

APPLICATIONS

The goal of 360-Degree Feedback is to enhance awareness of one's strengths and potential developmental opportunities to increase personal or team effectiveness. "360" refers to the 360 degrees in a circle, an all round view, and is also known as multi-rater feedback. 360-Degree Feedback is a powerful initiator for individual and team change and can be used in: Self-Development Executive Development, Supervisory and Management Training, Team Building, Performance Management, Leadership Development, Training Needs Assessment and Talent Management/Succession Planning Personnel Selection

OUR RANGE

OFF-THE-SHELF

Viewsuite360

Viewsuite360 offers a comprehensive portfolio of validated off-the-shelf 360 tools covering all organisational levels, specific job roles and concepts.

Our off-the-shelf 360 tools are the ideal choice if you are looking for a tried and tested approach and quick implementation.

MIX AND MATCH

Online Competency Library

Our online competency library consists of over 1,000 behavioural items mapped to over 70 competencies, enabling you to

customise your own 360 questionnaire to your specific needs, whilst benefitting from tried and tested questions from our validated off the shelf 360 tools.

FULLY CUSTOMISED

CustomView360

CustomView enables you to customise every aspect of the 360 assessment - from content to design to process - to match the organisation's approach and culture. Taking your competencies and behaviours and converting these into a powerful online 360 tool.

AT A GLANCE

Envisia Learning is a global 360 provider, drawing on over 30 years' experience in 360-Degree Feedback and what works.

We offer a comprehensive range of best in class 360 tools, which combine the latest science around behaviour change, leading edge technology and customisation to deliver amazing results which impact on organisational outcomes.

EXPERT SUPPORT

Our licensed organisational psychologists can provide advice on everything from questionnaire design, and administrative procedure, to avoiding potential pitfalls and maximising the effectiveness of the 360-Degree Feedback intervention.

Our Client Services Team can administer the 360 process from start to finish on your behalf, allowing you to concentrate on other priorities, or alternatively can train you to manage the process in house.

Are you looking for a bespoke 360 process and report unique to your organisation? Our in-house developers are able to provide fully customised solutions built to your specifications.

PSYCHOMETRICALLY VALIDATED,
EASY-TO-USE 360 ASSESSMENTS

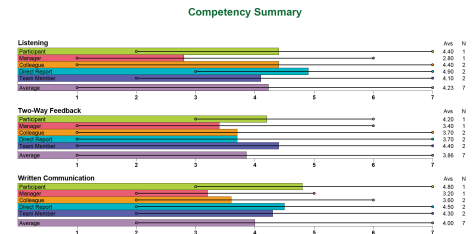
FEATURES

Flexible Online System

- Customised Branding (logos/colours)
- Customisable Rater Labels & Unlimited Number of Raters
- Personalised email templates
- Access to Real Time Completion Tracking
- Confidential and Secure
- Multiple Languages Availability
- Online, Automated and User-Friendly

Comprehensive Feedback Report

- Line, Bar, Spider Graph Options
- Customisable Rater Labels
- Normative or Average Scores
- Customisable Norms
- Statistical Measure of Rater Agreement
- Most and Least Frequently Observed Behaviours
- Open-Ended Comments
- Team Report
- Time Series Report



WHY YOU SHOULDN'T BUY A STAND-ALONE 360

The ultimate objective of most 360-degree feedback programmes is to successfully change behaviour leading to increased effectiveness. Achieving this objective requires three conditions: enlightenment, encouragement and enablement. A 360-degree feedback assessment provides insight and enlightenment. But, without the other two, you won't demonstrate sustained and successful behaviour change.



The Three Necessary Conditions for Initiating and Sustaining Successful Behavioural Change

Envisia Learning's much acclaimed momentor is an online goal setting and learning transfer system that provides the missing elements – a platform for guided goal setting, on-going reminders about progress, competency-based resource library, and an evaluation of effectiveness and progress. It has proven to increase success of behaviour change programmes by up to 150%.

momentor is available with any ViewSuite or Envisia Learning assessment – including those that are custom designed. Before you buy any 360-degree assessment, be sure to learn more about how momentor translates insight into increased effectiveness and greater ROI for your programme.

ABOUT ENVISIA LEARNING

Envisia Learning helps you transform the way you design and deliver assessments and personal development programmes.

Our web-based blended learning and assessment platforms enable you to run your programmes in a simple, more convenient and effective way. All our platforms are flexible and can be adapted to your own methodology.

Flexibility, innovation and quality are key in every project we work on.

Contact us for more information at: sales@envisialearning.com

