360 Assessment

Competency management model in the application

The application implements a three-level model, with the help of which you can describe completely different competency models.

Level 1 - competency. For example, "teamwork".

Level 2 - manifestation indicator. For example, for the competency "teamwork", "interested in the opinions of other colleagues", "quickly establishes contact and maintains partnerships", etc.

Level 3 - assessment. It can be any, 1, 2, 3, 4, 5 or demonstrates, does not demonstrate, or good, average, excellent, etc.

Any values can be set at each level.

If the company has adopted a two-level competency model "Competence-Assessment". Then when creating a competency, no indicators will be added, but the competency itself will be assessed.

In the competency management module, the choice of a one- or two-level model occurs by activating the slider in each competency:
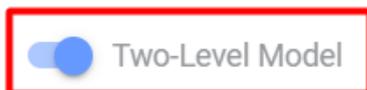
General scheme of the assessment

1. Setting up the assessment.

2. Selecting the assessees and assessors.

The assessors are always added by the moderator.

The assessors can be formed in two ways:

The moderator forms the list of assessors. By adding each assessor to the assessee separately. You can pull them from the structure of subordinates, the manager.
The assessors themselves form the list. This option is activated, then the assessors in the personal account in the My assessments section have a task to form a list of assessors and select the one who approves this list.

3. Selecting the competencies by which the assessment and scales will be carried out. Competencies can be pulled from the profile. The profile, competencies and scale are entered in advance in the Competency Management module.

4. The status of the list formation and the assessment itself can be viewed in the Results tab.

5. After the assessment is completed, the results will be available in the Results tab.

Assessment section

The assessment section is available only to applic
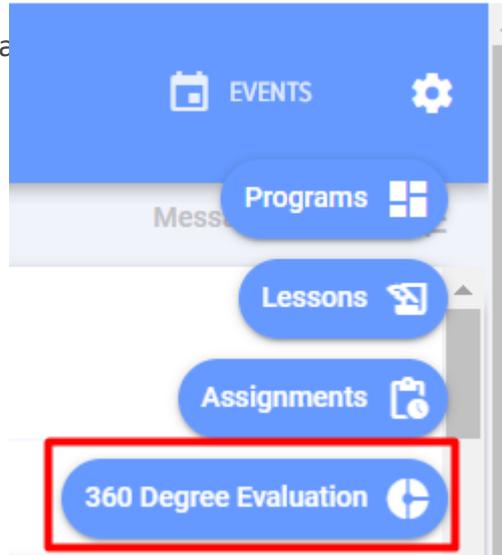
To open the assessment section, click on the item

Creating an assessment

Creating a 180/360 assessment is available only to application moderators.
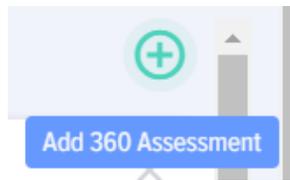
To create a assessment, click on the plus sign