

# Profiling360 Assessment

Frequently Asked Questions (FAQ)

## What is a Profiling360 Assessment?

A Profiling360 Assessment is a process that enables significant performance feedback to be gathered from a wide range of respondents, including anyone in a position to provide feedback on the individual's behavior and work performance. The assessment also compares the respondents' perception of performance with that of the individual. The power and scope of a 360-degree feedback report lies in that it offers feedback that is relevant, actionable, broad, and focused on aspects that are important for the individual's development.

## Who are the respondents who will provide the Profiling360 feedback?

The respondents selected to provide you with the Profiling360 feedback are people who know you in your current role, such as the following:

Respondent	Description
<b>Manager</b>	An employee to whom you report regarding your tasks and work assignments. The manager could be your <b>primary manager</b> , your <b>secondary manager</b> , or both.
<b>Direct Reports</b>	Employees (i.e. subordinates) who report to you regarding their tasks and work assignments.
<b>Peers</b>	People, or persons, who work parallel to you and are at the same organizational level as you. Such employees may report to your manager or to a different manager
<b>Others</b>	Any individuals who may provide value-adding feedback on the individual's work performance. Such "others" may include customers, suppliers, and other persons who are relevant to the Profiling360 process.

The way by which organizations choose the respondents for each individual may differ (i.e. individuals choose their own respondents with or without their managers' approval,

managers choose the respondents for each individual who is in the focus of the Profiling360 feedback process and who also reports directly to that manager, and so forth). However, it is recommended that, when the respondents are chosen, they preferably be respondents who maintain frequent interaction with the individual in scope of the process, who also worked for at least a year with that individual, and whose last interaction with the individual took place less than three months before the start of the Profiling360 feedback process

## **What will my respondents need to do?**

Each respondent will respond to a series of behavioral statements that reflect certain competencies critical to your success as a manager. As shown below, each respondent will be required to read each statement and grade, on a scale of 1 to 6, the degree to which that statement characterizes your behavior and/or performance as a manager.

## **How will I receive the Profiling360 report?**

Once complete, the feedback from all respondents shall be aggregated, analyzed, and summarized as a feedback report that will be sent to you.

- The report will present the number of people who responded to the invitation to provide their feedback (but not their names) and present the feedback you were provided in a format that will distribute all responses according to the respondent's role (e.g. primary manager, secondary manager, direct reports, peers, etc.).
- The report will compare your rating to those of your subordinates in a way that may show you differences in perception and opinions between your ratings.
- Also, the report will include graphic presentation of significant aspects of the feedback report as well as a summary of the textual comments provided by the respondents.
- Last, you will receive a series of practical recommendations on how you could improve as a manager and a leader.

## What are the phases of the Profiling360 process?

1. The process will begin with an invitation e-mail sent to you by the Survey Administrator.
  - The invitation will include a link to the Profiling360 survey as well as a User Name and Password with which you will be able login to the Profiling360 website,
  - You will have approximately two weeks to complete the survey.
2. If you are one of the individuals who receive feedback from their respondents, sometime after completion of the process you will meet with the process facilitator and/or the human resource professional for a confidential discussion on your feedback report. During the meeting you will be able to ask for elaboration, interpretation, and guidance regarding any of the Profiling360 report parts.
3. Several months after the first Profiling360 feedback iteration you and your respondents will be required to re-fill the survey, which will result in another report. The second report will present a comparison of the two feedback sessions and will provide you with recommendations on the things you could do to promote your further development as a manager and a leader.

## How long does it take to complete the survey?

Usually, it should take you 20-30 minutes to complete the survey.

## What if I have questions or if I forget my password?

Should that happen, feel free to contact us at 00972-54-4495352 (Nir) or send an e-mail to [info@profiling360.com](mailto:info@profiling360.com).