aptMetrics®

DATASHEET

360 Feedback Tool

The APT*Metrics* 360-degree feedback tool is designed to provide participants with actionable feedback based on competencies that are critical to leadership success.

It also provides talent organizations with a valuable source of performance data to leverage in ongoing efforts to identify and develop a robust, inclusive leadership pipeline.

Through the process, feedback surveys are completed by individuals who have direct experience working with the participant.

Survey responses in the form of ratings and comments are consolidated into a feedback report containing a wealth of information and insights for understanding current performance, areas of focus, and actionable feedback for ongoing development.

COMPETENCIES

Feedback Survey based on competencies critical to leadership success.

- Establishing Strategic Clarity
- Innovating
- Driving Change
- Executing
- Making Decisions
- Aligning Customer Focus
- Cultivating Inclusion
- Attracting & Hiring Talent
- Developing Talent
- Leading Others
- Influencing
- Building Partnerships

RATING SCALES

Designed to elicit specific, actionable feedback with insights about which competencies are most important to the participant's role, current performance levels, strengths, and areas for development.

Importance (Competencies)
1 – Important
2 – Very Important
3 – Critical

Level of Competence (Behaviors)
1 – Significant Development Needed
2 – Development Needed
3 – Competent
4 – Highly Competent
5 – Role Model
CA – Cannot Assess

FEEDBACK PROVIDERS

A comprehensive view of performance obtained from a variety of sources.

- Self - required
- Primary Manager - required
- Other Manager(s) – optional, 3 maximum
- Peers – optional
- Direct Reports - optional
- Others – optional

* Overall minimum of 8 raters is required

THE PROCESS

Streamlined and technology enabled.

- Participant identifies raters (7 days)
- Raters complete survey (14 days)
- Feedback Report is generated if surveys are completed by self, manager, and at least 3 from each of the other rater groups
- Otherwise, the process remains open until required thresholds are met (e.g., self and manager surveys completed, minimum total number of raters)
- Feedback reports are delivered

SURVEY ITEMS

Feedback provided in the form of ratings and comments.

- Competencies: Importance ratings made by manager and self
- Behaviors: Level of Competence ratings made by all raters
- Comments: Strengths & Developmental Opportunities (optional)

EMAIL NOTIFICATIONS

Drives process to completion.

- For participant to select rater list: Sent every 5 days with a maximum of 3 emails
- For raters to complete survey: every 5 days with a maximum of 10 reminders

+1 203.655.7779
info@aptmetrics.com

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