

What is 360?

Thomas 360 is a multi-rater feedback tool that enables you to take feedback from key colleagues, direct reports and managers to identify performance opportunities. It creates an environment for constructive feedback, enabling your people to understand their personal impact, identify development areas and improve their effectiveness.

There are two questionnaires currently available, for leadership and sales functions.

The Leadership 360 questionnaire can be used to give comprehensive feedback to develop the skills needed to be successful in leadership, managerial and other professional roles.

Leadership competencies:

- Vision
- Impact
- Influence
- Communication
- Team working
- Organization
- Drive
- Problem solving
- Strategic awareness

The Sales 360 degree feedback questionnaire is purely in the context of a field selling role.

Sales competencies:

- Client focus
- Impact
- Influence
- Communication
- Team working
- Organization
- Drive
- Professional excellence
- Strategic awareness

How can 360 help you?

➔ Recruit

Thomas 360 can help you identify within your existing employee base the competencies and skills that are missing from your business, putting you in a stronger position to find the person who can fill those gaps.

➔ Retain

Thomas 360 provides an objective framework for developing self-awareness, confidence and motivation, which means you'll understand how to boost morale and minimize turnover.

Features

Assessment type: 360 degree feedback tool

Time to complete: 20 - 30 minutes

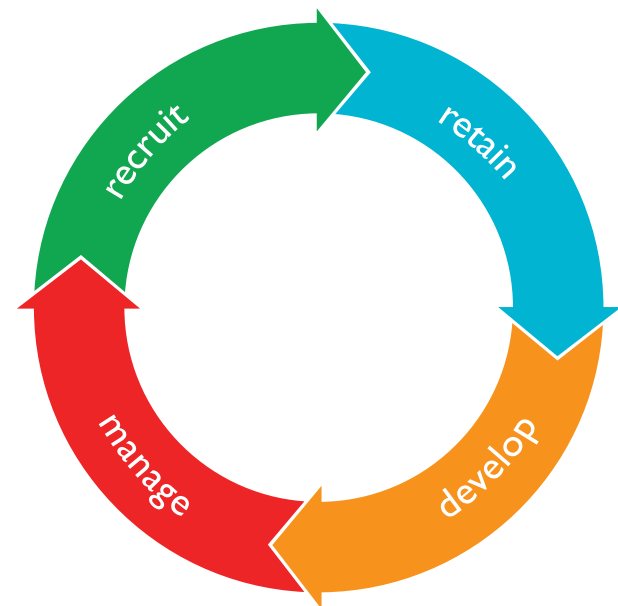
Format: 45 competency statements, 1 competency ranking exercise, 2 free form narrative questions

What training is required: 2 hour Thomas360 webinar tutorial



“Thomas PPA and 360 help us hire and support the talented individuals that make our business work.”

Tony Treacy, Ideas to Market



Our assessments will provide an insight into your people's potential, what motivates them, their core strengths and limitations. They will add a high level of certainty to all of your people-related decisions across all areas of the employee lifecycle.

➔ **Develop**

Thomas 360 enables your people to understand their personal impact, identify development areas and improve their effectiveness.

➔ **Manage**

Thomas 360 helps you rapidly identify the issues that contribute to under performance and focus management time in the areas that will truly benefit your business.

What you get

The person facilitating the 360 degree feedback process inputs the details for the person being reviewed (recipient) online, and the people giving feedback (raters). An email is automatically sent out to the recipient and the raters asking them to complete the questionnaire.

The questionnaire comprises three main parts:

1. Competency Statements rated on a scale of 1 – 7: “1 – does not do this” to “7 – does this a great deal”. Raters also have the opportunity to check a box entitled “not observed” if they have not been in a position to observe the Recipient behaving in this way or if the competence is not relevant for their job role.
2. Competencies to rank in order of priority for the role.
3. Free narrative form. Raters are asked to answer two questions: What are the key development needs for this person to become more effective? What are their key strengths you have observed in the workplace?

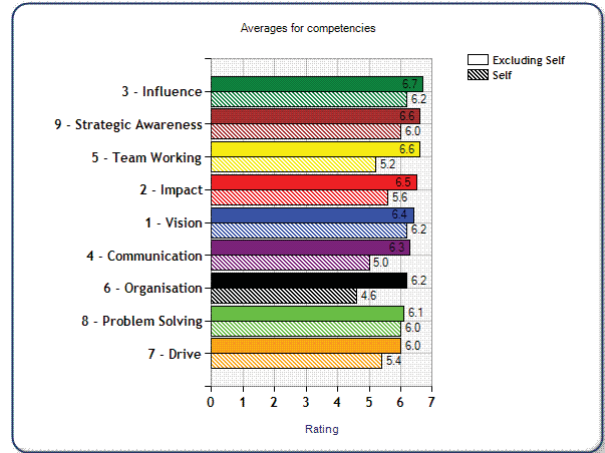
Thomas 360 collates all of the feedback and provides a report detailing:

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

Use the Thomas 360 report to create an environment that enables open, honest and positive conversations.

Averages for competencies

The table below summarises the scores of your 360 feedback against each of the 9 competency categories. The higher the score the greater the perception that you display the behaviour. Competencies are ordered so that the competency with the highest average score (excluding self) is listed at the top.



Summary of level of importance of each competency for job role

The following table summarises how you rate the importance of the competency for your job role. You will also see how your perception compares with other people that have given you feedback.

Competencies	Ranking					Rating
	1 = Most Important 9 = Least Important					
	Self	Manager	Peer	Team	Avg	
Strategic Awareness	2	3	2	1	2.4	6.6
Vision	1	4	1	3	2.5	6.4
Communication	4	1	3	6	3.5	6.3
Problem Solving	3	2	5	6	4.0	6.1
Drive	7	6	4	2	5.0	6.0

Above: Sample 360 Leadership Report

How you're supported

Our client service team is here to train you, advise you and help you to use people assessments to achieve an immediate impact on your business.

Providing unrivalled support, Thomas' client service team blends the skills and expertise of consultants, occupational psychologists, facilitators, client service advisors and technical support.