EMOTIONAL & SOCIAL COMPETENCE 360

Using a 360 degree feedback tool is an effective way of identifying real focus areas relevant to the work environment.

A 360 degree assessment enables practical and relevant feedback to be provided to participants from a range of sources relevant to their role. This allows raters a chance to provide feedback that they normally may not be able to, and gives the participants a realistic appraisal of their commonly perceived strengths and areas for development.

Lixivium utilises a custom 360 degree feedback tool based on an Emotional & Social Competence model that captures a number of key behaviours relevant to effective performance. We can also tailor this tool to suit specific needs.

360 Degree Feedback Benefits

- Allows feedback to be received from a range of stakeholders including managers, peers and direct reports.
- Develops awareness of individual strengths and weaknesses which can be used to facilitate development.
- Can set learning objectives for areas that have previously been unidentified.
- When combined with workshops, can provide the knowledge and insights that change behaviour on a permanent basis.

Suggested 360 Feedback Process

Tailor

•Use the standard tool, or customise it to suit the specific needs of the project or organisation.

Select

- •Nominate the people who will provide ratings of the 360 participant(s).
- •Typically 8-10 raters per participant.

Assess

•Raters and participant(s) complete the 360 survey online, usually over a 1-2 week period.

. Feedback •Participant receives a feedback session with a skilled psychologist to review results and identify development areas.

Report

 The survey results and areas identified in feedback session are combined into a comprehensive report for participant(s).

. Develop

- Results used as a basis for ongoing development of participant(s).
- •Group trends can be identified.





Lixivium Consulting

Level 10, 155 Queen Street, Melbourne VIC 3000 Ph +61 3 9600 3692 | Fax +61 3 9642 5464 WWW.lixivium.com.au

Customisation Options

- •Although the Emotional & Social Competence framework is widely applicable across a broad range of leadership roles, we can also customise this tool to suit the context, by:
- •Removing less relevent competencies, or creating competencies specific to the role
- Designing entirely new item/competency sets to fit the need of the project
- Tailoring the assessment to align with existing organisational competency frameworks

Standard Emotional & Social Competence Measurement Areas

Sub-Domains				
Self -Awareness	Self-Regulation	Motivation	Empathy	Social Skills
Competencies				
Emotional Awareness	Self Control	Achievement Drive	Understanding Others	Influence
Accurate Self- Assessment	Trustworthiness	Initiative	Service Orientation	Communication
Self Confidence	Conscientiousness	Perseverance	Organisational Awareness	Conflict Management
	Adaptability			Leadership
				Change Catalyst
				Building Bonds
				Developing Others
				Teamwork & Collaboration

Report Output

• Reports include a comprehensive presentation of rater scores, such as in the below image: EMOTIONAL AWARENESS







