Compass360 Degree Feedback

‘to know thyself is the beginning of wisdom’
Socrates

Compass360

personal insight. Managers who have greater insight are better able to flex their behaviour in order to ensure effective relationships with their teams and other stakeholders

Compass360 is designed to help individual leaders or managers discover personal strengths and areas for improvement, comparing self-assessment with the perception of others. It is a quick and easy-to-use on-line process that results in a detailed confidential Personal Feedback Report. This enhanced insight and self-awareness enables you to accurately set direction for personal and professional development.

Why 360 degree feedback?

The Personal Feedback Report is an invaluable resource to support your ongoing day-to-day work. You can use it:

- As a diagnostic tool to help identify learning needs ahead of a development process
- To evaluate the effectiveness of learning and development activity by completing a 360 process at the beginning and again at the end of a programme of learning
- To capture behavioural data that feeds into the Achieving Success process
- As a framework for 1:1 coaching conversations
- As a roadmap for career development
- To monitor professional competence in line with governance and control measures

How does it work?

Follow this simple, confidential 6-step process:

1. Logon to the secure system using a unique URL
2. Score yourself against a University of Stirling leadership competency framework
3. Identify Raters (manager, peers, direct reports, other stakeholders etc) who will also score you against the same framework
4. They will each receive a personalized secure login and will submit their observations of your workplace behaviour
5. Receive your Personal Feedback Report which will
   a. Provide a valid and reliable picture of competence
   b. Pin-point confirmed strengths and areas for improvement
   c. Highlight blind-spots and unrecognised strengths
   d. Detail verbatim comments from Raters
   e. Prioritise learning and development needs

6. Review the Report with an independent trained Specialist who will help you draft a development plan to maintain core strengths and address any areas of concern

Benefits of Compass360 Degree Feedback

For the Individual
- Real data about your current capabilities
- Plot your view vs. the perceptions of others
- Increased self-awareness = increased employee engagement
- Easy-to-use Personal Feedback Report
- Take control of your own development

For the Organisation
- Trusted and reliable specialist partner
- Bureau Service manages all of the set-up, admin and project management
- Aggregated data to show trends and themes across the University
- Adjunct to on-going learning and development activity provided by HR/OD team

To find out more please contact Lorna Prince, OD Partner, HR&OD:

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Help Executives shape the behaviours that bring Values to life
Help leaders better engage stakeholders
Help managers improve day-to-day performance
Help all employees shape personal and professional skill