

MULTI-RATER ASSESSMENT CAPABILITIES

OUR METHODOLOGY

Accurate and high self-awareness is the first step to individual, team and ultimately organizational success.

Understanding the differences between the **perceived self** and **other's opinions of self** is the first step to embark on a strategic development journey. With **enhanced self-awareness** and **a strategic development plan**, individuals will be able to address the gaps in specific areas, hone their skills and adaptability to achieve effectiveness and success.

OPTIMAL e360 (Competencies)

The **Optimal e360** is an **integrated, customised solution** for collating and analysing **multi-source feedback**. It is an **online survey** designed for organizations which would like to assess incumbents against their own set of items.

FEATURES

- **Broad Spectrum Customisation** allows survey setup based on your needs and relevancy to survey purpose - including competencies, survey questions, rating scales and rater groups.
- **An Off-the-shelf Solution** is specially designed to gain raters' perspective of skill level and development potential. The default rating questions and definitions, rating scales, and report sections are developed for Individual Development Planning purposes.
- **Intuitive User Interface** with instant online guide makes the survey easy to fill in to achieve good response rate
- **Robust Survey Management & Status Tracking** featuring real-time response update and automatic email notifications to raters to monitor survey progress.

Optimal offers a suite of 360-degree feedback survey tools for gathering information from multiple sources, assessing and identifying individual's developmental needs, assisting organisations in grooming and developing high potential talents and existing leaders for organizational success.



For organisations which have their own set of competencies, or to measure specific behaviours, traits etc
– OPTIMAL e360 is the tool you need.



POTENTIAL RISK 360 *(Leadership Derailing Risks)*

The **Potential Risk 360** is a multi-rater survey tool based on the **Hogan Development Survey (HDS)**. The Potential Risk 360 is best used to detect **potential performance risks** and **derailing risks** of leaders, emerging talent and high potentials. Awareness nibs risks at the bud yielding higher potential of blooms and harvest.

FEATURES

- **Clear alignment** with the Hogan Development Survey (HDS)
- An off-the-shelf solution designed to gather critical data for **leadership and high potential development**
- Survey items that assess **33 facets** across **11 behavioural tendencies** demonstrated under "unmanaged" condition that can pose derailing risks in optimising performance and potential

HOGAN 360

The **Hogan 360** is comprehensive multi-rater feedback tool designed to measure the **reputation** of career-minded individuals and leaders at work. The Hogan 360 helps individual to gain a better understanding of how they are perceived by managers, peers, direct reports and based on feedback gathered on a **Leadership Framework, based on the following domains**

- **Self-Management**
- **Relationship-Management**
- **Working in the Business**
- **Working on the Business**

In addition, aligning the **observers' ratings** with **the results of Hogan's core assessments**, the report provides a snapshot of an **individual's behavior** in the organization and **characteristics manifest** at the workplace.

FEATURES

- An off-the-shelf solution, designed to **gather critical insights from multiple sources** to provide a clearer picture of an individual's potential and actual behaviour at work based on **4 components** and **14 sub-themes**.
- Identifies individual's **top strengths** that can be leveraged to the benefit of the organization as well as **top opportunities** to improve on, presenting them in **ranking order**.
- Suitable to be used as a platform for discussion for **general professional development** based on gaps identified, **targeted coaching** around specific leadership skills or derailment risks.



PoRISK₃₆₀

Uncover behaviours that interfere with productivity, interpersonal success, and career advancement through the **Potential Risk 360 feedback survey** based on Hogan Development Survey.



Identify perceived strengths and challenges based on valuable feedback gathered by using the **HOGAN 360** and embark on an intangible yet gratifying self-discovering experience.

**FOR MORE INFORMATION,
CONTACT US AT:**

OPTIMAL CONSULTING GROUP PTE LTD

Level 34, Centennial Tower,
3 Temasek Avenue, Singapore 039190

T: +65 6549 7745 | F: +65 6327 8276

E: w lho@optimalconsulting.com.sg

www.optimalconsulting.com.sg

