

Devine 360™

Personalized development solution for salaried employees

Devine 360

Do you need a thorough system for evaluating the strengths and weaknesses of your organization's managers and executives—one that would enable them to live up to their fullest potential?

For such circumstances, The Devine Group offers a multi-rater feedback solution called the Devine 360. The results from the 360 facilitate self-awareness by allowing employees to view input about themselves from key stakeholders—the people they work with on a regular basis and know their work habits best.

The Devine 360 degree survey is effective at gathering an honest assessment of the behaviors and habits of an individual that affect others in the workplace. Anonymous feedback comes from direct reports, peers and managers in the organizational hierarchy, and is compared with an individual's self-assessment.

Along with individual development, the Devine 360 survey:

- increases employee self-awareness
- assists employees in prioritizing a personal development program
- helps supervisors coach employees to enhance their strengths and improve their weaknesses
- results in superior job performance and consistent achievement of company goals and targets

This tool is a valuable, in-depth resource that significantly increases job awareness and performance, and will lead to better outcomes for the individual and the company as a whole.

The Devine 360 degree survey report significantly increases job awareness and performance.



360 degree survey benefits

The value of the Devine 360 is evident not only through individual achievement, but also through company-wide progress. Attitudes toward growth and development are contagious—if several, or all, leaders in an organization become proactive about individual and team improvements, the company as a whole will benefit from gains in:

- efficiency,
- goal achievement, and
- a more energized, self-reliant workforce.