



360 Degree Feedback Assessment



“ As we get more feedback, that gives us the opportunity to improve.

Constructive and complete feedback is critical to creating and maintaining a healthy culture in an organisation. Additional to organisational benefits, well-rounded feedback can drive improvements in team and individual performance.

An essential diagnostic for employee engagement and performance, it is important to run regular 360 Degree Feedback assessments. This type of assessment looks at each employee from a well-rounded and balanced perspective, creating an accurate picture of each participant's behaviours and performance.

For organisations and businesses looking to grow the potential of their employees, 360 Degree Assessments are an effective tool for better leveraging strengths and identifying barriers to performance.

These assessments typically allow a participant to rank themselves against the key measurement criteria, and also have a colleague, a manager and another employee removed from the participant rank them on the same criteria. This provides participants with a view of how they are perceived by others, the contribution they make to the workplace, and areas where they could improve.

Having an accurate and unbiased picture of each employees' performance uncovers personal blindspots and removes barriers to each employee's continuous improvement.

You can book a consultation and demonstration of the 360 Degree Feedback Assessment software today to see how your team can improve performance and unlock their potential in your organisation.

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Let's talk about that elephant...

It has to be said, anyone who has worked in a corporate environment in the last 25 years likely has had a negative experience with 360 degree assessments. Our view is that all the negative experiences are a result of the process being undertaken in an incomplete or uncoordinated way, or where the organisation is attempting to use the process as a surrogate performance management mechanism. We do not advocate this use.

When used appropriately a 360 degree assessment is a vehicle for the team advocating for and championing each other – as they understand they are more than the sum of their parts together. 360 assessments are an effective approach to identifying areas for improvement, and seeking the support of the workgroup in achieving growth and betterment. A healthy team culture is critical for this process to achieve all that it can.

● **If you are unsure whether your organisation is ready for the 360, we can guide you through a process to assess your change readiness.**

Key Benefits

Customisation

Our team will work with you to construct meaningful customised questions and rating scales, in order to provide accurate and useful feedback information for the participant that is relevant to their role.

Completing the Feedback Loop

360 Degree Feedback assessments are a critical component of the feedback loop in an organisation. Maintaining an open feedback loop in which people can easily give feedback is essential for increasing engagement in the work environment. 360 assessments allow workers to champion their colleagues and assist every team member to be the best they can be.

Comparison Data

Iedex has been in business for 20 years, and as such are able to offer extensive comparison data across different industries and positions. Through utilising a multi-period agreement, you can even benchmark within your organisation across teams and roles.

Easy to Use

The software platform is easy to use, the data is securely stored in Australia, and participants will find it very easy to complete the process without any training. Through utilising our proprietary software your organisation will save huge amounts of time in collating data, following up on respondents and producing meaningful reports.





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Pricing

There are several packages to suit your needs.

Package 1 Standard 360 degree assessment with report \$200 ex GST

Package 2 Standard 360 degree assessment with report \$585 ex GST
+ 1 hour results and findings debrief

Package 3 Standard 360 degree assessment with report \$955 ex GST
+ 1 hour results and findings debrief
+ 1 hour follow up coaching session

The debrief session is an opportunity for the participant to work with one of our experienced consultants to fully understand the report and formulate an action plan for how to build on the feedback for growth. We highly recommend taking advantage of this offer in order to ensure you maximise return on investment.

The following up coaching session is a wonderful way to springboard the results from the 360 into meaningful action. This session provides support and structure for the participant as they progress through their action plan. This helps to ensure that any change is sustained.

Additional Options

Debrief purchased outside of a package \$400 ex GST

Coaching partnership purchased following a package 10% discount

