



Features

- **Self Managed** – user friendly control panels to manage your own account and projects
- **Easily tailored** to reflect an organisation’s specific needs e.g. Skills Analysis, Behavioural Assessment, etc.
- **Secure, confidential** and **highly efficient** online process
- **No hosting fees**
- Ability to insert **own** or opt for available **off the shelf competency framework**
- Able to nominate up to **10 assessors**
- **Comprehensive** Reports delivered in **Workbook format**
- Option for taking a **re-assessment** and receive a **Distance Travelled Report**
- Online and telephone **support available** throughout a process
- Organisation **own logo** on the reports and the assessment

AQR 360 Assessment is an on-line 360 Performance Evaluation Tool with a comprehensive range of functions and options.

- Enables organisations to assess the capability of individuals, teams and the organisation
- Supports individuals to achieve a good understanding of their key strengths and development needs in a workbook format
- Enables organisations to reliably assess development priorities ... and assess the impact of interventions
- Helps organisations develop processes which support management teams

AQR

Applications - What does it measure?

AQR 360° Assessment is an online facility which enables organisations to drop in their own Competency Framework or to use AQR off the shelf framework.

The System enables colleagues, inside and outside the workplace to provide a consistent and reliable view about important aspects of a candidate's performance and behaviour. This brings valuable insight into the candidate's strengths and their development needs.

Equally it can be used to measure changes in these factors (re-assessment). Thereby enabling the assessment of the effectiveness of interventions and development activities.

Key Features - How does it work?

The system has been developed through numerous experienced consultations of AQR Ltd, a leading edge international assessments developer and test publisher with organisations which or use 360 and know its values or are in a need for very easy, online managed process which can provide them with valuable information for developing people and organisations.

OPERATING THE SYSTEM

The process has been designed to be very easy to use. The online process is intuitive and supported by clear on screen instructions.

- The user inserts their own Competency Framework, and then selects the units they want to compile the questionnaire from. The questionnaire is being formed automatically and ready to use or
- The user selects Competency Units from AQR database which automatically creates the questionnaire
- Assessee nominates assessors by email and the rest of the process is automated

REPORTS



- Reports analyse data by individual and by group.
- This provides managers with the ability to reliably assess the development priorities for the people in the organisation and to monitor the effectiveness of development activities.
- Individual reports are in **Workbook format**, designed to ensure that assesseees reflect on the observations before any appraisal discussion.

TRAINING PROGRAMMES

Training programmes are available for managers, assessors and assesseees. These are available in tutor delivered format and, from 2011, in on-line format. For more information regarding the offering please contact us

PRICING

No. of assesseees	price £
1 - 5	45
6 - 10	40
11 - 50	35
51 - 100	30
101 +	25


360° Assessment System Panel


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Remaining meters: 9

Main Menu

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My self assessment compared to others assessment of me

I.S.A. Conflict Management	My Own	Averages of others assessment				My social assumptions	
		All	Mgrs	Peers	Others	How does my own assessment compares to the way others see me?	How does the assessment of the different groups vary?
1. Confidently deals with objections from others.	5	3.0	3.0	N/A	N/A		
2. Remains pragmatic when challenging others during conflict.	5	3.0	3.0	N/A	N/A		
3. Appreciates the position of others.	5	4.0	4.0	N/A	N/A		
4. Seeks to identify the "win-win" in every situation.	4	3.0	3.0	N/A	N/A		
5. Maintains emotional control in conflict.	5	3.0	3.0	N/A	N/A		
6. Finds common ground when disputes arise.	5	3.0	3.0	N/A	N/A		
Total	4.8	3.1	3.1	N/A	N/A		

Reports in a Workbook Format

Contact us:

For more information and details of our product and training offering please contact us via email or call the office.

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