APT*Metrics'* Web-Based, Multi-Source Feedback Tool

360*Metrics* APT*Metrics'* award-winning 360-degree feedback system, combines industry expertise with cutting-edge technology to provide a user-friendly, custom-fit solution for developing talent. 360*Metrics* was designed to produce a measurable impact on employee and organizational performance. It provides participants with actionable feedback based on the competencies critical to success within their organizations.

Best-in-Class, Multi-Source Feedback Process

- Custom survey content based on participating organizations' competency model(s)
- Ability to use different surveys for different groups of employees, levels, functions, etc.
- Simple, user-friendly process to identify raters
- Ability to solicit feedback from raters outside the company such as customers
- Optional online manager review of raters
- Ability to provide comments throughout entire survey
- Ability to save ratings and complete later
- Meaningful, easy-to-read reports
- Gap analysis to quickly compare self to others
- Optional norms for comparison to peer group
- Trend data shows extent of change from previous 360 administration

Cutting-Edge Web Technology

- Easy initiation of groups or individuals, including the ability to independently initiate the process
- Fully automated, self-driven process
- Optional tool allowing clients to independently edit and create new surveys
- High system reliability ensures trouble-free access at all times
- Simple, user-friendly home pages displays all activities in one place
- One reminder e-mail per week for all open activities
- Easy, automated password retrieval
- Real-time online reports and status information for participants and administrators
- Multi-language capability

Custom-Fit System

- Website and feedback report branded with client logo
- Survey instructions, questions and rating scale customized to client
- Ability to customize key e-mail notifications
- Choice of who receives access to feedback reports
- Client e-mail directory integrated with system to facilitate selection of raters

Resources and Expertise

- Process aligned with legal and professional standards
- Support from I/O psychologists, IT and customer support specialists
- Online rater selection guidelines and rater training
- Online coaching module and development tips
- Coaching services, including executive coaching and coach training
- Statistical analyses to help identify needs and organizational trends

apt*Metrics*®