



Discover the Talent Within.



360 FEEDBACK

360 Degree Feedback has become one of the most powerful leadership development and assessment tools in business. The unbiased and candid feedback an individual receives from his or her supervisor, peers, direct reports and others offers performance data that are critical to the success of both your employees and your company.

The viaPeople 360 Degree Feedback Product Features:

- **Easy to Use** – The viaPeople team of Industrial-Organizational Psychologists has designed the 360 module with robust features and powerful reporting while still maintaining its ease of use.
- **Fully-Hosted, Web-Based** – Our 360 module is hosted and delivered via the Internet allowing for easy access. There is nothing for your company to install and little to no investment from your IT organization.
- **Offline Capability** – Employees who are traveling or otherwise not connected can easily complete assessments offline and sync when they return to their office.
- **On-Demand 360** – Employees can “enroll” in a 360 feedback process whenever it is most convenient for them (build rater lists, complete surveys and receive feedback reports all in a timeframe that works for the participant).
- **Team 360** – Individual team members, as well as the overall team, is provided with information on strengths and development areas. The team can then develop action plans specifically designed to address the unique development areas of the group as a whole.
- **Flexible Implementation Process** – Our technology can accommodate multiple surveys, rating scales (including both performance and importance rating scales), hyperlinks to client-specific content and a variety of different workflows.
- **Easy Rater List Selection** – Employees can set up/modify rater lists by searching departments, names, emails, or just about any other attribute desired. Employees can also select raters from outside of the organization (e.g., external customers).
- **Accuracy Enhancers** – Clients can choose to turn on a detection feature which will “warn” raters if they commit rating biases (e.g., central tendency, leniency, severity).
- **Focus Areas** – Raters can target their feedback by selecting the top/bottom 3 items that stand out as the individual’s top 3 strengths and top 3 development areas.
- **Rating Comparison** – Raters can compare ratings they provided across different individuals to calibrate their ratings and ensure more variability and accuracy in their responses.
- **Email Notification** – E-mail notifications help keep the process on track. They can be customized by content and frequency of distribution and operate within any e-mail system.





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360 Degree Feedback Product Features: (continued)

- **Paper-Based Surveys** – We recognize that not all participants have access to the Internet, so we routinely deliver a paper back-up process that enables participation by all employees.
- **Real-Time Monitoring** – Allows designated client administrators to easily monitor cycle progress within each department of the organization.
- **Report Options** – Individual and aggregate reports can be configured for a company's specific needs. Reports can be accessed online, via e-mail, hard copy, or CD.

Specialized Consulting for 360 Degree Feedback

Process Design

Our Industrial-Organizational Psychologists will help define the right process for your organization by incorporating current best practices.

Survey Development

Our 360 experts will help you define the behaviors that are most critical to individual and organizational success.

Feedback/Action Planning

Our team of Industrial-Organizational Psychologists can assist you in delivering individual, group or "train-the-trainer" feedback sessions. We also provide rater training to help minimize rating biases and ensure more accurate results.

