



## FACTSHEET



## FACTSHEET 360

**The 360 instrument examines an individual's growth and development over time by assessing a range of pre set or client specified competencies**

It allows for remote multi-rater access and dramatically reduces the time spent on the appraisal process. Each person is able to rate several appraisees at the same sitting and is also required to provide feedback on themselves. This means that individual perspectives are taken into account when the results of the assessment are compiled, hence eliminating misinterpretation.

## So, how does it work?

Integrated within a performance management cycle, reveal 360 examines the individual's growth and development over time and aids in succession planning for individual and organisational development.

**The reveal 360 assessment explores a number of either pre-set or client specified competencies, for example:**

- Flexibility
- Motivation
- Innovation
- Teambuilding
- Resilience
- Integrity
- Confidence
- Communication
- Planning and Organising

As well as evaluating the appraisee across a range of competencies and in a variety of contexts, each rater within the 360 appraisal group provides feedback on themselves in order to establish their own personal framework for appraising others. This removes the risk of subjective results.

Reveal 360 not only takes the drudgery out of annual assessments for each person in the team, but also provides a summarised and comprehensive report instantly and online to the HR department.

Upon completion of the appraisal, raters have the option of selective anonymity.

## So, what makes reveal 360 different to traditional psychometric assessments?

The structure of our 360 instrument allows feedback on oneself and multiple appraisees at the same sitting. This is because reveal 360 is based on Identity Structure Analysis, a psychological concept designed to analyse identity in the context of one's interactions with and evaluations of other people.

The concept has been built on many years of research and is set to revolutionise the world of assessments, which in turn will improve the way in which companies manage recruitment, selection, development, planning and appraisals.

**“The people and circumstances around me do not make me what I am, they reveal who I am”**

**Schlessinger**

ISA allows you, in a developmental environment, to learn much more about the underlying psychological processes and characteristics of individuals. ISA will investigate how the individual relates to specific roles and stereotypes, how positively/negatively they perceives different situations and events and their opinion of past, current, future and ideal scenarios.

These are just a few of the ISA features and benefits - we've actually devoted a whole website to it. To find out more, visit [www.identityexploration.com](http://www.identityexploration.com)

Alternatively give us a call on

**+44 (0) 28 9062 6558**

we'll be happy to talk you through the products on offer and the services available.

All of our products can be tailor-made to suit specific organisational requirements so if you let us know what you want, we'll make sure we deliver what you need!