

360° feedback

– support managers in their professional development

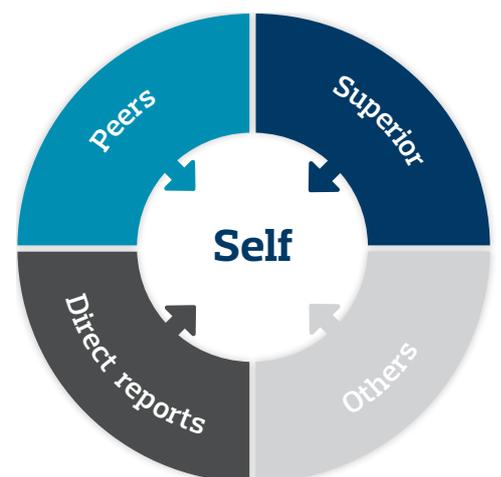
360° feedback – the key to development and corporate growth

Executive development through structured feedback

360° feedback supports executives and managers in their professional development. Constructive feedback is a key factor in allowing managers to compare their own view of themselves with how other people see them.

Through 360° feedback, the managers receive information about their performance from a range of different people and therefore from different perspectives. A manager's professional and interpersonal competencies are evaluated by superiors, peers, direct reports and others (e.g. customers or service providers).

The managers are then able to compare their own impression of themselves with the external view. This multiple perspective sharpens the managers' awareness of their own strengths and development areas and gives them concrete direction for subsequent professional development.



The 360° feedback process

Basis

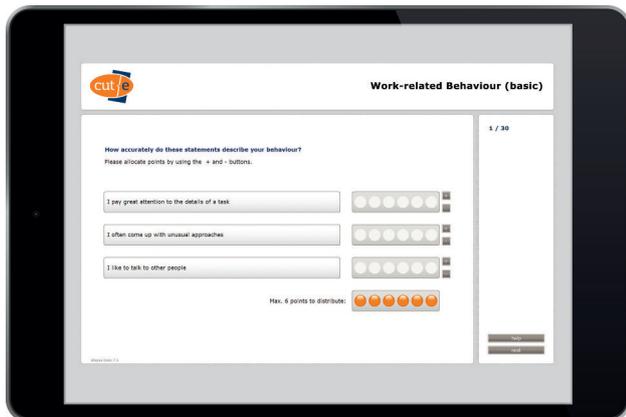
With the 360° feedback system, cut-e allows you to administer and interpret multi-rater feedback processes online. These include comprehensive 360° feedback processes as well as 180° feedback (where managers receive feedback from their direct reports only) or management feedback (where managers receive feedback solely from their line managers). The 360° feedback system contains the *shapes360* questionnaire as standard. The *shapes360* questionnaire evaluates 18 management competencies in a structured and reliable way. Alternatively, it is also possible to integrate corporate competency models and questionnaires.

shapes360 competency model

Interactive	Operative	Intellectual	Emotional
<ul style="list-style-type: none"> ● Influence ● Networking ● People management ● People development ● Effective communication ● Constructive teamwork 	<ul style="list-style-type: none"> ● Business development ● Bottom-line focus ● Execution ● Systematic approach 	<ul style="list-style-type: none"> ● Vision and strategy ● Organisational awareness ● Analysis and judgement ● Professional expertise ● Innovation 	<ul style="list-style-type: none"> ● Initiative and responsibility ● Steadiness ● Self-development

Questionnaire

The *shapes360* questionnaire covers 18 competencies and takes approximately 20 minutes to complete. Open and multiple choice questions can be easily added. In addition, it is also possible to rate the relevance of individual competencies in relation to the role of the manager in question. This allows competencies to be prioritised.



Screenshot 360° feedback system



360° feedback report extract

Process and administration

The 360° feedback process is usually managed by cut-e, although the system is also suitable for self-service. Many different functions are available for entering and adding projects and candidates, for sending emails and creating various reports. The feedback providers can be nominated through the system by the managers themselves or by their superiors.

Results

The results provide a comprehensive overview of how each manager evaluates the individual competencies compared with the evaluation of the people around them. In addition, results can be summarised clearly according to each feedback provider group. The report also includes detailed descriptions of the individual competencies as well as the highest and lowest ratings. Group-based reports are available on request.



Available languages

The system, assessments and reports are available in many languages. Additional languages can be requested.

For more about 360° feedback, please visit:
www.cut-e.com/online-assessment/360-feedback



About cut-e: Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments. In May 2017, global professional services firm, Aon plc, acquired cut-e and integrated the company into its global talent solution. cut-e and Aon, as Aon's Assessment Solutions, undertake 30 million assessments each year in 90 countries and 40 languages.

smart. valid. preferred.

cut-e.com

