

Quick guide: Unlimited 360° feedback

What is unlimited 360° feedback?

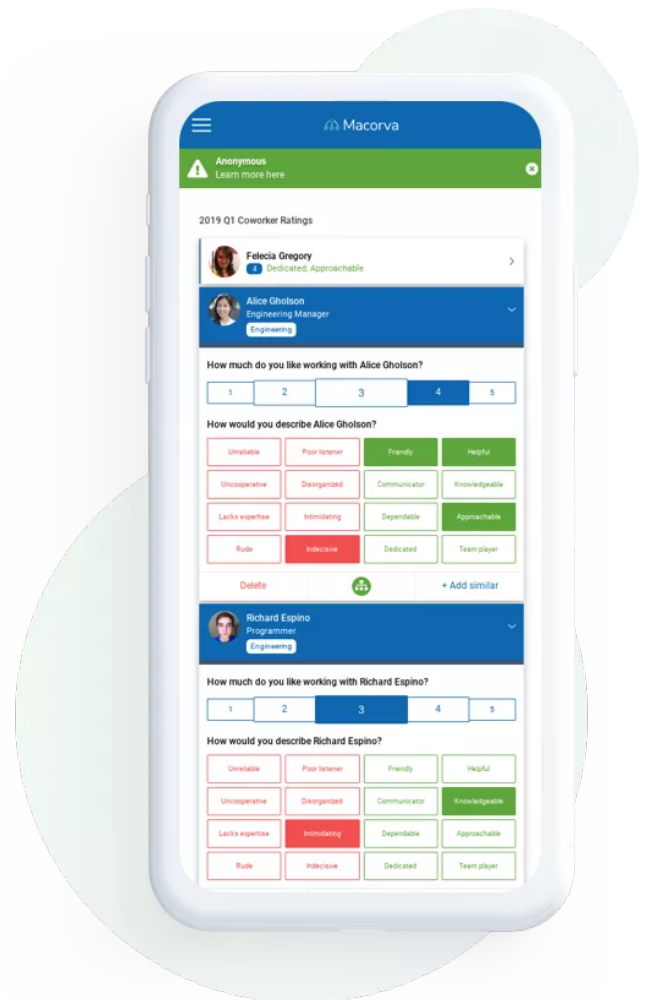
Unlimited 360° feedback refers to our process of collecting and delivering 360° feedback to every employee without restrictions. Conventional 360° feedback limits results with a rater selection process that restricts feedback to only a few perspectives and skews data toward individual biases.

Our unlimited 360° feedback empowers every employee to anonymously rate and describe experiences with any coworker, resulting in robust 360° feedback for every employee based on trends rather than individual perspectives.

How do employees give feedback?

In a simple, mobile-friendly survey experience, employees answer a few questions about their experiences at work and then anonymously rate and describe their experiences with coworkers.

They will see a list of "suggested" employees close to them in the company org chart, including teammates, direct reports, and managers. They can provide voluntary reviews of their experiences with these individuals, and search the company org chart to provide additional experiences with anyone in the organization.



80%

of employees will rate and describe experiences with at least one coworker



15-25+

detailed coworker reviews will be provided by each employee



95%+

of employees will receive an overall 360° feedback score based on 5+ reviews



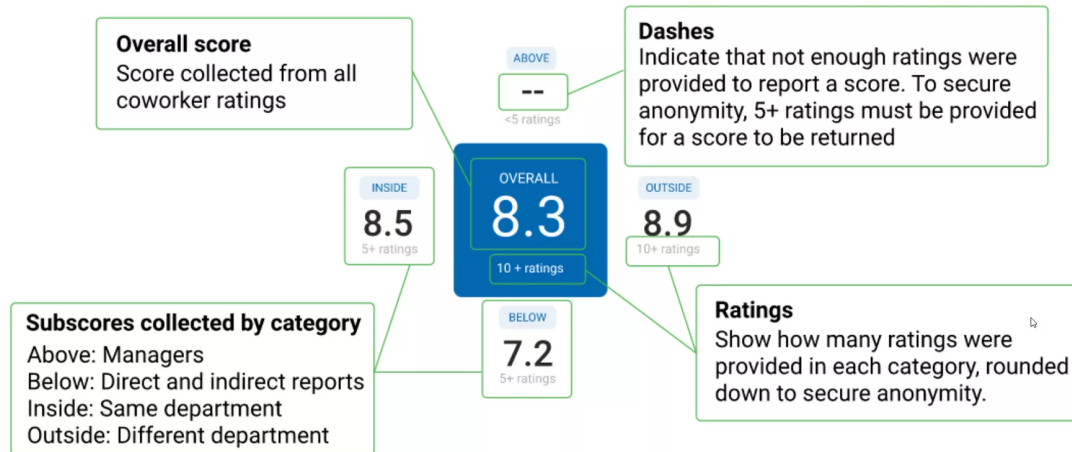
98%

of employee feedback scores will have 3+ positive attribute trends

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Overall feedback scores

We convert all 1-5 coworker ratings into a single overall score on a scale of 1-10. This result is not a simple average of ratings. We have a proprietary weighting system to determine the final result that accounts for rater behavior, number of raters, use of attributes, position in the org chart, etc.

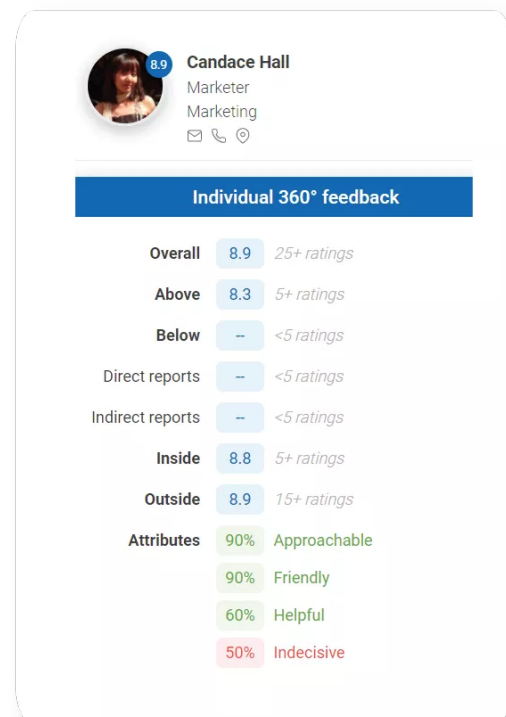


ABIO

ABIO refers to an employee's personalized report of feedback from Above, Below, Inside, and Outside. In addition to overall feedback scores, ABIO scores reflect an employee's esteem with different groups in the organization.

Attribute trends

99%+ of feedback scores include at least one attribute trend. These provide valuable insight into employees' numerical scores. Positive attribute trends are shown when at least 20% of raters select the same attribute, and negative attribute trends are shown when at least 30% of raters select the same attribute. This keeps the feedback experience constructive by keeping managers and employees focused on trends.



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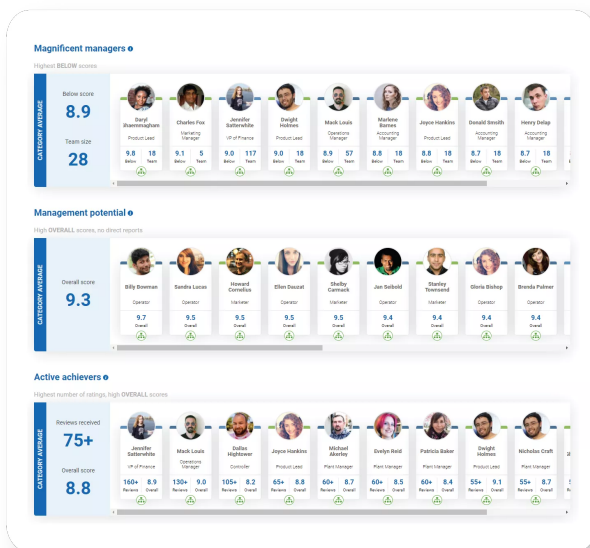
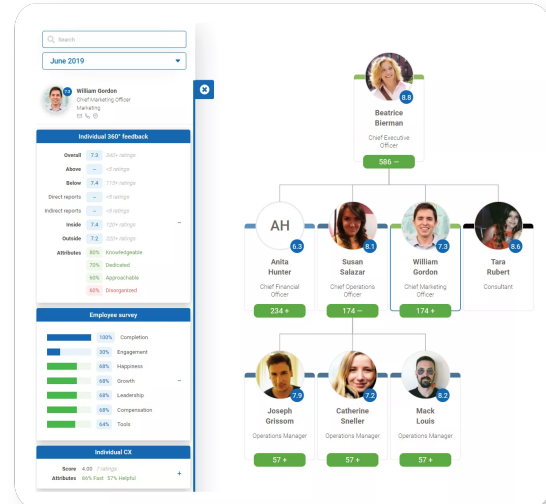
Frequently asked questions

Are results anonymous?

Yes. Employers cannot see if employees participate, who they choose to rate, or how they rate anyone in the organization. Employees only receive feedback as overall scores and trends.

Can employees reverse-engineer scores?

No. Feedback scores are only shown when 5+ ratings are provided, and scores are not a simple average of ratings. Our scores weigh various factors like rater behavior, rater proximity, etc., which ensures scores cannot be reverse-engineered to isolate individual ratings.



Whose results can employees view?

Non-admin users can view their own results and the results of employees reporting directly into them in the company org chart. They cannot view the results of their peers, managers, or anyone who does not report into them.

Is 360° feedback optional? Will managers see which employees don't participate?

All feedback is optional. Managers cannot see who chooses to participate.

For more information on unlimited 360° feedback and its benefits, contact your Macorva Account Executive or email us at info@macorva.com.