

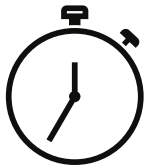
Interview 360



Logic

Clients reported being troubled that traditional 360s were too cumbersome to work with when all they wanted was a few central points for the respondent to work on. They requested a more streamlined conversational process that was totally confidential, ensuring frank and direct feedback.

Description



8-15 respondents

15 minute interviews, 2 primary questions

① What is the subject doing well?

② Where do they need improvement?

Short interviews save management / staff time while getting the most important information providing personalized insight into which behaviours need to be addressed.

The final 360 report on the subject is specifically designed to be brief (organized, summarized highlights) with only the most important issues addressed. Presentations of the final report are made by our team to the subject and their supervisor (and in some cases a board).

We use behavioural data to compare feedback, helping us determine whether the subject is using strength or stress behaviours. Birkman provides research based, validated coaching suggestions to get the subject back to their strengths, resulting in sustained change.

** It is important to note that if only one person is reporting a particular behaviour or issue - it may not be included in the report.

Pricing

360 Package:

\$2000 Coaching calls + Reports (subject calls with team before + after, and preparing of report).
\$275 / respondent (we suggest a minimum 8 respondents)
+ Birkman Testing (if not yet done, \$1150-1400).

Please email support@dphillips.com if you have any further questions.