

“No organizational change has more power for motivating employee behavior change than feedback from credible work associates. “

—**360 Degree Feedback**
Mark R. Edwards, Ann J. Ewen



Welcome to Careersindia’s news update

Assessment Pulse is a monthly newsletter from the Careersindia team, which brings to you the most relevant happenings in the area of Work Force Assessment. We welcome your feedback and suggestions on how we can improve.

Here are this months highlights:

360 Degree Assessments

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- ASSESS 360 Degree Assessment

People Wise

A Careersindia Employee Engagement Assessment Service

Some estimates suggest that as many as 90% of all Fortune 500 firms use some type of multi-rater feedback with their managers.

This evaluation technique defines corporate competencies, increases the company’s focus on customer service and supports team initiatives.

It also enables employers to align employee performance with the organization’s needs and to create a less hierarchical workforce.

360 Degree Assessments - Concept

The use of multi-rater feedback, also known as 360 - degree feedback, has increased dramatically over the past two decades. A significant percentage of companies report that their traditional performance appraisal process—a top-down, supervisor-to-subordinate process— is inadequate and fails to provide an extensive view of performance. Other organizations find that their performance appraisal metrics generally do not take into account the manner in which employees go about reaching targets.



Benefits of 360 Degree Assessments

Multi-rater feedback has several significant advantages over single-rater assessment. Rather than relying on the perceptions of one individual, multi-rater feedback takes into account multiple perspectives.

To the individual:

- Perception is reality and this process helps individuals to understand how others perceive them
- Uncover blind spots
- Feedback is essential for learning
- Individuals can better manage their own performance and careers
- Quantifiable data on soft skills



To the team:

- Increases communication between team members
- higher levels of trust and better communication as individuals identify the causes of breakdowns
- Better team environment as people discover how to treat others how they want to be treated
- Increased team effectiveness

To the organization:

- Reinforced corporate culture by linking survey items to organizational leadership competencies and company values
- Better career development for employees
- Promote from within
- Improves customer service by having customers contribute to the evaluation process
- Conduct relevant training

This evaluation technique enables companies to align employee performance with the organization's needs and overall strategy.

360-degree feedback and Performance Appraisals

360-degree feedback and performance appraisals can complement each other, but should not be linked. If 360 is linked to compensation decisions, it loses its power as a development tool. When compensation is that outcome, individuals will quickly learn how to play the game, "I'll scratch your back, if you scratch mine."

When 360 is linked to a performance appraisal mode and people do not get satisfactory ratings, morale can decrease. But low scores when 360 is used purely for development tend to be viewed as constructive feedback.

To learn more on [ASSESS 360](#) please contact us.

ASSESS 360 Degree Assessment

ASSESS 360 Degree, an online survey created by our International partners Bigby Havis & Associates Inc. aims at providing an opportunity for an individual to obtain constructive feedback from others in the workplace regarding his/her work behaviours ie. How he Thinks (solve problems and make decisions), how he Works (effort and effectiveness) and how he Relates to others (interpersonal skills).



[Contact us](#) For more information on



**PEOPLEWISE – Your People's Voice
A Careersindia Employee Engagement Assessment Service**

We are happy to announce the release of our Employee Engagement Assessment Service. It is a service aimed at helping you understand why your people are passionate about working with your company or not.

People Wise is an online solution that helps you get an in-depth understanding of your people from an individual, group or organizational perspective. It provides data on various parameters such as "Departments/BUs", "Level", "Location", etc. and on different dimensions like "Learning", "Communication", "Decision Making", etc.

Careersindia Pvt. Ltd.

Phone:

Chennai - 044 28260337

Mumbai – 022 56267844

Delhi – 011 41600856

Bangalore - 080 41715338 / 5339

E-mail: response@careersindia.com

Website: www.careersindia.com

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