

# What 360s have that traditional performance reviews don't

360-degree performance reviews provide a holistic approach to evaluate an individual's performance. The 360 method utilizes the features of a typical 360-degree feedback system to gather insights from multiple sources—leaders, peers, direct reports and even clients.

Unlike the traditional method, the 360 reviews shift the responsibility of evaluation to more than one person. A team approach to feedback provides room for collective growth and targeted career plans, which is especially critical as organizations seek to improve developmental opportunities for their people in a tight labor market.



## To understand what 360s have that traditional performance reviews do not, see the table below:

Areas of comparison	Traditional performance review	360-degree performance reviews
<b>Perspective</b>	Limited: Confined to direct managers.	Broad: Inclusive of coworkers, multiple leaders, direct reports and clients.
<b>Process</b>	Two-party dialogue.	Multi-factor conversation.
<b>Using Mettl's 360 View</b>	Perceived as a tool to earn rewards.	Perceived as a tool for strength building, learning, and long-term success.
<b>Objective</b>	Evaluation of preset goals, comparison of targets met, and successes delivered.	A futuristic development of individual career plans, encouraging individual growth to propel company success.
<b>Focus</b>	Employee performance.	Holistic development.
<b>Confidentiality</b>	None. The employee knows who the reviewer is.	Complete. Anonymity provides an environment for honest and constructive input, focused on benefiting the employee.
<b>Competition</b>	Focused on competitive ratings, which tie to reward structures.	Focused on development; the goal is self-improvement.
<b>Outcome</b>	Short-term positive/negative consequences: Pay raises, promotions, demotions and transfers.	Long-term achievements: Actionable plans for growth, learning opportunities, higher productivity outside of rewards and recognition.

As your organization contemplates how to more thoroughly provide feedback to its employees, consider the inclusion of a 360 review.

# About us

At Mercer|Mettl, our mission is to enable organizations to make better people decisions across two key areas: acquisition and development. Since our inception in 2010, we have partnered with more than 4,000 corporates, 31 sector skills councils/government departments and 15+ educational institutions across more than 90 countries.

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