

ASSESSMENTS



LEADERSHIP360 REPORT

Optimal's 360-degree feedback platform, **optimal360** is an integrated and customisable solution for collating and analysing multi-source feedback. This online survey is designed for organisations to assess incumbents against any set of competencies or critical success factors.

Here's what optimal360 has to offer:

Well-researched Competency Models

- Select from one of Optimal's researched-based models or use your own competency model to design your 360-survey.
- optimal360 focuses on **behaviours** instead of definitions – this allows for a more tangible and concrete representation of competencies for feedback and development.
- optimal360 also applies both **productive** and **counterproductive behaviours** to provide a more holistic view of each competency.

Personalised Mission-critical Competencies

- Select up to 8 mission-critical competencies for each incumbent (position targeted) from the selected competency model.

Negative Statements Design

- optimal360 offers a balanced view of incumbents as it takes into account both positive and negative behaviours demonstrated under the same competency.

Multiple Rating Approach

- Depending on raters' preferences, it is possible to rate rates individually, by groups or all at one go.

Meaningful Interpretation

optimal360 reports:

1. Cater for **benchmarking at competency level** for:
 - Group Benchmark i.e. against pool of incumbents
 - Internal Benchmark i.e. average rating from all raters
 - Past Results i.e. against own results from previous survey
2. Include a **self-awareness matrix** for development:
Strengths, Areas for Development, Hidden Talents and Blind Spots

The **Optimal Leadership360 Report**, tailored for **middle management leaders**, provides 360 feedback on their behaviors within **five key domains**: Leading Self, Leading Others, Leading Performance, Professional Credibility, and Coachability. By evaluating these facets, the report offers a comprehensive multi-rater perspective on a leader's potential to consistently demonstrate these behaviors across various work circumstances with diverse colleagues.

Leading Self

01

This domain comprises fundamental competencies that represent one's first step to success which emphasise managing one's own actions, emotions and motivations.

Leading Others

This domain delves into one's interpersonal side which refers to how one manages workplace relations.

02

Leading Performance

03

This domain concerns one's propensity to apply a broad, holistic and business-driven perspective at work.

Professional Credibility

This domain reflects one's likelihood to be perceived as trustworthy.

04

Coachability

05

This domain measures one's willingness to accept guidance for continuous self-improvement.

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

Singapore: +65 6327 8926
Hong Kong: +852 2806 1123
Tokyo: +813 6860 8483
Kuala Lumpur: +603 6205 3728

Shanghai: +8621 6075 2678
All Other Countries: +65 6327 8926
Email: enquiry@optimalconsulting.com.sg

OptimalChina www.optimalconsulting.com.sg
optimalasia optimalconsultinggrouppte.com
optimalconsultants

