





360° Feedback Assessments

Timely and relevant feedback is key to improving individual, team, and organizational performance. And 360° assessments are an effective and efficient way to gather critical developmental feedback. Feedback, however, needs to be targeted to precise behavioral areas to maximize impact. That is why we offer several unique styles of 360° assessments to meet your organization's specific needs. The comparison table below summarizes the key differences and measurement areas of each 360° type. Despite the distinct features for each assessment, all 360° instruments remain consistent in the following key areas:

- There is one focal individual rated per 360°.
- All reports are completely confidential and contain no identifying information of the raters.
- Feedback can be collected from a mix of supervisors, peers, direct reports, and both internal & external stakeholders.
- All 360°s are completed on-line using secure cloud-base technology.
- Each feedback report includes clear, prioritized development recommendations targeted toward action and improvement.

			
<p>An in-depth measure of 30 fundamental skills and behaviors needed to be a high performance manager to drive team performance.</p>	<p>A core assessment of 17 key leadership skills and attributes required to maximize follower potential and be a high impact Servant Leader in organizations.</p>	<p>A rapid and powerful measure of a leader's current personality as perceived by those around them across 16 task & relationship behaviors</p>	<p>An assessment of 11 critical personal traits and qualities needed for an individual to succeed in a future leadership role or roles requiring influence.</p>
<ul style="list-style-type: none"> • Accountability • Achieve Results • Adaptability/Flexibility • Analysis/Ability to Probe • Appraising Performance • Attention to Detail • Coaching • Conflict Management • Decisiveness • Delegation • Expertise • Goal Setting/Vision Building • Influence/Persuade • Initiative • Innovative/Creative Leadership • Listening • Oral Communication • Organization Awareness • Plan/Organize • Professional Development • Professionalism • Recognition of Good Performance • Sensitivity • Team Development • Time Management • Tolerance for Stress • Trust Generation • Work Ethic • Written Communication 	<ul style="list-style-type: none"> • Activates Empowerment • Defines Reality • Develops People • Develops Team • Establishes Communication • Facilitates Decision Making • Focuses Vision • Fosters Accountability • Lives Company Values • Maintains Trust • Monitors Environment • Performs Job/Role • Practices Servant Leadership • Promotes Entrepreneurship • Provides Rewards • Reinforces "Can-Do" Environment • Unleashes Creativity 	<ul style="list-style-type: none"> • Cooperativeness • Criticalness • Directiveness • Empathy • Firmness • Frankness • Helpfulness • Mistrust • Obedience • Persuadability • Public Image • Respect • Self-criticalness • Self-respect • Shrewdness • Warmth 	<ul style="list-style-type: none"> • Ability to Forgive and Forget • Ability to Shift Paradigms • Adult to Adult Communication • Effectiveness • Emotionally Mature • Flexibility • Helpful and Others Centered • Honest / Trustworthy • Internally Motivated • Ownership of One's Responsibilities • Willingness to Team with Others
<p>≈ 60 minutes to complete</p>	<p>≈ 30 minutes to complete</p>	<p>≈ 10 minutes to complete</p>	<p>≈ 20 minutes to complete</p>

If you have any questions about these 360° feedback tools and the recommended outcomes-based best-practices for their application, please contact us directly via phone (269) 353-1898 or email: info@anselmgroup.com.