



Getfeedback

360° feedback

Improving performance with feedback

360° feedback surveys gather information about an individual's performance from a variety of people with whom the individual interacts on a regular basis such as their manager, direct reports, peers, and customers.

360° feedback surveys are a well established tool for organisations to:

- manage performance and development
- manage change or culture
- develop leaders
- link individual performance to corporate performance
- improve existing appraisal processes

Off-the-shelf 360° feedback

We offer a choice of **three ready-made and validated 360° feedback surveys** (leader, manager and non-manager) that can be set up instantly and provide an option for any level of seniority.

Our surveys have been developed using our **strong and validated competency framework**. Our framework is based on observable behaviours that have been shown to lead to greater personal career success for the individual and enhanced performance for the organisation.

Our user-friendly platform enables you to view real-time results, manage responses and create individual and team reports.

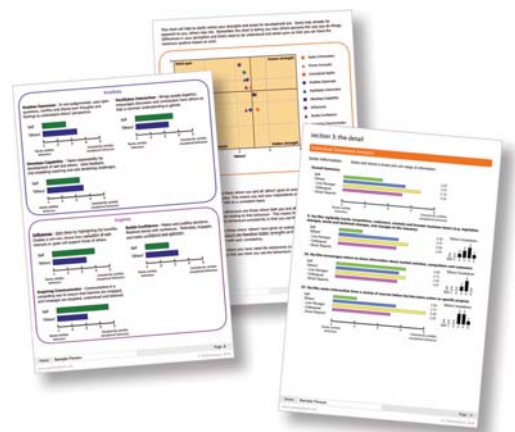
Bespoke 360° feedback

At Getfeedback, we also work with organisations that have their own frameworks. We create surveys using your company competencies or our well researched and proven competency framework. Either way, our experts will help you design the most impactful questions to support your competencies.

We will then set up the survey on our platform and you can manage users, results and reports in real time.

Insightful reports

We provide **individual and team reports** with clear development signposting for each individual. Our reports also contain a graphic comparison of perceptions so that appraisees see how their perception compares with that of their peers.



Why choose Getfeedback?

- Getfeedback have **years of expertise** in designing and running 360° feedback surveys online. For the last 10 years we have provided small and large organisations with leading edge user-friendly 360° feedback surveys and highly efficient reports on their people.
- Our **technology is reliable, safe and secure** ensuring that confidentiality is maintained at all time. Surveys are set up very quickly and using your company branding.
- Because our surveys are based on a **strong and validated competency framework** they are not just designed to gather information for your people's appraisals and development. They are an essential tool to develop high performing managers and leaders who can lead your business forward, create a culture that values continuous improvement, and support an organisation that is open and honest in giving and receiving feedback.
- Unlike most 360° feedback providers, we don't just sell 360° feedback surveys. We have a team of **expert occupational psychologists** and **HR professionals** who really understand the business of people's behaviour, people measurement and what is necessary to deliver high performing behaviours in the workplace. Our surveys incorporate this expert knowledge and experience so you can be sure that your 360° feedback survey will lead to behavioural change that improves performance.
- Our **experience in coaching, mentoring and training** has shaped the design of our feedback reports. The likelihood of development activity being successful is maximised through the provision of ongoing support and guidance within each individual's development report.
- Our feedback debriefs are **thorough, stimulating and insightful** for the individual. We can also **train your HR teams and managers** to deliver feedback debriefs which brings expertise in-house and can enhance the conversations managers have with their direct reports.

What next?

To find out more about the benefits of 360° feedback, find out the answers to the most commonly asked questions, see examples of our reports or take a product tour, visit www.getfeedback.net.

"Getfeedback's 360° survey provides individuals with a user-friendly tool that aids development. The relationship between the behaviours is clear and you can easily identify the behaviours to do more of and those to improve upon."

Caroline Barry, Head of HR, Research Sites Restoration Limited

AT A GLANCE

- Off-the-shelf or bespoke options
- Quick to set up with minimal IT involvement required
- User-friendly and secure platform
- Strong and validated competency framework, or use your own
- Graphic comparison of perceptions
- Choice of surveys
- Individual and group reports
- Development reports
- Suitable for all management levels
- You company branding
- Free phone and customer support