

What are your biggest 360° feedback headaches?

- It takes too much time rating dozens of statements that repeatedly cover similar topics.
- After all the rating is done, too many people get similar scores on key competencies.
- Small differences in ratings makes it hard to pick specific behaviors for development.
- In order to apply generally, the statements don't get at what works specifically in our company.

As a result, some companies are thinking of going to rounds of internal interviews, but that presents time and logistical challenges of its own.

Accelerated 360° relieves skill feedback headaches



It takes too much time rating dozens of statements that repeatedly cover similar topics.

✓ *A360°* efficiently covers 3-6 *Strategic Performance Competencies* for each job class.

After all the rating is done, too many people get similar scores on key competencies.

✓ *A360°* can objectively rate each answer in micro-seconds against a calibrated set of exemplar answers.

Small differences in ratings makes picking specific behaviors for development difficult or random.

✓ *A360°* collects confirmation ratings, action detail & development suggestions from multiple viewpoints.

In order to apply across many companies, the statements don't get at what works in our company.

✓ *Accelerated Modeling™* collects input online to efficiently define strategic and local competency detail.

Introducing Accelerated 360°

Confirmed, objective, competency-driven 360° feedback.

Traditional 360° feedback systems require 3-15 people to rate dozens of statements for each participant— often resulting in scores that differ in decimals. Accelerated 360° collects and scores confirmed achievements. *Request your risk-free Feedback Strategy Review.*

> Accelerated Modeling™

The fastest path to selecting and customizing the strategic competencies that nail successful performance on any job.

Don't: Pay big bucks and take months to model your key job classes.

Send us your current titles and descriptions; **Assign** 100 points among job-related competencies ; **Define HOW** successful vs. struggling performers in your organization achieve technical **and** people results on strategic competencies.

> Accelerated 360°

Online competency-driven collection of scored achievements efficiently confirmed by peers, direct reports, managers or customers.

Don't: Let decimal place rating differences focus attention randomly on generic competency topics that miss the key strategic issues critical in your organization.

Collect detailed descriptions of job-related achievements; Score them objectively using Artificial Intelligence software; **Confirm** them efficiently from multiple viewpoints.

> Confirmed Achievements™

Performance achievements confirmed efficiently and credibly.

Don't: Pop past behavior questions on a mix of prepared and unprepared team members in the interview and then **assume** you are getting true stories.

Quickly collect answers to key topics online— before final panel interviews; **Provide** real time feedback to keep answers on track; **Confirm** stories via auto-emails with no labor cost.

> Scored Achievements™

Score behavioral answers with consistent accuracy (r=.80s with expert ratings).

Don't: Assume that raters carefully score each answer against clearly defined anchors and then sum the scores to guide decisions.

Rate each and every answer in micro seconds using our artificial intelligence scoring engine calibrated by your best hiring managers; **Guide** final decision panel or personal interviews using **Personalized Interview Kits**.

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