



180/360 DEGREE FEEDBACK ASSESSMENT

OVERVIEW

Multi-dimensional feedback assessments, also known as 180/360 degree feedback assessments, are designed to provide individuals with a snapshot of their skill set as taken from a variety of angles, including ratings from their managers, direct reports, peers, customers and themselves. These assessments present the participant with feedback on areas of strength and areas for improvement and provide a foundation for the creation of targeted training and development plans.

The Eagle's Flight 180/360 degree feedback assessment leverages our extensive experience and database of over 3000 questions aligned with our core programs, as well as 20 standard leadership competencies. Questions may be tailored to incorporate the language and key learning objectives within your organization. We work with both quantitative and qualitative data to ensure depth of information for analysis and development of action plans.

Our Organizational Development Consultants constantly integrate new best practices into our methods, and test and refine the design of questions, interpretation guides and reports. Features of this process include optional dual rating scale assessments, individual online or print interpretation and action planning guides, analysis and insightful reporting at the group level.

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180/360 DEGREE FEEDBACK ASSESSMENT

THE EAGLE'S FLIGHT ADVANTAGE

RELIABILITY

Our comprehensive measurement process will give you reliable assessment and benchmark information. Through partnerships with external experts in the field, the use of technology and with the Industrial and Organizational Psychology Specialists on staff, we've developed methods that ensure data quality and deliver accurate insight.

APPLICABILITY

All Eagle's Flight behavioral assessments begin with a needs analysis to determine the objectives for the assessment and to ensure that the questions are designed to elicit results that can be translated into decisions and action plans. We start with an understanding of the overall corporate or divisional strategy and objectives and then drill down to the current issues or challenges. It is always our goal to provide our clients with results that will have an impact for both the individual participants and the organization as a whole.

VALIDATION

All multi-rater feedback assessments are validated with the client using a combination of focus groups and/or interviews and a formal client review process. This ensures that the assessment covers the required competencies and is relevant to the client's business objectives. Depending on client needs, the assessment

design may be based on competencies covered in the Eagle's Flight programs or utilize a competency model provided by the client or created by Eagle's Flight in conjunction with the client.

INTEGRATION

Eagle's Flight is a full service training company. This enables us to work with you to integrate the results of your behavioral assessments with our development recommendations to provide you with a seamless approach to future training initiatives.

ALIGNMENT

By aligning development and performance measurement activities, Eagle's Flight clients are able to increase the power and relevance of development programs by ensuring that all participants clearly link their individual feedback and action plans with the development initiative.

With 180/360 degree feedback, your organization can align all of your HR programs and tools to reinforce a common design for success. We recommend that these assessments be geared toward developmental initiatives and can provide advice on how to derive the greatest benefit from your results.

These can include:

- Training and Development
- Succession Planning
- Performance Management and Coaching
- Performance Assessment

