

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.

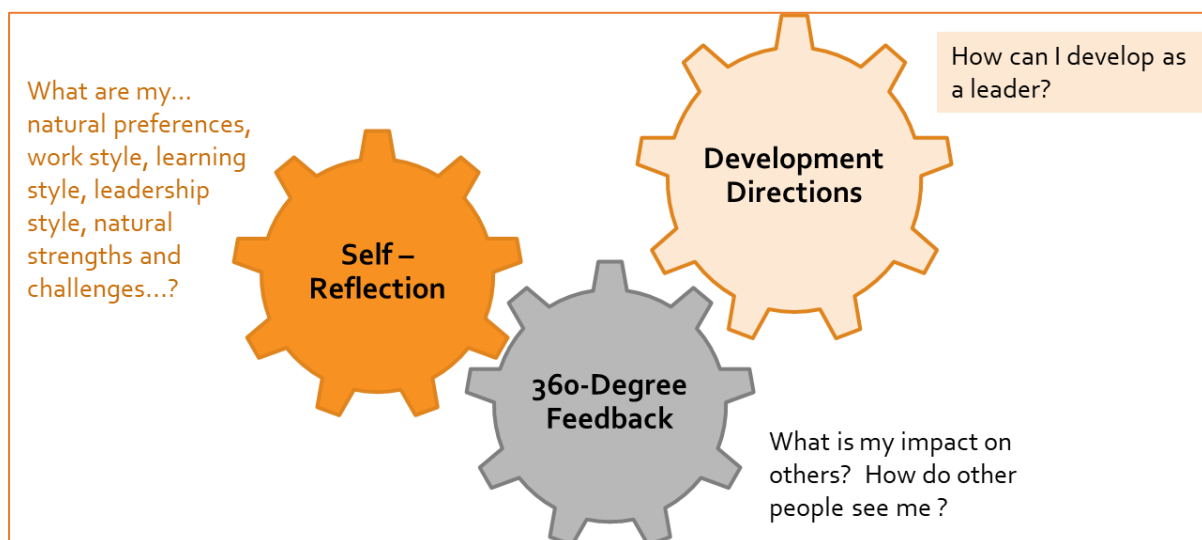
Approach

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](#)



Talogy 360

- ❖ Talogy 360's **ready-to-use** questionnaire comprises of **5 clusters/competencies** with **29 specific, observable behaviours** based on extensive research.
- ❖ The instrument offers **off-the-shelf, basic tailored, advanced tailored** and **fully bespoke** forms of customization.
- ❖ **Easy to interpret** reports. Applicable to **all roles, levels, and industries**. **Mobile** and **user-friendly** experience.
- ❖ **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

