



# 360 Degree Feedback

## Solicit Employee Insights for Professional Development

360 Degree Feedback helps to improve employee performance by enabling employees to see different perspectives of their skills and behaviors from individuals in their immediate work circle.

The data gathered from a 360-degree evaluation can be used in a variety of ways. Employees receiving feedback can plan and map specific paths for their professional development. Managers can use this information to make more objective decisions about pay increases and promotions. Organizations can use 360 feedback data and reports to benchmark and compare employees, divisions, roles and more to better understand organizational development needs.

TalentGuard's 360 Degree Feedback software gives organizations the ability to gather direct feedback from an employee's subordinates, peers and supervisors, as well as customers, suppliers or other interested stakeholders.

**“TalentGuard's 360 Degree Feedback software is powerful and enabled me to easily configure assessments.”**

--Annette Wright - Managing Director, SouthPort Services Group

### **Objective Feedback**

Our 360 Degree Feedback tool enables you to easily create assessments, gather insight about a broad range of competencies and help employees and managers understand strengths, weaknesses, and developmental areas based on constructive feedback.

### **Comprehensive Reports**

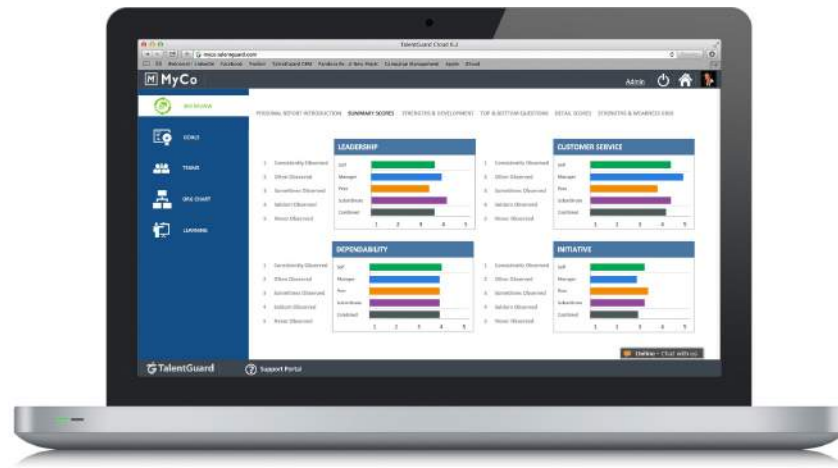
Successful companies differentiate themselves by hiring and developing their people. TalentGuard's 360 degree report provides employees, managers and HR with real-time insights into 12 different areas including hidden skills, perception gaps, and learning resources.

### **Effective Coaching**

With comprehensive reports, managers are more prepared to effectively coach employees if work performance, personal conduct in the workplace or cultural fit become an issue. Coaching based on objective data provides a means for employers to encourage their employees to receive feedback early and prevent small problems from becoming big ones and creating greater barriers to success. It's also a way to help employees reach higher career aspirations while adding significant value to the company.

# Comprehensive Features

360 Degree Feedback from TalentGuard is the most powerful and user-friendly review and development tool available today. See what it can do for you:



## **Competency Library**

Use the free general competency library provided with our software or import your custom competency framework.

## **Assessment Design**

Configure assessments based on a variety of characteristics. You can choose to have no ratings or include numerical, descriptive or color rating scales. The software offers unlimited questions and comment boxes.

## **Moderated, Un-moderated or Governed Reviews**

Let your users choose their own reviewers, moderate their selection or select reviewer groups for participants.

## **Reviewer Groups**

Define up to seven user groups such as peers, subordinates, customers and suppliers. Define anonymity and confidentiality settings by review group.

## **Administrative Dashboards and Comparison Reporting**

Access a host of administrative dashboards to gain insight into your company. Compare individuals, departments and more to identify key trends and recommend action.

## **Development Planning**

Manage development activities in a centralized location and solicit feedback from managers and peers. Development options are automatically recommended and populated based on skill gaps.

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## **About TalentGuard, Inc.**

TalentGuard offers predictive people development solutions that increase employee engagement and retention. Our competency-based talent management software suite integrates the vital human resource areas including performance management, career pathing, succession planning, 360 feedback, applicant tracking, learning management, development planning and coaching - all of which contribute to the creation of a high-performance culture.

for more information  
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