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D E G R E E
FEEDBACK

DecisionWise has been conducting surveys for nearly two decades. In 2014 alone we conducted over **7,000 fully customized 360 feedback surveys**.

Unlike our competitors, we are not a software vendor, but a consulting firm that uses our team of experts to offer best-practice advice, personal service, and customized solutions.



What is 360° feedback?

360 degree feedback is a development process that allows a person to receive candid feedback from peers, supervisors, subordinates, and other individuals with relationships key to his or her success.

As organizations rely more heavily on teamwork, cooperation, and communication to improve productivity, 360 degree feedback has become an increasingly useful tool.



Why use 360° feedback?

Without feedback, we tend to invent our own reality. Using 360 degree feedback is a vital part of performance, growth, and development. Understanding ourselves and how we interact with others helps us understand the impact we have on those around us.

The perceptions of others within our circle of influence, whether those perceptions are accurate or inaccurate, often impact our level of success. This is where 360 degree feedback comes in.

Most organizations today use 360 feedback in some form or another, although the purpose varies. Based on the needs of your organization, we align the 360 feedback process to reach your objectives.



Customized survey experience

Our assessment team is made up of experts in industrial-organizational psychology. We understand what to measure and how to measure it. We conduct and publish extensive research on 360 degree feedback, and our research is widely cited and recognized.

Using this expertise as a foundation, our assessment team works with you to design your survey and process on the needs of your organization.



Fully managed administration

Few mistakes can destroy a feedback initiative faster than a survey process that is cumbersome and not perceived as confidential.

Rather than leaving you on your own to implement a software application, our assessment advisors and consultants oversee the entire project for you. This ensures ease of administration, reduced overall costs, a higher level of rater participation, and overall increased effectiveness.

We create the timeline, manage the rater list, send out reminders, and generate the reports—you just sit back and relax.



Meticulous action planning

After a rollout of 360 degree feedback, many organizations ask “Now what?”

They come to us because they had provided the assessment results to participants, but didn't witness any lasting change. This is a poor return on investment.

We don't stop at simply delivering 360 degree feedback reports. We work with you to turn that feedback into results through coaching, action planning, and accountability.



Expert coaching

Receiving feedback is an emotional process for most people; it is based on peoples' perceptions of an individual and can contain some uncomfortable information.

Participants commonly focus too much on negative feedback, misinterpret the results, or have significant gaps in their perception compared to others. This can lead to shock, anger, and resistance if participants are not guided through the process.

A skilled coach helps the individual manage these emotions and use the feedback as a catalyst for change and development.



Our history

DecisionWise was formally founded in 1996, yet our consulting and assessment roots extend well beyond that date. Back in 1992, our founding partners began pioneering innovative applications of survey feedback to bring about personal and organizational change. These innovations serve as the basis for our ability to turn feedback into results today.

Today, DecisionWise is globally recognized for our ability to turn feedback and measurement into performance results. DecisionWise is currently headquartered in Provo, Utah, with consultants and clients across the world. We provide talent management solutions to organizations in over **70 countries** and conduct assessments in over **30 languages**. Our Leadership Intelligence® process continues to help organizations and leaders at all levels and in a variety of industries.





DECISIONWISE

LEADERSHIP INTELLIGENCE®

For more information about our 360 degree feedback solutions and coaching services, please contact us.

DecisionWise
+1 801 960 1400
www.decision-wise.com
info@decision-wise.com