



Customisable online 360 feedback tool



One-to-one



Ready-to-use



Custom

360 Propel™ provides your staff with an accurate picture of how their behaviour and skills are perceived by others who they interact with at work.

The comprehensive feedback report helps them to understand how their behaviour contributes to their own personal effectiveness and how they impact the effectiveness of others, both within their organisation and with external stakeholders.



Why 360 Propel?

360 Propel's highly flexible and customisable functionality will make your 360 feedback process quicker and easier to administer than ever before.

- **Set up and go!** - There is little setup time and it contains over 200 questions based on 35 proven competencies
- **Effortless customisation** - We can upload your own competencies and questions onto the platform or we can work together to map our questions to your own competencies
- **Fast administration** - You can manage the questionnaire, or we can help you build the questionnaire to suit your needs and so all you need to do is wait for the completed individual feedback reports to arrive in your inbox
- **Enhanced branding** - We can customise the appearance of your questionnaire and feedback report to reflect your branding requirements.

Contact us to arrange a demo

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360 Propel in action

360 Propel is a development feedback and performance review tool that is quick and simple to set up. The customisable format allows you to make decisions on competencies, questions, scales and rater groups, meaning a project can be launched within just a few hours. Unless you choose to manage the project yourself, we will then administer the process on your behalf ensuring all milestones and deadlines are met.

Feedback report

The feedback report has been developed specifically with one-to-one feedback in mind, individuals can easily identify what the key points for development are. With all the data you need to prioritise strengths and development needs, the report is available for you to download and print whenever you need it.

Group reports are also available, combining data from all the individuals across projects, allowing you to identify possible strength and development areas for specific teams or across your organisation.

- Importance summary – **Optional**
- Overall competency ranking
- Competency rating summary
- Detailed question ratings
- Additional open comments – **Optional**
- Top 10 and bottom 10 questions
- Question Ratings – top 5 and bottom 5 by rater group
- Blind spots – underused and overused
- Personal development plan
- Importance ratings – **Optional**
- Development options toolkit – **Optional**
- Highest/lowest rater group ratings – **Optional**
- Group data on individual feedback reports – **Optional**.

Personal development planning

The feedback report contains a personal development plan as standard, recommending key areas the individual should focus on. We can support this through individual feedback sessions and ongoing one-to-one coaching.

A second feedback report can be produced after the initial report to show how much progress a candidate has made against their personal development plan.

Following on from the feedback sessions, together we can create bespoke on-the-job development opportunities e.g. a business project/challenge for participants to practice specific skills, or a tailored development options toolkit, providing participants with suggestions that can help to develop their chosen competencies. Working from these suggestions, individuals can build a tailored action plan that will positively support the achievement of their personal development objectives.

Browser requirements

Please visit psionline.com/browser-support for more information on browser requirements.

What our clients say

“I was looking for solutions that were tailored, offering flexibility to work with our ideas and plans but that also put forward their own suggestions and advice. **PSI** provided a confident and assured consultant who was able to quickly build rapport with directors and ensure a useful and valuable feedback session with them. I worked with **PSI** in a previous organisation on a very different project and have been equally impressed with this second partnership. This project has been very different in scope and purpose, but the credibility, rigour and intelligence that **PSI** provided left me with the same confidence.”

Emma Brown, Head of Training and OD, ZSL



360 Propel®

from PSI Talent Measurement

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