

# EMOTIONAL & SOCIAL COMPETENCE 360

Using a 360 degree feedback tool is an effective way of identifying real focus areas relevant to the work environment.

A 360 degree assessment enables practical and relevant feedback to be provided to participants from a range of sources relevant to their role. This allows raters a chance to provide feedback that they normally may not be able to, and gives the participants a realistic appraisal of their commonly perceived strengths and areas for development.

Lixivium utilises a custom 360 degree feedback tool based on an Emotional & Social Competence model that captures a number of key behaviours relevant to effective performance. We can also tailor this tool to suit specific needs.

## 360 Degree Feedback Benefits

- Allows feedback to be received from a range of stakeholders including managers, peers and direct reports.
- Develops awareness of individual strengths and weaknesses which can be used to facilitate development.
- Can set learning objectives for areas that have previously been unidentified.
- When combined with workshops, can provide the knowledge and insights that change behaviour on a permanent basis.

## Suggested 360 Feedback Process



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## Customisation Options

- Although the Emotional & Social Competence framework is widely applicable across a broad range of leadership roles, we can also customise this tool to suit the context, by:
  - Removing less relevant competencies, or creating competencies specific to the role
  - Designing entirely new item/competency sets to fit the need of the project
  - Tailoring the assessment to align with existing organisational competency frameworks

## Standard Emotional & Social Competence Measurement Areas

Sub-Domains				
Self -Awareness	Self-Regulation	Motivation	Empathy	Social Skills
Competencies				
Emotional Awareness	Self Control	Achievement Drive	Understanding Others	Influence
Accurate Self-Assessment	Trustworthiness	Initiative	Service Orientation	Communication
Self Confidence	Conscientiousness	Perseverance	Organisational Awareness	Conflict Management
	Adaptability			Leadership
				Change Catalyst
				Building Bonds
				Developing Others
				Teamwork & Collaboration

## Report Output

- Reports include a comprehensive presentation of rater scores, such as in the below image:

