

Identify individual strengths and potential for improvement

What is Company-Specific 360° Feedback and where do we use it?

360-degree feedback is a reflection of the employee's potential based on the values and competency models of the company. By collecting feedback from different raters, it compares self-perception with the external perception of managers, direct reports and colleagues working with the participant. Supports individual development over time and identifies general trends in the company.

How does it work?

The tool is based on feedback by different respondent groups and compares the employee's self-reflection with the perceptions of them by others. Detailed reports are generated comparing the opinions of different observers in order to assist each employee in identifying their strengths and improving their development.

Challenges for the organization, team leaders and the employees

Challenge	Our solution
Employees do not receive systematic information about the perceptions towards them	Anonymous reports, based on several surveys
Supporting individual development in the long run	Periodic feedback by the managers and others in the team
Use of surveys on ready-made standard models that do not contribute to the effectiveness of the feedback	Company-Specific 360° Feedback, adapted to the competencies and values in the company
Risk for the potential or possible problems in the work of individual employees to remain unnoticed	Collection of information from different points of view, including self-perception



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HR AREA:	USAGE:	FEEDBACK TYPE:	PARAMETERS:	FORMAT:
 HR management	 Web-based	 Self-assessment	 Time to complete: 20-30 minutes	 Standardized
 Organizational development	 Mobile App	 Multi-rater	 Standard - English, Bulgarian, German	 Adaptable
	 Training with moderators	 Employee survey	Can be developed in every other language	

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- 100% data security
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