



# 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.

strengths	info	weaknesses	info
1 Understands the overall strategy & the key areas of focus for the wider organisation.	88%	18 Has easy access to a broad network of strong collegial relationships.	0%
2 Understands the key strategies, areas of focus & priorities within their group.	88%	19 Brings creativity through challenging own thinking & approaches.	0%
3 Organisational & functional priorities are reflected in the selection and shaping of initiatives.	88%	5 Understands risks (business, organisational, technical, etc.) & how to manage them.	12%
4 Leading edge thinking & strategic trends inform their ideas & initiatives.	88%	11 Explores alternative ways forward & their relative strengths & weaknesses.	12%
6 Understands the core business model & how this affects business decisions.	88%	20 Articulates initiatives assertively - avoids being passive or aggressive in discussions.	12%
12 Proposals are robust. They reflect priorities, & balance returns with investment & risks.	88%	13 Manages risks to facilitate effective decision-making (e.g. piloting to prove concepts).	25%
14 Demonstrates good timing - knows when to push initiatives forward & when to hold back.	88%	15 Provides a 'safe pair of hands' - takes responsibility for delivering against proposals.	25%
17 Manages relationships over the long term in way that builds trust & openness.	88%		
opportunities	info	threats	info
5 joint sales visits over next 6 months		Network with sales teams very poor	
Work with manager, director and finance to ensure more robust business model		Lack of deep customer relationships impacting new product specification	
Partner with client on building new ventures		Internal lack of credibility with business model	

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.

collated	Holly Red	Angela	Kitty	Paul	back to home
Organisational Understanding and Focus					view competency
1 Understands the overall strategy & the key areas of focus for the wider organisation.	1	2	3	4	
2 Understands the key strategies, areas of focus & priorities within their group.	1	2	3	4	
3 Organisational & functional priorities are reflected in the selection & shaping of initiatives.	1	2	3	4	
4 Leading edge thinking & strategic trends inform their ideas & initiatives.	1	2	3	4	
5 Understands risks (business, organisational, technical, etc.) & how to manage them.	1	2	3	4	
6 Understands the core business model & how this affects business decisions.	1	2	3	4	
Management Process Strength					
7 Articulates the essence of ideas so that others can engage with them easily	1	2	3	4	
8 Involves appropriate people, in timely & effective ways given the stage an initiative is at.	1	2	3	4	
9 Is sensitive to political issues within the organisation which may affect an initiative.	1	2	3	4	
10 Seeks & works creatively with other perspectives relevant to an initiative.	1	2	3	4	
11 Explores alternative ways forward & their relative strengths & weaknesses.	1	2	3	4	
12 Proposals are robust. They reflect priorities, & balance returns with investment & risks.	1	2	3	4	
13 Manages risks to facilitate effective decision-making (e.g. piloting to prove concepts).	1	2	3	4	
14 Demonstrates good timing - knows when to push initiatives forward & when to hold back.	1	2	3	4	
15 Provides a 'safe pair of hands' - takes responsibility for delivering against proposals.	1	2	3	4	
16 Seeks to broaden ownership for initiatives over time - from 'it's mine' to 'it's ours'.	1	2	3	4	
Personal and Interpersonal Resources					
17 Manages relationships over the long term in way that builds trust & openness.	1	2	3	4	
18 Has easy access to a broad network of strong collegial relationships.	1	2	3	4	
19 Brings creativity through challenging own thinking & approaches.	1	2	3	4	
20 Articulates initiatives assertively - avoids being passive or aggressive in discussions.	1	2	3	4	
21 Conveys vision, energy & enthusiasm for initiatives that energises others.	1	2	3	4	
22 Adjusts communication style to fit the audience (e.g. pace, imagery, analysis, etc.).	1	2	3	4	
23 Senses & helps people express concerns that are holding back progress or a decision.	1	2	3	4	
24 When initiatives are stuck will not damage relationships by forcing a win/lose position.	1	2	3	4	

## 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

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## 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 organisation-wide 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

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