

The Role of the 360:

Feedback from peers, supervisors, and subordinates helps you to understand how an individual is perceived from all angles. The data can reveal individual and group strengths and weaknesses, and ensure more effective development efforts.

The goal is to fully understand an individual's strengths and developmental needs. We recommend a holistic approach, combining perception data from the Insight 360 with performance data, and data on relevant personal attributes from an assessment like **Select Assessment® for Healthcare Leaders** or **Select Assessment® for Physician Leaders**.



The Insight 360 Platform:

- Easy to administer
- A positive experience for raters
- A simple, insightful report
- Tailored to healthcare, and to your organization
- Easily integrated into your existing developmental programs

Getting the Most Out of the Insight 360 Platform:

- Tailored to healthcare, and specific roles, Insight 360 asks the right questions and presents results in a meaningful manner. This is particularly important in healthcare where leaders face unique challenges
- The Insight 360 process limits rater subjectivity, provides a positive rater experience—avoiding “rater fatigue,” targets raters whose opinions are valued, and provides timely feedback
- Insight 360 data is most effective when it's part of a comprehensive program, including a well-defined performance improvement program

Three Configuration Options:

INSIGHT 360 STANDARD

A proven configuration, applicable to many situations and roles.

INSIGHT 360 CUSTOM

Customized survey content and reporting formats.

INSIGHT 360 NARRATIVE

Brief telephone rater interviews provide robust data and a positive rater experience.



To learn more about Select International's products and services, contact us at **1-800-786-8595** or visit **www.selectinternational.com**.