

# 360° Competency Assessment for Managers and Feedback

- How can we determine our managers' strengths and development needs?
- How can we receive feedback about our managers' competencies from his/her colleagues, subordinates and superiors?

In recent years the importance of Talent Management and Succession Planning has increased among business owners and top management and seems that they will remain on the agenda for some time. We use 360° Competency Assessments in order to make an evaluation based on competencies for personal development and get an objective opinion from more than one assessor. It includes the assessments about the employee made by himself/herself, subordinates, superiors and peers.

Our Competency Set which is prepared in Turkish and English consists of 38 competencies that are defined step by step and provides the basis for 360° Competency Assessments.

We evaluate the results obtained by online surveys, with our experience in the field of HR consultancy, and determine the employees' development areas, then provide a one-to-one feedback.

360° Competency Assessments are beneficial in terms of determining managers' development needs and creating succession plans. The fact that the assessments and feedbacks are provided by an independent firm creates a secure environment in which employees can easily and freely their opinions.

**Online  
tool**

**4  
dimensions  
38  
competencies**

**One-to-one  
feedback**



# Sample reporting

## Defining competencies; PwC Competency Set



The image shows a screenshot of the PwC Competency Set, which is a structured list of competencies. It is organized into columns and rows, with each cell containing a competency name and a detailed description of what it entails. The competencies are grouped into different categories, and the descriptions provide specific behavioral indicators for each.

## Online survey



The image shows a screenshot of an online survey interface. It displays a list of competencies and their corresponding scores. The scores are color-coded: red for low scores and green for high scores. The interface is user-friendly and allows for easy navigation and data entry.

The coloured areas in tables show low / high scored competencies. The colours and criterias may change specifically to the analysis.

## 360° Competency Assessment Reports on Employee and Corporate Basis

	Self Assess.	All Assessors	Superiors	Peers	Subordinates	Other
Team Management	5.00	3.77	3.50	4.20	3.45	3.80
Performance Management	4.83	3.90	3.67	4.50	3.42	3.83
Interpersonal Sensitivity	2.00	3.93	3.00	4.75	3.86	5.00
Coaching	4.71	3.81	3.29	4.29	2.00	3.79
Delegation	4.75	3.94	3.80	4.10	3.78	4.00

## One-to-one feedback



## Contact

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