

# Thomas 360 Feedback

*Nothing happens until something moves.*

*Albert Einstein*

**IN THE CONTEMPORARY WORLD, SUCCESS IS A FAST-MOVING GOAL. IF YOU ARE NOT MOVING FORWARD, YOU ARE STEPPING BACK. THIS IS A RULE. THIS RULE WORKS BOTH FOR COMPANIES AND FOR PEOPLE. THE WINNER IS THE ONE WITH THE INNER IMPULSE TO REACH THE TOP, WHICH MEANS THE ONE WHO IS MOTIVATED TO DEVELOP HIMSELF.**

**INNER RESTLESSNESS AND THE DESIRE TO ACHIEVE MORE AND MORE ARE THE CHARACTERISTIC QUALITIES OF TODAY'S MANAGERS. BUT FIRST, ONE MUST APPRAISE THE POSSIBILITIES AND KNOW WHAT TO START WITH.**

**THIS YEAR THE "360 FEEDBACK" ASSESSMENT SYSTEM WAS LAUNCHED AT EUROPRODUCT. IT PROMOTES SELF DEVELOPMENT AND SELF-KNOWLEDGE, IMPROVING THE SKILLS NEEDED FOR SUCCESS IN LEADERSHIP, MANAGERIAL, AND OTHER PROFESSIONAL ROLES.**



*Irina Senina, HR director*

## **A SYSTEM WHICH HELPS ONE MOVE AHEAD**

HR experts claim that to develop effective performance, an employee should be aware of three spheres:

**PERSONAL**, *that is, how you perceive yourself*

**INTERPERSONAL**, *that is, how others perceive you*

**SITUATIONAL**, *that is, how your professional and career performance is assessed*

The "360 feedback" method allows one to combine and analyse all three areas and easily draw up a success roadmap for each employee. This explicit perspective helps one perceive things that are not noticed in an ordinary situation.

The "360 feedback" method is based on a complex analysis of objective and honest feedback from peers, managers, and team members. This feedback allows one to take responsibility for one's results and conduct.

We started the implementation of Thomas 360 Feedback at the top-management level.

An assessment is conducted on the priority competences for employees according to their position.

First, a manager assesses him or herself by making notes in a questionnaire, and then his or her peers, as well as the staff team and the top manager, assess him or her using the same criteria.



The differences between self-perception and the assessment given by others are called “pinpoints”. Similar assessments confirm the employee’s emotional sides and his strong competences.

Key development objectives are identified and discussed together with the top manager and recorded in the questionnaire.

Development methods, timeframes, and anticipated results are planned step by step.

When conducting the joint analysis, the top manager and the employee coordinate the support and resources needed to implement the plans. This can involve meetings, consultations, trainings, seminars, and various literature.

To my mind, the most valuable part of the “360 feedback” method is not the graphs and scores on key competences and key effectiveness indicators, but the inner motivation of the employee aimed at improving professional efficiency and self perfection.

Having overcome one stage of developing competences, the employee can move to the next one.

It is difficult to take great strides forward, but each step leads you to triumph! ■