

360° Feedback Surveys

IntegrateHR - Human Resource Consulting and Systems



What is 360° Feedback?

360° Feedback Surveys are a Human Resources tool used by organisations to evaluate an employee's job-related performance and development needs. Feedback is gathered from an employee's co-workers, managers, direct reports, internal customers and others using a questionnaire covering areas such as skills, abilities and job performance. The data gathered is then compiled into a report showing the employee's strengths and development needs according to the people he/she works closest with.

360° Feedback Surveys can be used at all levels, from Executive to Team Member; and with all functions; and be administered for either individuals or groups of any size. They can be successfully used as a stand-alone employee intervention or as an integral part of another human resource system such as performance management.



Why 360°?

Because feedback is gathered from multiple sources, employees find the results more compelling than a traditional evaluation from a single manager's perspective; and as the questionnaires are confidential, more honest and open feedback is generated.

As a result the employee benefits from better self-awareness of their own strengths and development needs. The organisation benefits from improved performance, clear focus as to individual and group development needs and a more cost effective use of development resources.



Why IntegrateHR?

Our Consultants have conducted 360° Feedback Surveys at all levels in a wide range of organisations and are skilled in advising on survey design and implementation as well as being experienced in administering surveys, including communication and launch, data analysis and survey feedback, both group and individual.

We can help you deliver your 360° Feedback Surveys either through the web or on paper as a bureau service, and we can fully conduct your surveys from set-up to reporting, saving you considerable time and effort.



Why Integrate360?

Integrate360 is IntegrateHR's proprietary web-based 360° questionnaire tool. Providing secure and confidential multi-language access 24/7 from any internet-connected computer it has become a market leader for its functionality, versatility, reporting capabilities and ease of use.

The system is highly customisable: use your own competency framework or questions and design your own surveys; or our experienced consultants can help you modify existing competencies or develop a new set to meet your unique needs. This flexibility allows you to conduct a 360° survey for any job, not just management. Larger users have their own administrative access to the **Integrate360** system if required.

We automatically include '0870' telephone help-line support for your participants and a fast turnaround provides online reports that are stored for as long as you need and can be printed to hard copy.



Case Study

An insurance company wanted to implement a 360° Survey for its 60 managers and supervisors; an initiative aimed at giving each a personal development plan linked to the organisation's newly-developed core values.

IntegrateHR designed the 360° questionnaire and ran launch sessions for the project. The participants and their respondents then used **Integrate360** to complete questionnaires.

IntegrateHR reported summary data back to the company and ran group feedback sessions where each participant was presented with their individual report and tools to commence their personal development planning.

