



360 DEGREE EVALUATION

The key to development is to map your own and your colleagues' abilities!

Complex feedback on the employee: developing professional and managerial self-knowledge



Customizable competency assessment according to organizational goals



Transparent, **easy-to-use management report** for feedback



What is 360-degree evaluation, and what is it good for?

The methodology of the 360-degree assessment allows the exploration of **professional** and **managerial** competencies. To map the skills of each evaluated employee, **we involve several colleagues** from among their managers, subordinates, and employees at the same level in the hierarchy. **Self-assessment** is also part of the process.

What we use the evaluation for?

The purpose of the **360-degree survey** is to **identify the strengths and areas for improvement** of each employee. Based on this, decision-makers can make a more informed decision about, for example, who should be taken forward with what development. More advanced competencies and **better person-job matching result** in greater efficiency, and thus more net revenue for the organization.

Why is the CX-Ray 360-degree evaluation different?

We formulate behavioral statements for the competencies associated with the jobs. During the survey, the evaluators of the respondents go through pages where each competency has a statement, thus **evaluating the individual competencies in relation to each other**.

Different scoring strategies allow the survey to be aligned with organizational culture and the results to be used for multiple purposes.

Easy to fill

User friendly interface

On-demand **dictionary of competences**

Easy administration

Immediate data processing

Detailed reports for feedbacks

Visualisation of assessments

How does the CX-Ray 360-degree evaluation work?

- **3-12 competencies** per role (maximum is 9)
- **1-4 statements** per skill (required behavior, performance levels)
- Customizable **dictionary of competencies** with built-in suggestions
- Better **involvement**
- **Deliberate decision** making
- **Visually supported** point allocation



Our partners



www.cx-ray.com



facebook.com/cxrayinc



linkedin.com/company/cx-ray



instagram.com/cx.ray