

# Online 360° Feedback Diagnostic

# 'assess your baseline capability'

Relay Consultants 360° feedback tool, reveals an individual's core strengths in the areas of:

- Business Maturity
- Management Process Maturity
- Interpersonal Maturity

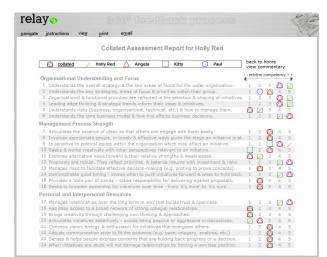


The many psychometric tools, which help understand an individual's personality, motivation and reasoning are well supplemented by this broader organisational view of the individual. It helps to identify their prioritised strengths and weaknesses as seen by peers and managers, and therefore their fitness for different roles and initiatives within organisations.



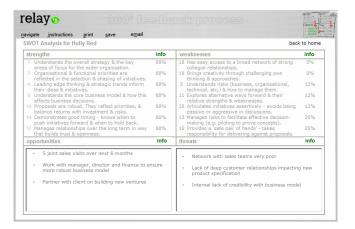
The 360-degree feedback process can be implemented in two ways - online or integrated within your email system.

The process focuses on helping the individual identify the strengths they should play to, and the prioritised weaknesses they should address, so they operate more effectively with peers and managers across the organisation. Feedback can be used for individual skill development, and within succession planning, performance management, and promotional processes.



#### **Features**

- automatic email notifications and links are provided to assessors
- commentary can be added to all feedback
- individual and collated reports are provided
- information is automatically pulled into a configurable SWOT analysis table
- email integration enables easy sharing of reports and development plans with colleagues
- integrated e-coaching within the SWOT analysis supports focused self analysis and action-planning
- modular construction supports different question sets (e.g. leadership, performance management)
- scalable for individuals or groups with no overhead on IT systems



## Benefits

### organisation benefits

- highly cost effective and easy to administer
- intuitive web design requires no training
- zero-touch design removes need for paperwork and administration
- can be configured to provide organisationwide polling to determine priorities
- · hosted solution providing seamless delivery
- configurable survey database
- response data secure and confidential

#### individual benefits

- transparent & prioritised process for shaping individual development needs and plans
- creates the conditions for constructive discussions about individual development
- deepens self-insight and builds more mature relationships with assessors