

360 Multi-rater Comparison

Reflections

Reflections is the natural 360 choice for organisations wishing to support their in-house competency model. It is ideal for rapid, larger-scale implementation and branded reporting.

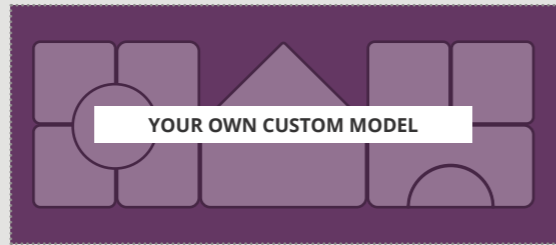
Built-in security options allow for a range of in-house administrator permissions. These could range from building new survey questionnaires to only being able to view or track progress and generate reports.

Today's workforce expect connectivity on the move. Reflections enables feedback to be gathered quickly and securely through any mobile device in multiple languages. Thus, people from anywhere in the world could be included in a participant's survey.

Participants can choose up to 9 different groups to gather feedback. So, in addition to the traditional line manager, peers and direct reporting team groups, they could also invite specific groups such as clients, a project team or suppliers. In addition to skills feedback.

Reflections also offer the option to include a Psychological Safety and Engagement survey, which can offer powerful awareness of the working climate experienced by a chosen group.

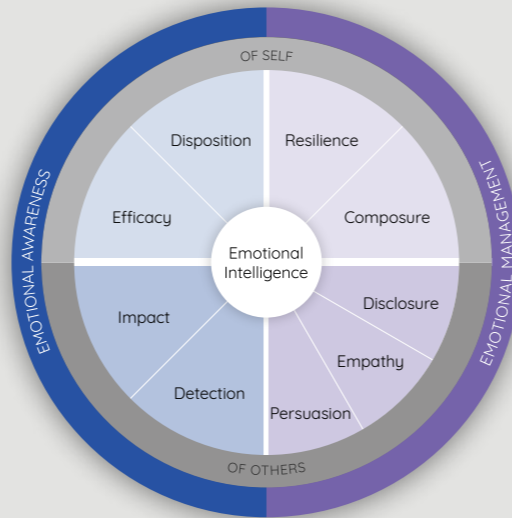
Reflections can be purchased on demand or as an annual unlimited licence option.



Business Emotional Intelligence 360

For leaders wanting to build highly effective business relationships and foster productive interactions, APS' Business Emotional Intelligence 360 captures how our workplace behaviour is perceived, by ourselves and key stakeholders. A validated tool, BEI 360 gathers powerful insights into how 9 key Emotional Intelligence characteristics manifest, providing a strong foundation for ongoing reflection and development.

Leaders with a direct reporting team can combine BEI 360 with APS' Psychological Safety and Engagement survey, allowing for an exploration of the climate created during team interactions. The results can help leaders gain further insights into the impact of their Business Emotional Intelligence and help improve team dynamics, engagement and organisational health.



All Roles & Levels

Business Emotional Intelligence: Emotional Awareness of Self & Others
Emotional Management of Self & Others

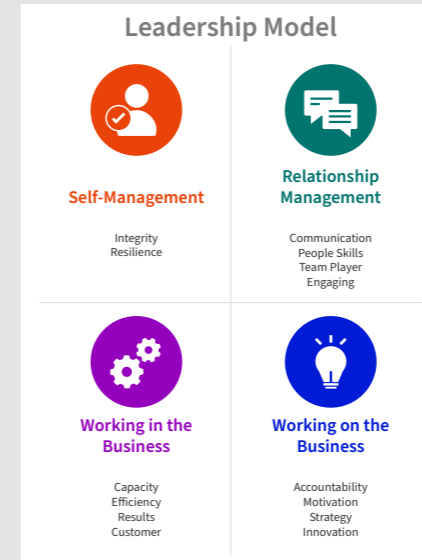
up to 9 rater groups + self rating

Branded feedback report

Hogan 360

Uses an easy-to-interpret leadership framework to provide a real-time look at leadership.

The Hogan 360 Multi-rater allows you to provide participants with well-rounded feedback from multiple sources to support leadership/career development, succession planning and team building



Mid-Senior Leaders

Leadership: Self Management, Relationship Management, Working in the Business, Working on the Business.

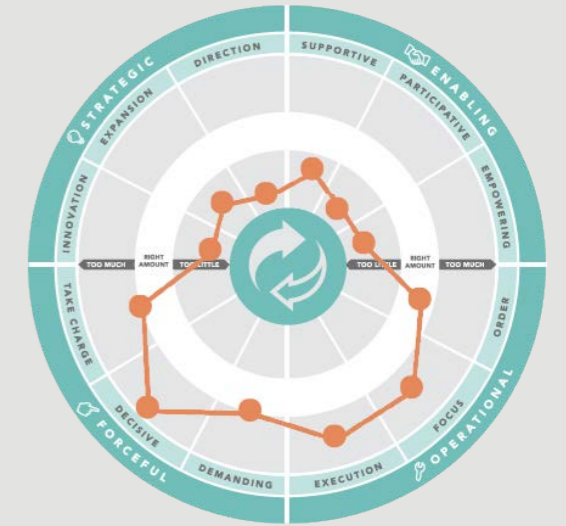
up to 5 rater groups + self rating

Uses a global set of skills that allow measurement of a leader's performance and behaviour.

LVI

Uses a patented "Too Little/Too Much" rating scale to provide specific feedback about what a leader is doing right and what that leader could do more/less.

The Leadership Versatility Index (LVI) assesses the opposing but complementary behaviours required for effective leadership. The model resonates with leaders because they recognise the tensions and trade-off's that make their job a balancing act.



Mid-Senior Leaders

Leadership Versatility: How you lead
What you Lead

up to 5 rater groups + self rating

Uses opposing but complimentary leadership behaviours.

Who is it aimed at?

What does it measure?

Max. rater groups

Features

All Roles & Levels

You choose which skills from our skills library, or add your own.

up to 9 rater groups + self rating

Our most customisable and flexible skills based 360 solution.

All Roles & Levels

Business Emotional Intelligence: Emotional Awareness of Self & Others
Emotional Management of Self & Others

up to 9 rater groups + self rating

Branded feedback report

Mid-Senior Leaders

Leadership: Self Management, Relationship Management, Working in the Business, Working on the Business.

up to 5 rater groups + self rating

Uses a global set of skills that allow measurement of a leader's performance and behaviour.

Mid-Senior Leaders

Leadership Versatility: How you lead
What you Lead

up to 5 rater groups + self rating

Uses opposing but complimentary leadership behaviours.

- Client System Management
- Skill & Question Library
- Rater Selection
- Progress Tracking
- Surveys & Feedback
- Anonymous Feedback
- Customisable Templates
- Team Climate
- Psychological Safety & Engagement

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Rating Scale

Customisable: agreement, frequency & "goldilocks".

7 point agreement.

7 point agreement.

7 point 'Too Much - 'Too Little' "Goldilocks".