



## Why *focus* Multi-rater Development Feedback?

*The use of multi-rater assessments to assess employees has grown exponentially in recent years. How can you ensure that the feedback collected is relevant and objective? Even more difficult, how can you ensure that the process will result in positive behavior change?*

*focus* takes the administrative headaches out of multi-rater feedback, and it includes all the components required to maximize your ROI from the process. With *focus* you will:

- Select feedback teams, conduct assessments, and distribute reports over the web.
- Build your own multi-rater assessments tailored to the exact needs of your organization.
- Use different multi-rater instruments for different jobs.

*focus* automatically builds a customized, 360-degree multi-rater assessment each time you complete a job profile. Begin assessments whenever you are ready!

### *focus* Multi-rater Development Feedback Features and Benefits

- **Effortlessly Supports Multiple Multi-rater Instruments:** Provide specific, job-related feedback on critical competencies for current job or jobs of the future.
- **Complete Multiple Assessments Simultaneously:** *focus* allows users to select and complete multiple assessments at one time. This significantly cuts time and effort, a real benefit to busy feedback givers.
- **Supports Detailed Comments:** Often comments provide more insight than numerical ratings. *focus* allows feedback givers to add comments for each competency, and to respond to open-ended questions.
- **On-line Assessor Selection & Review:** *focus* gives you the choice of choosing feedback teams centrally, or letting participants select their raters, or a combination of both. Choose the *focus* team review option to provide oversight.
- **Simple to Use:** Persons of all backgrounds and levels of computer expertise have been able to use this tool successfully. Spell check, jump ahead, and other features make this a very user friendly and intuitive experience.
- **Integrated with other *focus* Functions:** *focus* enables you to use multi-rater data for many purposes, so you get more value. The results provide input into training needs analysis, employee development for current and future positions, and succession planning.

### Typical Steps to Implement *focus* Multi-rater Development Feedback

1. Complete job-specific, department, level, and/or organization-wide competency models.
2. Select feedback team, then send for review, if desired.
3. Complete assessments on-line.
4. Participants and/or their managers review their results on-line or print a report.
5. Group reports provide additional valuable feedback to your organization.

*Bring the power of *focus* to your organization.  
Contact us to explore a customized solution.*



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