



## INTRODUCTION

With 20 years of experience working with both off-the-shelf and custom-built 360-survey solutions, adopting different 360-survey approaches and catering to diverse client reporting requirements, Optimal is ready to present our very own 360-survey tool, designed to fulfil your 360-survey requirements.

With Optimal360, you can choose to either conduct a 360-survey based on one of our well-researched competency models or customise the 360-survey according to your own competency model.

## KEY FEATURES OF OPTIMAL360

### 1 COMPETENCY MODEL SELECTION

Different competency models for all career levels with flexibility for customisation:

|   |                                     |
|---|-------------------------------------|
| Entry Level & First Line Leaders            | Optimal High Potential Talent Model |
| Optimal High Potential Leader Model         | Middle Management Leaders           |
| Senior Management Leaders                   | Optimal Resilient Leadership Model  |
| Item / Question design service is available | Your Competency Model/Item          |

### 2 MISSION-CRITICAL COMPETENCIES

Select up to **8 Mission-Critical Competencies\*** for each participant (position-targeted).



**\*Definition:** Competencies which are identified as essential and critical for an individual to perform in a job role.

### 3 INTERNAL / PAST BENCHMARKING



Benchmarking at competency level for:

- Internal (against your participants' pool)
- Past (against past results)

### 4 BEHAVIOUR-BASED QUESTIONNAIRE DESIGN

No competency labels are displayed in the survey



### 5 POSITIVE AND NEGATIVE STATEMENTS QUESTIONNAIRE DESIGN

#### Positive Statement

"The person looks for ways and opportunities to make change work."

#### Negative Statement

"The person is easily overwhelmed by change, finding it difficult to cope."

### 6 EFFECTIVE RATING SYSTEM

#### Rate Individually



#### Rate By Group



#### Rate All Rates At One Go



Contact us for more information about how you can customise your 360-survey with us!

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