



## HFM360®

360-degree online feedback

Select assessment  
criteria yourself

Comprehensive strengths  
and weaknesses analysis

Input for a personal  
development plan

### 360-degree online feedback

HFM360® is an online, automated 360-degree feedback system. You gather structured feedback on the performance of your managers and employees. You may invite managers, colleagues, subordinates - and even customers - to provide feedback. Where does your employee excel, and in what areas can he still grow? HFM360® enables you to combine the feedback received from different sources in order to form a complete and balanced picture of the person being assessed.

### Select assessment criteria yourself

HFM360® is part of the online HFMtalentindex test platform. You personally select the assessment criteria for which the participant receives feedback. You may choose from 44 competencies, ranging from customer orientation to helicopter view. The competencies have been formed into clear, concrete questions about the employee's work behaviour. All feedback providers assess the participant by means of an online questionnaire based on the competencies that you have selected. HFM360® presents the collected feedback in a well-structured report. The process is quick, efficient and reliable.

HFM360® provides a comprehensive **analysis of strengths and weaknesses** in behaviour of employees as assessed by themselves and those around them

# HFM360®

## Comprehensive strengths and weaknesses analysis

The HFM360® report shows the competencies that the participant already effectively applies in practice and the competencies that require improvement. In addition, the report gives a description of effective and non-effective behaviour for each competency. A clear picture is provided of the participant's strengths and weaknesses in practice.

## Input for a personal development plan

HFM360® gives an employee insight into personal qualities and points for improvement. HFM360® is an excellent foundation for a personal development plan. The participant chooses a number of areas for development and specifies concrete actions to undertake, combined with his desired results. The feedback of the manager, colleagues and others provides a frame of reference in this regard. HFM360® provides support with respect to performance reviews, training and education, management development and career guidance.

## Uses and benefits

### Development

HFM360® is an excellent tool for development. The report serves as a mirror for the participant and reveals any blind spots. HFM360® is therefore an effective incentive for personal development. The participant is encouraged to think about ways in which he can improve personal professional performance.

### Career and mobility

HFM360® helps in career orientation by providing insight into the participant's strengths and weaknesses in practice. The participant can therefore look for suitable areas of work and professions in a more targeted way.

HFM360® prompts employees to **discuss** their performance

Would you like to know more about HFM360®?  
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### Personal field of strength

#### Operational strength



#### Interpersonal strength

