



PSI 360 Degree Surveys: An Overview

PSI SOLUTION

360 Degree Surveys are designed to gather information about performance effectiveness from multiple raters including self, supervisor, peer/colleague, and direct report. Comparing feedback from all perspectives and vantage points increases both the reliability and the accuracy of the information obtained. It helps to drive change and performance improvement – for individuals, teams, and the organization itself.

*PSI's online 360 survey is not only a **full service solution**, but our ability to customize the survey content will give you the flexibility to meet all of your performance evaluation needs.*

BENEFITS

- **Provides insight on what matters most** – PSI offers a versatile and customizable survey where we work with you to select the content that best reflects your job(s), corporate values, and/or performance standards from our extensive and proven bank of over 35 competencies and best practice statements. Or, we can import your existing competency model and best practice statements – lock, stock, and barrel - into our solution, maximizing both the relevance and impact of the 360 process.
- **Provides meaningful and easy-to-use feedback** – Our feedback reports are designed to be straightforward. The data are presented simply yet effectively. The report is not complicated by multiple slices and presentations of the same data. Instead, it is designed to be easy for participants to readily identify relative performance strengths and weaknesses; benchmark performance; and translate feedback into specific action plans, interventions, and strategies.
- **Supports talent review** – Reports can be generated for teams, departments, and/or corporate-wide perspectives. Broad-based training and developmental goals and initiatives then readily follow.
- **Simplifies the administrative process** – We partner with you to provide all the administrative support necessary for the 360 administration and reporting. Our staff will automate the survey content, forward the invitations to participate, send reminder emails, answer your employees' questions about the administration process, and prepare the feedback reports. Our goal is to support you in addition to the 360.