



Developing High Performance People

## High Performance Emotional & Social Competence

### Griffith 360° Survey Reports



\*Example of one 360 Degree Reporting structure

#### Benefits for the individual and organisation

The insights gained from participating in the 360° process can assist the participant in pursuing their career management and individual development strategy. It offers feedback on the leadership and coaching abilities, gains insight into the complexities of group behaviour whilst further understanding the planning and management of personal development. Better emotional and social intelligence builds personal development, independent and group learning, and employability. The Emotional and Social Competency model used is based on one of the world's most thoroughly validated and widely used models of EI.

#### Process

Each participant is given information and instructions for completing the questionnaire which usually takes each participant about 15 minutes to complete. The questionnaire can be sent to up to five (5) other respondents in each area which are their manager, direct reports and colleagues. The questionnaires are emailed from Griffith Group and completed online by all participants, once completed the reports will be automatically returned to Griffith Group for processing and preparing the reports. The reports are color coded and very easy to understand whilst offering a comprehensive analysis at the same time.

The standard service includes the processing and scoring of responses, generation and provision of individual reports and help-desk assistance.

#### Confidentiality

It is important to note that in the data collection process, individual respondents cannot see the responses given by others. In addition, the responses given by staff and others are reported as averages, to help ensure confidentiality. The manager's responses are however reported separately, to provide a foundation for development planning and discussions about the participant's role.

A sample questionnaire can be emailed to you upon request.

#### Further information

For further information regarding the 360° High Performance Emotional & Social Competence feedback questionnaire and access arrangements please contact Griffith Group on (03) 9499 8099.

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