

What is 360 Degree Assessment?

360 Degree Assessment is a system or process through which we assess competency levels of employees or learners.

360 Degree feedback is being used increasingly for staff and team development and enhancing their performance. The 360 degree appraisals and feedbacks play a fundamental role in organisations around the world to implement change.

The process includes setting up of a competency framework for the skill sector in which the employee is working or the learner wants to join. Once the framework is set up the skills and expectations are defined, a point based system for assessment is created.

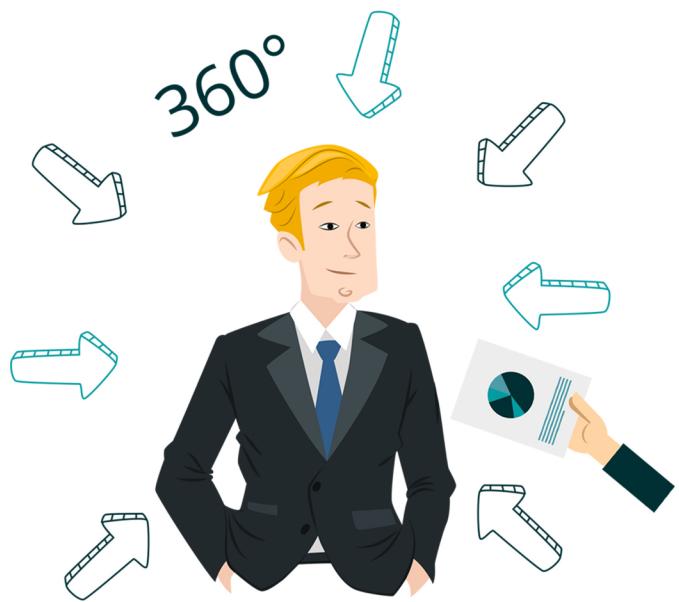
The people around the assessee,(about 8-10) typically the employee's manager, peers, and colleagues directly in touch with him are then asked to assess and give reasons for their evaluation. This assessment is based on the competencies as defined in the framework. The assessee may or may not be given the task of self-assessment

Managers and leaders within organizations use 360 Assessment surveys to get a better understanding of their strengths and weaknesses. The reports created through the system give a 360 degree view and helps the stakeholders get a clear picture of competency skills of each assessed individual.

Based on the report the peers can decide the training programmes that would enable the individuals to improve their competency skills.

How can 360 Degree Assessment be Used?

Companies typically use a 360 Assessment system in one of two ways:



1. 360 Assessment as a Development Tool to help employees recognize strengths and weaknesses and become more effective

When done properly, 360 is highly effective as a development tool. The Assessment process gives people an opportunity to provide a good assessment from the people working around an employee. Assessment recipients gain insight into how others perceive them and have an opportunity to adjust behaviors and develop skills that will enable them to excel at their jobs.

2. 360 Assessment as a Performance Appraisal Tool to measure employee performance

Using a 360 degree Assessment system for Performance Appraisal is a common practice. If the evaluation process is developed in a proper way the tool is really helpful in creating an unbiased process that creates an atmosphere of trust.

For more details please feel free to contact:

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