

## 360 Degree Feedback Tools

Offered by Anahat

Our portfolio of assessments includes a range of multi-rater assessments, also called 360-degree feedback instruments, to cater to different development contexts and employee profiles. In addition to the 360-degree feedback gathering tools for employee / leadership development, our suite also has a multi-rater tool called Job Profiler that can help in facilitating stakeholder alignment around key competencies for a role.



### Approach

360-degree feedback (or, multi-rater feedback) works best when there is an *environment of trust and safety*. Participation of the organisation's top leadership in *receiving* feedback goes a long way in building acceptance and credibility for the feedback process.

The process of receiving, assimilating and working on feedback from others, needs to be preceded by a process of *self-reflection*. This readies the participant to receive and integrate feedback from others. They can then take charge of their own learning and development journey.

The 360-degree feedback exercise needs to be *contextualised to the organisational purpose* it is intended to serve. The framework of the feedback instrument needs to connect the individual's development with organisational purpose.



## Diamond Power Index

- ❖ The Diamond Power Index is based on the concept of **Power Intelligence**
- ❖ The instrument combines a psychometric self-assessment on the individual's 'Sense of Power' with a multi-rater feedback assessment of the individual's 'Use of Power'
- ❖ Targeted at **Leadership Levels**, the feedback from this assessment can help in enhancing Power Intelligence in organisational leaders and can support them in building conscious cultures. Click [here](#) to see a sample report.
- ❖ Certification training is required to access this tool.
- ❖ For more information on the framework, click [here](#)



## Leadership Impact 360

- ❖ The leadership Impact 360 instrument is based on the Saville Assessment's Leadership Impact framework, also called the **3P Leadership framework**: Professional, People & Pioneering
- ❖ The instrument gathers feedback from multiple rater groups for the leader, on their effectiveness across 18 leadership styles and the extent of their impact (positive / negative) on 9 key organisational areas under the 3Ps of leadership.
- ❖ Targeted at **Leadership Levels**, the feedback from this instrument can help leaders link their behavioural strategies and leadership styles to organisational outcomes. Click [here](#) to see a sample report.
- ❖ Accreditation Training is required to access this tool.
- ❖ For more information on the framework, click [here](#)



## Wave Performance 360

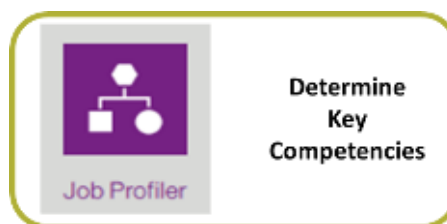
- ❖ The Wave® Performance 360 instrument is based on the **Saville Wave® Performance Culture Framework**.



- ❖ The instrument gathers feedback on the effectiveness of the candidate on Behavioural Competencies (Wave®), Abilities (Optional) and Global measures of performance.
- ❖ Targeted at **Managerial / Leadership Levels**, the feedback from this instrument can support performance coaching and in developing leadership competencies. Click [here](#) to see a sample report.
- ❖ Accreditation Training is required to access this tool.
- ❖ For more information on the framework click [here](#)

### Wave Job Profiler

- ❖ The Job Profiler instrument is based on the Saville Wave® Competency model, and is part of the Saville Assessment Suite
- ❖ The instrument gathers multi-rater perspectives on the competencies required for a role, on a criticality scale.
- ❖ Anchored on the robust and highly valid Wave® model, the results from this instrument can help surface areas of convergence and divergence amongst the stakeholders with respect to role-critical competencies and facilitate alignment conversations. Click [here](#) to see a sample report.
- ❖ For more information on the framework, click [here](#)



### LIVED 360

- ❖ The LIVED 360 instrument is based on **PSI's LIVED® Model** – Learning, Intellect, Values, Emotions and Drive.
- ❖ The instrument gathers granular feedback on the extent to which the candidate displays target behaviours relating to 15 elements underpinned by the 5 LIVED dimensions.
- ❖ Targeted at **Managerial** roles in organisations, the feedback from this instrument can help managers look at themselves from multiple perspectives and enhance their role awareness.
- ❖ Readily accessible to a coach / L&D professional experienced in 360 degree feedback processes.
- ❖ Click [here](#) to see a sample report. For more information write to [info@anahat.in](mailto:info@anahat.in)



## Propel 360

- ❖ The Propel 360 instrument, offers a platform where organisations can run multi-rater feedback exercises built on their own **organisational competency or leadership frameworks**.
- ❖ The instrument gathers feedback on extent to which the candidate demonstrates specific behaviours related to the target factors or competencies.
- ❖ Being customisable, the tool can be used at all levels in the organisation to facilitate higher levels of self-awareness, develop target competencies and sharpen the focus on organisational values.
- ❖ Readily accessible to a coach / L&D professional experienced in 360 degree feedback processes.
- ❖ Click [here](#) to see a sample report. For more information write to [info@anahat.in](mailto:info@anahat.in)

