

180° REVIEW (Co-Worker Review)



What it is

An easy-to-administer questionnaire for reviewing individuals at any level of the organisation. It captures confidential feedback on critical performance issues by soliciting feedback from the individual, their manager and their peers on six key themes – attitude, integrity, reliability, teamwork, people skills and performance. This provides a measure of how well the individual is contributing to the organisation.

WHAT IT DOES

- Asks questions in plain English
- Covers international best practice criteria
- Provides anonymity for respondents
- Uses an eight-point scale so that strengths and shortcomings can be easily identified
- Gives the individual constructive feedback about their performance and behaviour
- Sets priorities for improvement

180° REVIEW

WHAT YOU GET

A profiling instrument that:

- is easily administered on paper or online
- solicits quantitative, qualitative and written feedback
- provides powerful insights into the individual's performance
- fast tracks personal development planning

A plain English, user-friendly final report on the individual that:

- benchmarks scores – so each individual can compare their self-score against how they were scored by their manager and peers, and against a group profile
- lists strengths and development opportunities
- scores by six performance themes
- includes respondents' comments

This review is most effective when one of our consultants has an opportunity to work one-to-one with the individual, to:

- review the results
- coach them on setting and executing their development plans

HOW YOU CAN USE THE RESULTS

- For providing real insights into performance
- For feedback and development
- To support and develop **team building** initiatives
- As part of your **annual performance review**
- As part of a probationary period assessment
- To build a culture of accountability
- In conjunction with **Hogan Assessments** for selection and development, and/or **one-on-one coaching**