

Syensqo 360 Assessment for Leaders

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INTRODUCTION

A 360 assessment provides an individual with feedback from multiple perspectives regarding observable aspects of their performance, leadership, and engagement. A 360 assessment measures an individual's effectiveness in a number of critical areas, and helps them accelerate their development by reinforcing their strengths and uncovering blind spots.

Who can benefit from a 360 Assessment?

While 360 assessments have beneficial applications for Individual Contributors, the ideal population for participation are People Managers. [Learn more about the assessment options here, including cost.](#)

How is the feedback structured?

Feedback is provided anonymously in a structured manner by the individual's manager(s), peers, direct reports and other relevant stakeholders and collaborators, and includes the ability to compare the feedback with the individual's own self-assessment.

Who can request a 360?

Managers can request a 360 assessment via the self-service process, after considering the Reflections for Leaders (below) and consulting with their Site HR Partner or SBP.

What is the process to initiate the assessment?

The Syensqo 360 Assessment is administered by a pre-identified external provider. The business is responsible for the costs associated with the assessment. The process requires a debriefing session with an internal or external coach, who helps the individual understand the results and translate them into action via development planning.

SBPs can request the 360 assessment via self-service. Consult the [360 Process Document](#) to understand the end-to-end process in greater detail.

360 ASSESSMENTS

Reflections for Leaders

Before pursuing a 360 assessment for an employee or team cohort, leaders should reflect on the following questions and considerations:

- *What is the need for a 360 assessment?* What does the individual stand to gain from learning the perspectives of their manager, teams, and stakeholders? Is this feedback critical for their development?
- *Is this the right time for a 360?* Has the individual recently completed a project or activity that creates an organic opportunity for timely feedback? Or, has the individual expressed an interest in gaining insights into opportunities for development?
- *Is a 360 assessment the right solution for the situation?* If it is already clear what the employee could change about the way they do their job, is it more prudent to have a one on one discussion instead?
- *Does the individual trust you and their stakeholders?* Likewise, do their stakeholders have a good relationship with the individual and feel free to share their feedback, even in an aggregated report?
- *Are you and the individual prepared for the time investment required* from their peers, stakeholders, managers, and direct reports to complete the assessment? Will this add stress to the team?

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- [360 Process Document](#)
- [BTS 360 Assessment Options](#)