

# Response 360°



Corporate managers require feedback from people around them in order to understand how they interact with others and how they are perceived. In particular, managers need to know how effective they are at leading, delegating, managing, motivating and developing their subordinates.

Information about how other people perceive me and value the results I achieve is invaluable and creates the basis for a dialog. Without the information that arises from this interplay with the external environment, it is hard to develop and become a better manager and leader.

Response 360 is an online tool whose questions can be customized to reflect a company's values and business goals. The report reflects the individual's perception in contrast to the perception of those around him/her, and leads to a workbook and action program. Response 360 is fast and easy to use, simple to understand, and easy to work with.

## My own and others' opinions about my...

- Ability to perform a comprehensive, long-term leadership role
- Ability to handle my own managerial role
- Ability to develop my subordinates
- Ability to lead and motivate a team
- Ability to collaborate with other sections within my company's organization
- Ability to understand and meet customers' needs

360 degrees feedback can sometime be surprising and revealing, but it is always clear and effective.

The results are presented in an easy-to-read report together with a workbook and action plan.

## Purpose

- To discover how my supervisors, peers and subordinates perceive me.
- To compare others' perceptions about what is important within the organization with my own views.
- To use the resulting information for managerial planning, dialog and development.
- To create a basis for individual employee development plans and discussions.

## Target group

- Managers and others in a leadership role.

## Method

- Online multirater system.
- Generic or customized for a specific organization.

## Value of the service

- It allows managers to "see" themselves through others' eyes.
- It is a compilation and profile based on opinions from many sources: customers, peers, subordinates and supervisors.

## The following areas are included in the generic Response 360:

- Visions, strategies and business goals
- Self-knowledge, the ability to lead oneself
- Leading and developing colleagues
- Creating and developing teams
- Working with and within teams
- Working close to customers

## Training

Kandidata offers training, guidance and coaching to optimize your use of Response 360 and to help ensure that the system is used in a positive, developmental and profitable way.

## Other information

Kandidata follows international ethical and psychometric rules for testing and test usage in accordance with the guidelines developed by the Swedish foundation for applied psychology (STP). Kandidata is an active member of the International Test Commission, which is "committed to promoting effective testing and assessment policies and to the proper development, evaluation and uses of educational and psychological instruments."

