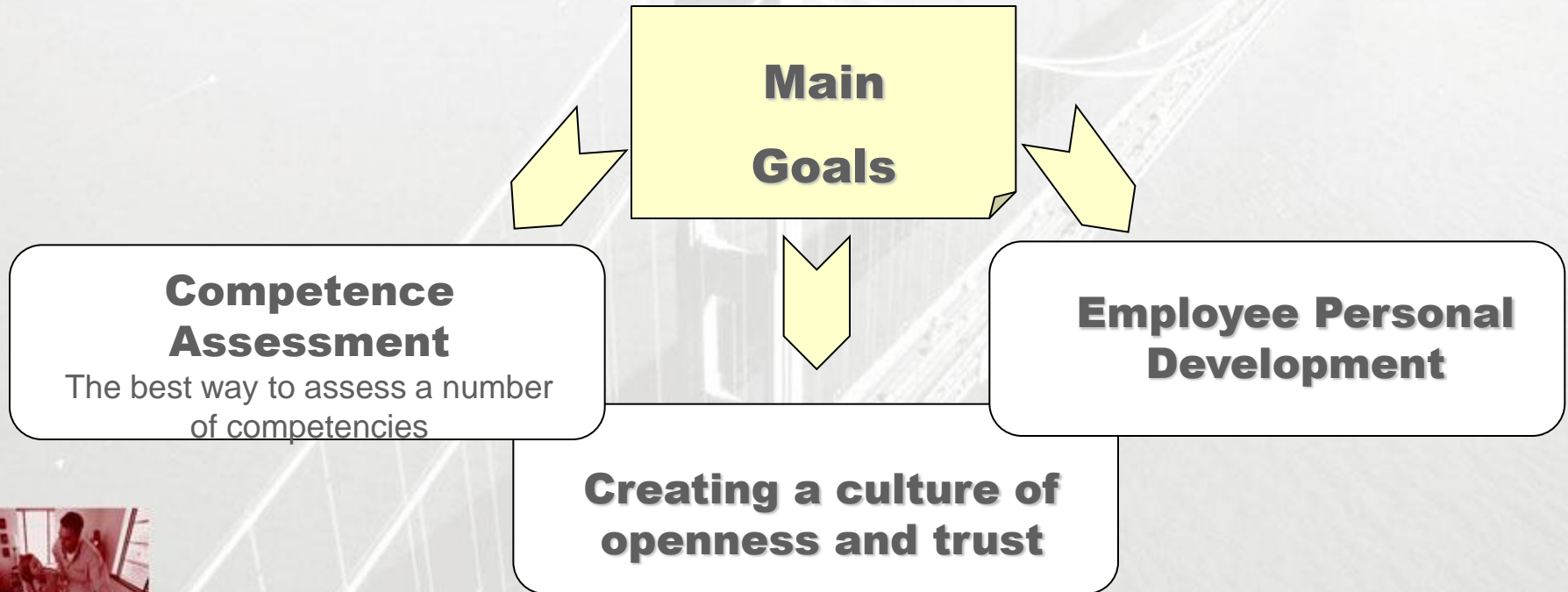
- colleagues
- subordinates
- managers
- clients

for balanced and objective
assessment.



Coverage

360-degree assessment is a tool that can be customized for your needs



Goal: Competence Assessment



The **best** way to assess a number of competencies.

Clients can better assess the client-oriented approach, subordinates – leadership skills, and managers – initiative of employees.

Results will help in promoting, development and training of employees.

In this case the assessment is based on the following principles:

- Competencies are described clearly, using behavioural indicators
- Real behaviour of employees is assessed, not their abilities, potential or attitudes
- Various categories of experts are involved: managers, colleagues, subordinates, customers



Goal: Creating a Culture of Openness and Trust



In this case 360-degree assessment is used to provide feedback to managers and colleagues.

As a result, employees see that they can express their opinion and it will be heard. This is the **basis** for establishing open relations in a team that helps create a system of universal structured feedback.

In this case assessment is based on the following principles:

- Experts provide detailed comments of their opinion, give recommendations to the employee
- Employees are taught how to give effective feedback



Goal: Employee Personal Development

Opinion of other people us is a powerful **motivation** to change oneself.

In this case assessment is based on the following principles:

- Competencies that influence an employee's promotion are identified
- Experts assess employee's behaviour and give recommendations on competencies development
- An employee decides who will assess him



Additional Result

Understanding of employees' strengths and identifying competencies for development (both at the Company and department level)

- to assess human resources potential
- to identify prospective areas for training

Additional result:

- Study the level of proneness to conflict in departments, relations between colleagues
- Identify informal leaders in departments/Company

