



## **MyCompass 360™**

### **360° feedback flexible solution**

Effective and flexible 360° feedback solution to identify key areas for development for individuals (managers, plus individual contributors). We customise the instrument based on your priorities, needs and competencies. Feedback can be given by any stakeholder and results are provided to participants in a clear format that can be readily used to highlight strengths and development areas. The debrief and the subsequent coaching bring the participants to another level of self-confidence and performance.



**Highly customisable**

**Generic and specific  
competences and criteria**

**One-to-one coaching for  
development**

**Consolidated results and  
analytics**



**Optimis HCM Sàrl**

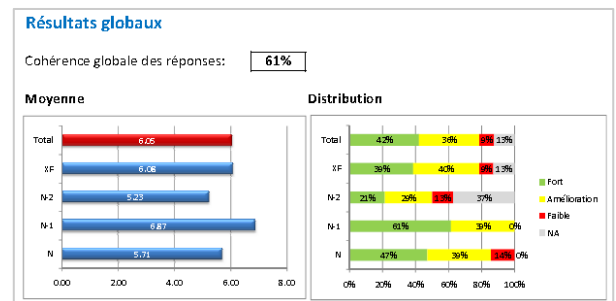
Route de la Gare 17 – CH - 1026 Echandens – SWITZERLAND

T : +41 (0) 21 701 9121 – F : +41 (0) 21 701 9120

[optimis-hcm.com](http://optimis-hcm.com) – [info@optimis-hcm.com](mailto:info@optimis-hcm.com)

# Optimis MyCompass 360™ key characteristics

- Use of customised (to your needs) or standard competences and behaviours
- Two levels of results: competence groups, subdivided in several behaviours
- Fully anonymous
- No limits for number of respondents, internal or external (clients, ...)
- Web-platform for entering feedback
- PDF individual report and consolidated results (by function, department, any pre-defined demographic category)
- Each behaviour is rated on its importance and its level of proficiency
- Coherence level reflect how coherent respondents are when they rate behaviour
- Comments analysis and feedback to participants
- Evolution of participants on specific competencies can be highlighted if MyCompass 360™ is done several times
- One-to-one debrief, development plan and coaching with our certified Senior coaches



Comportement: Remise en cours

Il sait se remettre en question

	Moyenne	Importance	Cohérence
N	5.5	2.5	NA
N-1	5.5	3.5	NA
N-2	2.5	3.5	NA
XF	7.5	4.0	NA
<b>Total</b>	<b>5.3</b>	<b>3.4</b>	<b>47%</b>

	Fort	Amélioration	Faible	NA
N	1	1	0	0
N-1	1	1	0	0
N-2	0	1	1	0
XF	2	0	0	0
<b>Total</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>
	50%	38%	13%	0%

MyCompass360™ can be institutionalised over time to demonstrate progress of a particular population on specific competences. Recommended for all levels of management and also suitable for project managers and individual contributors.

For inquiries :

OPTIMIS HCM Sàrl  
Route de la Gare17, 1026 Echandens, Switzerland  
T : +41 21 701 9121, F : +41 21 701 9020  
[www.optimis.ch](http://www.optimis.ch), [info@optimis.ch](mailto:info@optimis.ch)



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