

360 Degree Feedback Assessment

Identify development opportunities and performance gaps

Feedback is a vital tool to help individuals grow and develop, as well as to increase self-awareness. Thomas 360 provides a structured framework to gather feedback from key colleagues, direct reports and managers alongside a self-assessment to identify strengths and performance gaps. It creates an environment for constructive feedback, enabling your people to understand their personal impact, their strengths, and to identify development areas to improve their effectiveness. 360 feedback doesn't just help with developing your team members, it's also highly effective at increasing employee engagement, motivation and retention.

360 allows you to create your own questionnaire from competency banks or choose from the following templates:

- > Senior Leadership
- > Leadership
- > Technical Expert
- > Entrepreneur
- > Customer Service
- > Investors in People
- > Non-managerial
- > Sales



The Thomas 360 was developed by Sarah Hamilton-Gill and Thomas International in 2012, based on the 360 Elite system developed by Sarah Hamilton-Gill over 15 years prior to this. 360 degree feedback provides individuals with a better understanding of their performance because the respondents provide a rounded '360 degree' perspective on the individual's competencies. The respondent's feedback remains confidential and anonymous throughout the process, allowing them to answer more freely in an open and honest way. The Thomas 360 allows you to choose the areas required for your business, either by selecting from the eight questionnaire templates or from the bank of 31 competencies.

Improve employee engagement and collaboration

As hybrid working has become the norm in many businesses, remote workers can start to feel disconnected from their company and teammates, which can negatively impact their performance and collaboration.

360 feedback helps your people become more self-aware, and to understand their strengths and developmental areas so that they can work to improve themselves and better understand how they contribute to the team and the wider company. Providing a tailored development plan supported by regular 360 feedback can make staff feel more valued and engaged. This can improve collaboration across geographically disparate teams, resulting in increased innovation.



How can 360 help you?



Support personal development

- > Identify areas for development
- > Pinpoint issues that may contribute to under-performance



Develop confidence and motivation

- > Help your people to identify their strengths and areas they may need to work on



Boost self-awareness

- > Enable your people to understand their personal impact and how their behaviour is perceived by others



Fill skills gaps

- > Identify competencies and skills that are missing from your existing talent pool
- > Recruit people who can fill these gaps

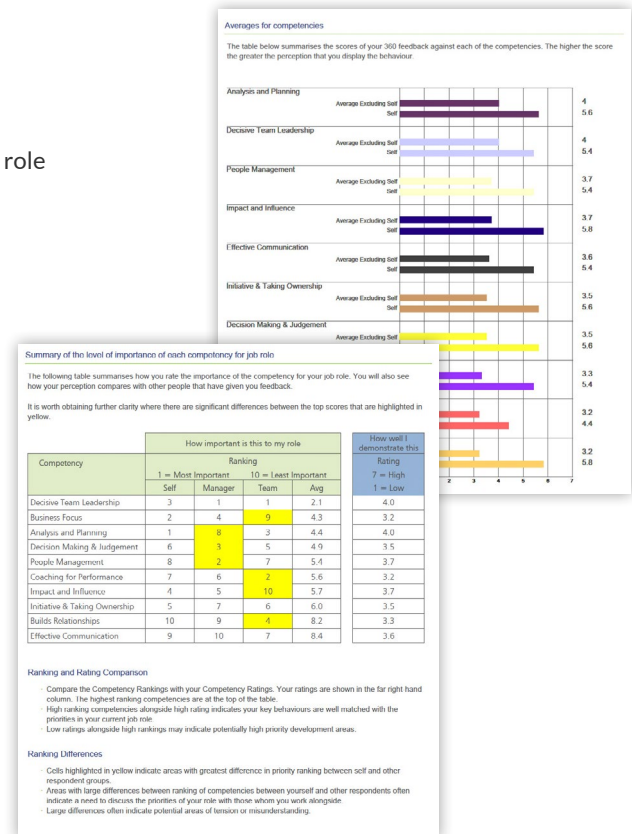


What you get with your 360 report

Thomas 360 collates feedback from selected respondents through a bespoke questionnaire relevant to the individual's role that takes 20-30 minutes to complete, providing a report detailing:

- Average scores for competencies
- A graph of the top 5 and bottom 5 statement averages
- Summary level of importance of each competency for the job role
- Areas for development that would make you more effective in your role
- Key strengths and how they are observed in the workplace
- Personal development plan

To find out more about how 360 feedback could increase employee engagement and self-awareness, get in contact with your Thomas account manager today, or visit www.thomas.co



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We want our managers to be the best they can be so that they are able to create an outstanding learning environment for staff and students. Thomas 360 gives us a holistic view of the person, which forms the cornerstone of their development plan.

Chichester College