

# Customised 360-Degree

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## What is it?

Do you have your own 360-degree, competency or behavioural questionnaires that you are already using successfully on a pen and paper basis? Do you have competency or capability models that you want converted into a 360-degree questionnaire?

We can help you to automate this process by creating a bespoke online version of the questionnaire – complete with your branding and personalized text - allowing your respondents to access it any time, anywhere, in almost any language.

3GHR can help you brand and position your 360-degree within your organisation, engaging your participants and enabling you to get more value from your 360-degree programme.

## Who is it for?

- Organisations that have their own questionnaires that they would like to automate
- Organisations that have their own competency or capability models that they want to convert to a 360-degree format
- Consultancies that have Intellectual Property (IP) that they customise for use with a number of their clients
- HR experts who would like to take their IP to the global HR marketplace

## What it does...

- Ensures the relevance of the measurement by referencing your own organisational competencies, capabilities or behaviours
- Allows for targeting to specific levels within the organisation e.g. prepare separate questionnaires for Senior Management, Middle Management and High Potentials
- Allows for offering the questionnaires in as many languages as are spoken/read by the staff in the organisation.
- Enables the customising of the resultant reports from the collected data - choose a format that suits your target audience
- Organisational average or demographic slicing allows the HR function to conduct meta-analysis of data, which can be used in the HR/business planning process

## Why it is unique?

- Multi-lingual deployment
- Automatic reports that slice the data by demographics i.e. organisation, teams, divisions etc
- Selection from a number of standard report formats