

## **360° FEEDBACK ASSESSMENT FREQUENTLY ASKED QUESTIONS (FAQS)**

### **Questions**

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### **How much time do raters have to respond to a 360° Feedback Assessment request?**

Most 360° Feedback Assessments provide a 30-day response timeframe.

### **How long does it take to answer a 360° Feedback Assessment?**

Most 360° Feedback Assessments require 20-30 minutes to complete.

### **Can supervisors/managers see 360° Feedback Assessment results for their employees?**

No. Due to confidentiality, only the employee receives their individual 360° Feedback Assessment results.

### **Can supervisors/managers get an aggregate 360° Feedback Assessment report for all their employees?**

No. Due to confidentiality, supervisors will not receive an aggregate 360° Feedback Assessment report.

### **What are the benefits of working with a coach after receiving 360° Feedback Assessment results?**

Working with a coach who is familiar with interpreting the 360° feedback instrument can help you get the most out of the feedback provided. A coach will facilitate self-exploration and empower action planning.

### **How often can an employee receive a 360° Feedback Assessment?**

Administering a 360° Feedback Assessment requires on average \$125 per assessment; therefore, financial resources may determine frequency. Another factor for consideration is the time required from all raters to provide feedback.

**What is the recommended timeframe before repeating a 360° Feedback Assessment?**

A recommended timeframe for repeating a 360° Feedback Assessment is every 3-4 years.