



## SurveyTracker Plus® 360° Evaluation Add-On Component

Constructive performance evaluations are crucial to getting the highest level of contribution from your employees. The 360° feedback process is a proven method for gathering pertinent information about employees' effectiveness across the full spectrum of their job responsibilities and structuring a plan to help employees meet improvement goals. To assist your organization in its 360° feedback plans, SurveyTracker Plus software offers a 360° Evaluation Add-On Component.

### Establish Evaluation Team

The 360° Evaluation Add-On Component automates many of the more complicated, confusing, and time consuming processes of the 360° Evaluation process. The 360° Evaluation Add-On Component allows the user to create a survey, add an audience list containing team leaders and team members, and then set up special evaluation teams. The team consists of a team leader and the team members, who are divided into user-defined relationships such as "peer," "direct report," and "manager." The teams can be fully customized so you can conduct the 360° project based on your specific requirements. The number or size of teams is unlimited, and you can define the 360° relationships based on your organization's structure.

### Collect Data

After the team is established, SurveyTracker Plus software simplifies the distribution and data collection requirements. The time and effort required to distribute the evaluation is minimized through an automated process that sends or prints surveys that are unique to each member of the team. Automated electronic data collection ensures that each response received is keyed to its position in the team structure. If you have to hand-enter or review responses, selecting the team leader and the specific respondent is quick and easy.

*Establish 360° Evaluation Teams quickly and effectively.*

### Create Reports

Once data is collected, you can create reports from a pre-established format or customize your report to display the data you need. The 360° report uses a template for the quick selection, display, and printing of the report. No complicated and time-consuming filtering tasks are required because the team setup pre-defines how data is positioned and displayed in reports. After a single report is established, you can selectively print reports for all, some, or just one team leader.

**SurveyTracker Plus software can be used alone or  
as part of our comprehensive survey research program.**



The simple, powerful interface and automatic features of the 360° Evaluation Add-On Component are ideal for any 360° feedback process, big or small. The time needed to conduct the survey—and the worry over setup and data collection—are simply no longer a concern when you select this add-on feature to SurveyTracker Plus software.

### Start Today

Whether you are looking for a complete system for establishing teams and generating reports or are simply looking for a pre-written evaluation, the 360° Evaluation Add-On Component offers the right tools to improve the performance of your next 360° feedback cycle.

J. Stripes and Associates, Incorporated  
Felicia Hill

**360° Survey Results**

Questions	Rate Filter	Count	Mean	1	2	3	4	5	Gap (Mean)
This individual is sensitive to the influence his/her actions have on co-workers.	Self	1	3.00	100%	0%	0%	0%	0%	--
	Supervisor	1	5.00	0%	0%	0%	0%	100%	2.00
	Peer	2	3.50	0%	0%	50%	50%	0%	0.50
	Direct Report	2	3.50	0%	0%	50%	50%	0%	0.50
This individual leads co-workers by example.	Self	1	4.00	0%	0%	0%	0%	100%	--
	Supervisor	1	4.00	0%	0%	0%	0%	100%	0.00
	Peer	2	4.00	0%	0%	0%	0%	100%	0.00
	Direct Report	2	3.50	0%	0%	0%	50%	50%	-0.50
This individual continually encourages co-workers to express their ideas and opinions.	Self	1	4.00	0%	0%	0%	0%	100%	--
	Supervisor	1	4.00	0%	0%	0%	0%	100%	0.00
	Peer	2	4.50	0%	0%	0%	0%	100%	0.50
	Direct Report	2	4.50	0%	0%	0%	0%	100%	0.50
When conflict occurs, the individual resolves them in a constructive win/win manner.	Self	1	4.00	0%	0%	0%	0%	100%	--
	Supervisor	1	5.00	0%	0%	0%	0%	100%	1.00
	Peer	2	4.00	0%	0%	0%	0%	100%	0.00
	Direct Report	2	4.00	0%	0%	0%	0%	100%	0.00
This individual continually develops the spirit of teamwork among co-workers.	Self	1	3.00	100%	0%	0%	0%	0%	--
	Supervisor	1	4.00	0%	0%	0%	0%	100%	1.00
	Peer	2	4.00	0%	0%	0%	0%	100%	1.00
	Direct Report	2	3.00	100%	0%	0%	0%	0%	0.00
This individual understands higher job responsibility, accountability and authority clearly.	Self	1	4.00	0%	0%	0%	0%	100%	--
	Supervisor	1	3.00	100%	0%	0%	0%	0%	-1.00
	Peer	2	3.00	100%	0%	0%	0%	0%	-1.00
	Direct Report	2	3.00	100%	0%	0%	0%	0%	-1.00

Results are displayed in a versatile, customizable format.

**Scantron Survey Research delivers answers, insight, and direction through consulting expertise and reliable tools that are backed by a 40-year track record of quality and innovation.**



**GET THE RESULTS YOU NEED TO MAKE INFORMED BUSINESS DECISIONS TODAY!**

For a free consultation to meet your organization's goals, call **800.722.6876** or visit us at **www.scantron.com** to learn more.

### About Us

Scantron® provides technology to help you collect data you can use. We offer solutions and services, delivered with the quality you expect from decades of experience. Whether you need to work on paper, online, or anywhere in between, Scantron can meet you where you are and help you get to where you want to be.