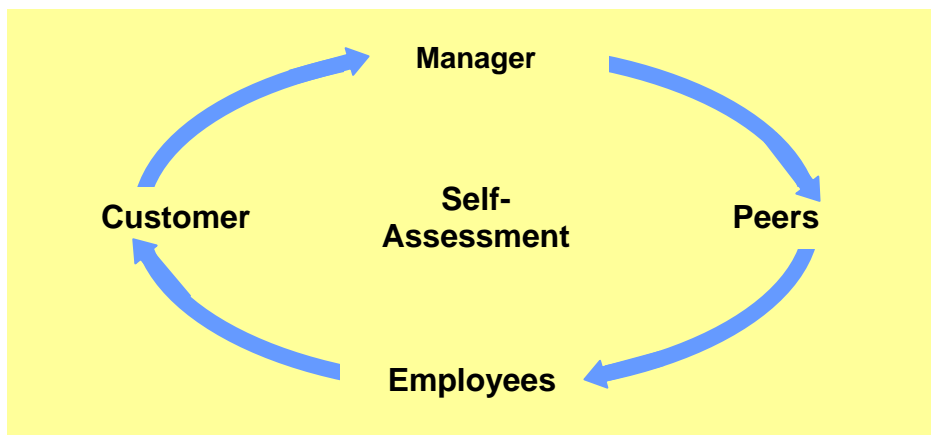


360° Feedback

What is 360° Feedback?

It is a learning and development tool which provides a panoramic view for an individual on how he/she is perceived by others in the job environment.

This standardized method is based on a multi-rater feedback which is provided from a variety of sources and enables the receiver of the feedback to increase his/her self-awareness in order to start an individual learning process.



When is 360° Feedback used?

It may be applied on an individual basis as a learning and development tool, e.g. in the framework of a Development Center, as a supportive in a coaching process or in general career consulting .

Within organizational development 360° Feedback serves as a tool that provides information on the organizational climate and staff's perceptions on each other.

How is 360° Feedback applied?

360° Feedback may be administered in hardcopy or electronic form. We design the instrument together with you. This applies both to the questions answered and the competencies which are surveyed.

We are able to design custom-tailored instruments but we are also certified in Lominger's VOICES and can use their 64-competency-model as a platform to match your competencies with Lominger's tool. This provides the advantage of evaluating the data via Lominger's administrator which is an efficient, reliable and confidential process.

Discovery never administers 360° Feedback tools for appraisal purposes or selection. We consider it to be a learning tool which remains with the individual and it is up to the individual's choice to reveal the data to others.

For further question contact [jim.broome\(at\)discovery-consult.com](mailto:jim.broome@discovery-consult.com)