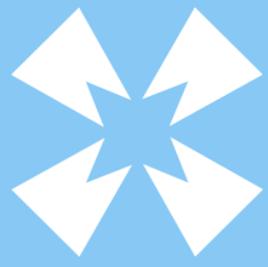


MINDMILL (HR) SOFTWARE LTD

360 APPRAISALS



WHAT IS A 360 ASSESSMENT?

360 Profile Assessment is a process in which you can receive confidential, anonymous feedback from the people who work around you. This typically includes your manager, supervisors and peers. Usually a mixture of about three to four people fill out an anonymous online feedback form that asks questions covering a broad range of workplace behaviours, based on the Company Competency Framework.

Your feedback providers are also asked for written comments. You will also be asked for self-feedback based on the same set of survey questions.



WHAT DO I GET OUT OF A 360?

You can use a 360 profile assessment to get a better understanding of your strengths and weaknesses, so you can plan your development and career progression.

The Mindmill System automatically tabulates the results of your feedback and presents them in a format that helps you translate the results into a personal development plan.

Individual responses are always combined with responses from other people in the same category (e.g. peer/ manager) to give you a clear picture of the perceptions of your overall strengths and weaknesses whilst protecting the anonymity of colleagues.

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FAIR FEEDBACK

As these reports are conducted confidentially, colleagues can provide accurate and honest feedback on your behaviours and characteristics in the workplace (in a format that you can use to support your development)

SELF-AWARENESS

The results are presented in a complete report that highlights the strengths and weaknesses of your characteristics in relation to the Company Competency Framework.

DEVELOPMENT OF SKILLS

The most important aspect of a 360 profile assessment is they give individuals a starting point for the development of new skills and behaviours. By building on current strengths this process allows individuals ownership over their own improvement and is the first step toward creating a meaningful development plan.



Consistently, research shows that direct feedback from colleagues has high face validity which means you are more likely to respond positively to Mindmill's 360 than other development tools.

WHAT CAN YOUR COMPANY GET OUT OF MINDMILL'S 360?

Mindmill have found that it has become increasingly important for Organisations to understand the characteristics needed to deliver Business Success and to focus on the Development of these factors within Employees.

Encouraging Employee's accountability gives them control over their own Career Path and by taking a central role in their own development increases their engagement in the feedback process.



GET A 360

Chat with a member of our team

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