



360 Online Tool

A Quick Tour

Benefits

- A powerful, insightful and motivating experience for participants
- Your organisation gets crucial, in-depth performance data and clarity about where to focus development efforts and resources
- Choose from a range of ready to go competency frameworks designed to suit most people and job profiles, or we can work with you to develop your own bespoke questionnaire
- A comprehensive package including communication materials, guidelines and other resources to save you time

Flexible options

Questionnaires

- Developed from your leadership behaviours
 - By us
 - By you
- You choose the free text questions you want to ask
- Respondent groups of your choice

Administration options

- We will fully administer the process – launching, reminders, chasing
- We provide guidelines and support documents to all involved
- We can partly administer and hand over to you
- You can do it yourself

Control Panel

Shows unassigned work-sets, lists clients and shows progress at a glance. Making it easy to manage your 360 feedback projects.

Worksets

Worksets you have already assigned to users

Status	Users name	Workset name	Date assigned
■	Caroline Taylor	1. Middle Managers	18/08/2010
■	David Cameron	2. Directors and Business Leaders	18/08/2010
■	Michelle Obama	3. Emotional Intelligence at work	18/08/2010

Unassigned Worksets

You currently have 1 licenses available.

Easy to use questionnaires

Questionnaires have multiple choice and free text questions. Questions are presented in a random order to prevent tramline thinking. Use one of our standard ones or bring your own. Build in mandatory and optional competencies as required.

Questionnaire Sample - Cabot Financial 360

Takes responsibility for own actions including mistakes	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instils the importance of ethical behaviour to colleagues and team members	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is crisp and consistent in their communication	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creates a wide network of relationships	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treats everyone with respect and dignity	1	2	3	4	5	Don't know
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Participant Control Panel

Shows progress at a glance. Managing respondents is easy too. You can send reminders, add or delete respondents giving you control at the click of a button

Workset Status

■ Self perception test (1 questions remaining)

[\[send reminder \]](#)

Respondents - the people who are providing feedback

■ George Osborne not started

[\[remove\]](#) [\[resend email\]](#)

■ Nick Clegg in progress (62 questions remaining)

[\[remove\]](#) [\[resend email\]](#)

■ William Hague has completed the questionnaire

Chosen competencies

Adaptability/Change Management

The ability to respond & adapt to changing circumstances and to manage, solve problems and provide solutions in a climate of ambiguity

Analytical thinking

The ability to analyse, investigate & interpret data, issues & situations

Commercial and Financial Awareness

The ability to apply understanding of the company & industry to improve effectiveness & profitability

Access your report online

Available as soon as the last respondent has completed. Shows competency summary, competencies in detail and free text comments. Designed for simplicity and clarity.

Relationship key:

The scores in the details section of your report have been colour coded to indicate the relationship category of the respondent as follows:



Employee



Line Manager



Direct Report



Fellow director

Analytical thinking

The ability to analyse, investigate & interpret data, issues & situations

Your self score:

Feedback score:

Proactively takes ownership of problems affecting the business

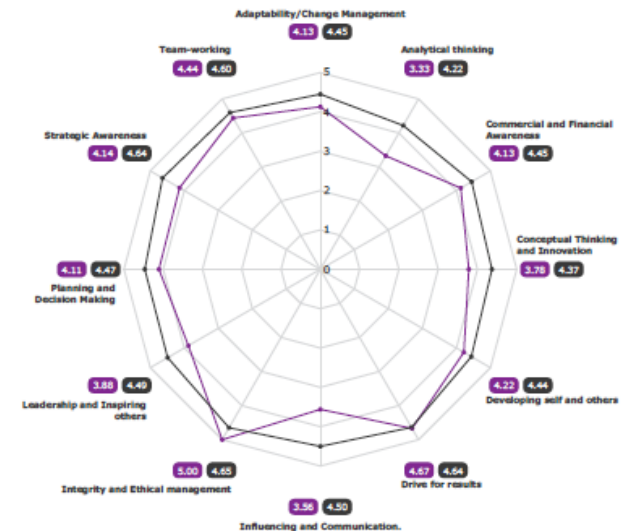
Own Answer: 5 Average Feedback: 4.70
Individual Scores: 5, 5, 5, 5, 5, 3, 4, 5, 5, 5

Performs to high standards, and maintains constructive interpersonal relationships~ when under pressure

Own Answer: 5 Average Feedback: 4.50
Individual Scores: 4, 5, 5, 5, 5, 3, 4, 5, 5, 4

Risks unpopularity to make the right business decision

Own Answer: 5 Average Feedback: 4.13
Individual Scores: 5, 5, 4, 2, 5, 3, N/A, 4, 5, N/A



Nothing. She is an excellent manager and motivator. She has been largely responsible for the success and growth of the business. She sets herself very high standards - which is a strength; but she should try not to be too hard on herself.

In any business there can be a tendency to react too quickly and change plans / methodology when adherence to the original plan can reap the rewards sought. I feel sometimes there is a knee-jerk reaction that can be a positive (when adapting to a situation), but at other times is a negative.

Corporate branding

360 reports can be
branded with your logo

World Fuel Services



360° Feedback Report

Feedback Report for Michelle Obama
2. Directors and Business Leaders
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