


Assessment and reporting never worked so well.

While every HR professional understands the value of multi-rater assessment and 360 surveys, the process has never been an easy one. That is, until now. Sapient Global Multi-Rater and 360 is a comprehensive system that is fully integrated on the Sapient platform, with the versatility, configurability and security that makes the critical assessment function easy and powerful. Using Global Multi-Rater and 360, you can conduct multi-rater exercises that assess the performance of all or selected groups of your employees against any set of competencies.


This powerful, multi-lingual tool comprises five main components:

- **Questionnaire Creation**, using the existing competency library and a configurable set of questions, questionnaire creation is as easy as selecting the competencies, accepting the questions, and selecting the rating scales
- **Survey Administration** allows for surveys to be created at any time while the Sapient system can automatically analyze your reporting hierarchy to identify and select the respondents
- **Survey Response** takes invited respondents directly to the survey and lists any outstanding surveys as tasks in their Inbox
- **Self-Service** allows for individual employees to call for self assessments, or their manager may nominate that an assessment should be carried out. The system uses the stored reporting hierarchy to auto-select respondents
- **Reporting** allows for individual feedback reports and group summary reports to be produced, and can show responses to individual questions, by individual respondents, or in any way that you specify


Questionnaire Details


Questionnaire Name: Senior Executive Team  *


Description: This questionnaire tests the senior executive team for attributes conducive to promotion.


Date Created: 02-22-2008 


Sort Order: 1 *




Measure 1: Performance  *





Rating Scale 1: Frequency (1-5)  * [related to: Measure 1]

Measure 2: Importance 

Rating Scale 2: Importance (1-5)  * [related to: Measure 2]

Hide 

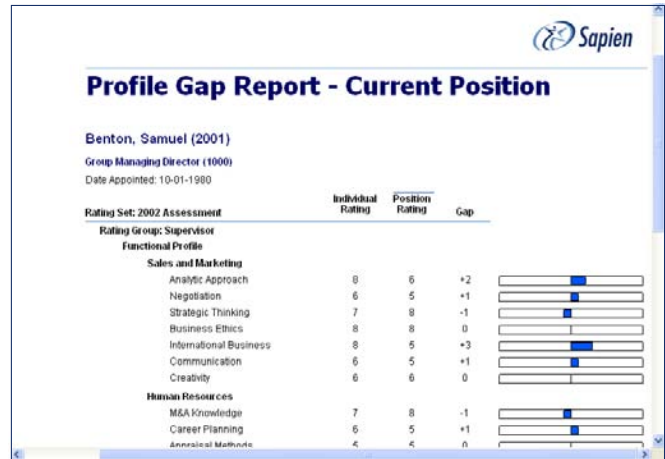
 Add Comment  Save  Delete

Related Items:  Questionnaire Pages  Linked Surveys
 Rating Scale 1  Rating Scale 2

Global Multi-Rater Assessment, 360 and Survey



Sapient Global Multi-Rater and 360 Survey integrates seamlessly with the entire global HRMS database, and with the system's Recruiting, Training, Performance Management, Succession and Compensation tools to maximize the efficiency and effectiveness of the organization.



Home > Outstanding Tasks > Activity

Viewing for...

Employee:
Ayert, Jeremy (2528)

Position(s):
Branch Manager OFS Scotland

Activity Stage Information

Use these screens to complete the survey. When you are finished end the process in the 'End of Survey' screen.

This page will only be displayed when all mandatory pages have been completed.

Executive Survey July 2007: Lee, Michael E (Peer)

Save Index Previous Page Next Page

Building Relationships

Describe behavioural characteristics associated with scores 1-10

<p>Building Relationships</p> <p>Actively encourages relationships</p> <ul style="list-style-type: none"> Initiates effective working relationships with other people Identifies, builds and maintains networks with client organisations and key industry representatives Volunteers to work on cross functional projects <p>Structures interactions towards productive conclusions</p> <ul style="list-style-type: none"> Strives to gain agreement to support ideas Explains value of actions to obtain agreement Uses effective influencing techniques to gain agreement <p>Takes measures to understand goals of others</p> <ul style="list-style-type: none"> Uses available opportunities to constructively promote and advocate improvement and innovation Encourages others to constructively question established work processes or assumptions Makes managing change and innovation an accountability and expectation of all leaders and managers in own area of responsibility Encourages others to view mistakes as learning opportunities. Recognises improvement and innovation efforts <p>Helps others achieve their goals</p> <ul style="list-style-type: none"> Demonstrates personal commitment to the team Adheres to the team's expectations and guidelines; fulfils team responsibilities Supports the work of colleagues <p>Recognises others contributions</p>	<p>Performance</p> <p>Almost Acceptable</p> <p>Acceptable</p> <p>-Please Select-</p> <p>Acceptable</p>
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For more information, contact Sapient at 1-866-E-SAPIEN (1-866-372-7436)

Founded in 2005, Sapient is one of the most progressive, competitive and innovative providers of on-demand HRMS and HCM software resources, and of Human Resources Augmentation™ (HRA) services, and is emerging as the leader in the global evolution of HR solutions. Built on the SaaS platform, Sapient combines comprehensive HR management and planning functionality with the latest Internet and workflow technologies to help transform the way companies manage their HR functions. Sapient services a worldwide client base from its headquarters in Morristown, NJ. More information is available at www.sapientsoftware.com