



PSI 360

Multi-rater performance feedback solution for improving the workplace performance of individuals, teams and leaders

BUSINESS PROBLEM

Multiple mergers, organizational changes, employee turnover and changing cultures are affecting the relationship between team members and their leaders. You want to ensure that team members and their leaders combine in the most effective way to meet organizational and individual performance goals.

PSI SOLUTION

With dynamic feedback interaction between individuals, teams and leaders, organizations can identify learning and development opportunities that align employee development with organizational and individual performance goals.



BENEFITS

- Tied into existing competency models to augment existing learning and development programs
- Comprehensive feedback report includes specific learning and development suggestions
- Periodic follow-up processes measure individual progress
- Normative reference capabilities allow workplace performance comparisons with high-performing companies



FEATURES

Tailored Content

- 360 competencies/items/behaviors can be tailored to fit the entire organization or groups of participants
- Open-ended questions promote program participation

Simple Administration Process

- Personalized emails describe process to participants and raters
- Multiple ratings completed at a time (saves time and helps promote rating quality)
- Scheduled reminder notifications by email

Company-Specific Norms

- Reports are tailored to include company-specific norms as a reference so that participants better understand how their behavior compares with others in the organization

Multiple Languages

- The standard competency library has been translated into 16 languages

Reporting

- An overall summary report/graph indicates areas of strength and potential areas for improvement from the total respondent group as well as from each subgroup
- The overall summary report provides a rank ordering of competency scores
- A detailed competency feedback report provides behavioral information for the total respondent group as well as for each subgroup
- The detailed feedback report focuses the organization or participant on desired behavior change suggestions

ABOUT PSI

PSI provides various point and enterprise solutions including assessment administration outsourcing, pre-hire employment selection, managerial and executive assessments, licensing and certification tests, and professional services. More information is available at www.psionline.com.

