

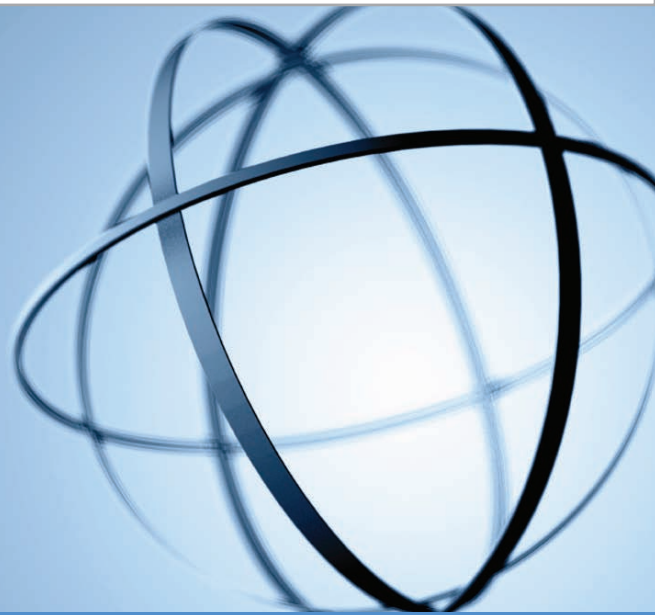
GeneSys 360

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Developed by Psytech International, GeneSys 360 is designed to manage the entire 360 degree appraisal process. GeneSys 360 allows you to select competencies from a comprehensive list or build your own and invite participants to complete the online appraisal. Once all the appraisals have been completed, detailed integrated reports are produced.

360 Appraisal:

- Facilitates focussed development activities.
- Improves individuals' buy-in to self development and learning.
- Creates a climate of openness.
- Increases individuals' understanding of their impact on others.
- Improves individual and team effectiveness.



The Competencies

360° Manager uses a framework comprising 9 broad competency groups that, through extensive research, have been found to be important generic factors and important areas influencing individual and organisational performance. Each broad competency cluster consists of the following components:

- | | | |
|---|---|--|
| <ul style="list-style-type: none">• Integrity:
Integrity
Dependability
Realistic Self Assessment
Risk Avoidance
Responsibility | <ul style="list-style-type: none">• Interpersonal Skills:
Relationships
Empathic
Interpersonal Support
Diplomacy
Appropriate Assertion | <ul style="list-style-type: none">• Planning & Organizing:
Time Management
Future Orientated
Prioritisation
Delegation
Planning |
| <ul style="list-style-type: none">• Creativity:
Innovation
Adaptability
Holistic Thinking
Strategic
Ideas Generation | <ul style="list-style-type: none">• Resilience:
Emotionality
Composure
Tension
Suspiciousness
Impulsive | <ul style="list-style-type: none">• Quality Orientation:
Detail Consciousness
Task-Focus
Task Finishing
Systematic
High Standards |
| <ul style="list-style-type: none">• Logical and Analytical:
Rationality
Numerical Skills
Critical Appraisal
Decision Making
Analytical | <ul style="list-style-type: none">• Persuasiveness:
Communication Skills
Written Skills
Coaching
Social Presence
Listening Skills | <ul style="list-style-type: none">• Energy and Drive:
Energy
Self-motivation
Results Orientated
Motivating
Initiative |



Custom Competencies & Questionnaires

GeneSys 360 offers the ability to create your own custom competencies and questions to assess them.

Self Rater Selection

GeneSys 360 offers the facility for the subject of the assessment to choose their own raters. The Administrator then has the option to review these raters before inviting them to take part in the 360° appraisal.

The GeneSys 360 Report

GeneSys 360 provides a detailed report covering all the selected competencies (including custom built), with a specific focus on facilitating self awareness and personal development. The report not only highlights overall rated competencies but also how self-ratings vary from other participant groups.