

360° Feedback Assessment

- Are you serious about HR development?
- Have you experienced the power of feedback? Would you like to experience it?
- Would you like to conduct a 360 degree assessment project efficiently and with a great positive impact?

Conducting a 360 Degree Assessment in your company can be fairly complex, and there are many things that need to be carefully considered at each step. Many companies have failed or just achieved so-so results because they have underestimated one of the steps. Some went so far that declared “360 just doesn’t work in China”. They are wrong, 360 feedback projects also can be implemented in China, as it’s proven by many successful HRO projects.

How does it work?



The assessment process gathers and compares data from “Self” and “Others”, usually from Boss, (Internal) Customers, Peers & Team Members, and Direct Reports.

HRO provides support and solutions for each step of the process:

- Competency modeling, survey questionnaire design or customization
- Managing engagement
- Project implementation and logistics
- Reporting
- Feedback to participants
- Follow up

360 degree feedback is recommended to develop the following capabilities:

- Leadership and management skills
- Leading by example, walking the talk
- Openness and flexibility
- Communication skills
- Strategic thinking and planning
- Decision making
- Goal setting and motivating
- Employee coaching and development
- Cross-departmental cooperation
- Emotional Intelligence,...

The HRO 360 Assessment System and related HRO services will provide the best conditions for your feedback project success. Please contact us for further information.