

360 DEGREE FEEDBACK SURVEY



You need a comprehensive and objective evaluation to develop your staffs and consider salary/bonus/promotion, etc.?



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WHAT IS 360° FEEDBACK SURVEY?

360 degree feedback survey is a tool used to analyze an employee's level of performance, behavior, and skills by collecting feedback from various sources: employee's self evaluation, their supervisor, subordinates, colleagues and even customers.

BENEFITS



Identify blind spots

Identify areas of improvement that may not have been captured by traditional evaluations - supervisor's feedback.



Increase self-awareness

Employees gain understanding of their strengths & weaknesses, and how they are perceived by others.



Facilitate goal-setting and development

Provide valuable information for setting goals & developing action plans for personal and professional development.



Improve communication and teamwork

Improve communication and collaboration among team members by providing an open and honest feedback.

We provide tailored 360-degree feedback survey, from question design to seamless implementation, according to your unique requirements.

SERVICE PROCESS



Design survey questions

- **Option 1:** Aimnext designs the survey questions. Client reviews them.
- **Option 2:** Client prepares their own survey questions. Aimnext supports with the translation if necessary.



Conduct the survey

- Aimnext sends email about survey to respondents
 - Aimnext cooperates with client to follow all respondents to take the survey
- Note: The respondents' evaluations are kept confidential. Aimnext provides client with the analysis report ONLY.*



Create the report

- Both the overall report and individual reports are provided. The reports are bilingual: Japanese and Vietnamese; or English and Vietnamese.
- Guidance to read the report is provided.

AIMNEXT'S STRENGTHS

More than 17 years experience

Our more than 17-years experience in training & consulting gives us the expertise to consult and design survey questions to identify employees' level.

Customization

Every organization has unique situations & needs. Our questions can be customized to reflect those.

Overall Analysis

Both general and individual reports are provided for clients and the targets to understand specific areas to develop or improve.

DETAILED PROCESS OF SERVICE (1-2 months after signing contract)

Design survey questions

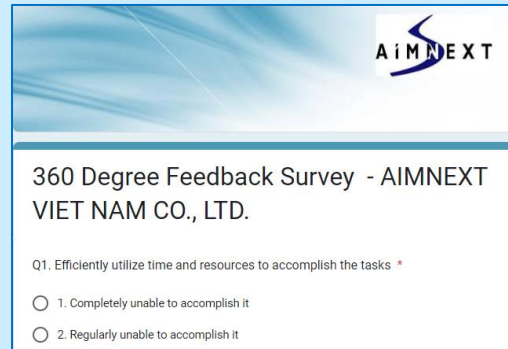
❖ Content:

Aimnext designs survey questions according to client's situation and needs.

Some common areas included in a 360 degree survey questionnaire are: communication skills, decision-making ability, leadership, etc.

❖ Types of questions:

- Closed-rated questions: questions provide a set of pre-determined response options.
- Open questions: questions allow respondents to respond in their own words. They provide more detailed feedback, valuable insights for the person being evaluated and their organization.



Q1. Efficiently utilize time and resources to accomplish the tasks

- 1 Completely unable to accomplish it
- 2 Regularly unable to accomplish it
- 3 Sometimes able to do it, sometimes not
- 4 Regularly able to accomplish it
- 5 Always able to do it in any situations

Conduct the survey

Prepare list of targets

Client sends a list of survey targets & respondents to Aimnext

Conduct the survey

Aimnext sends email with the survey information and link to take the survey to respondents

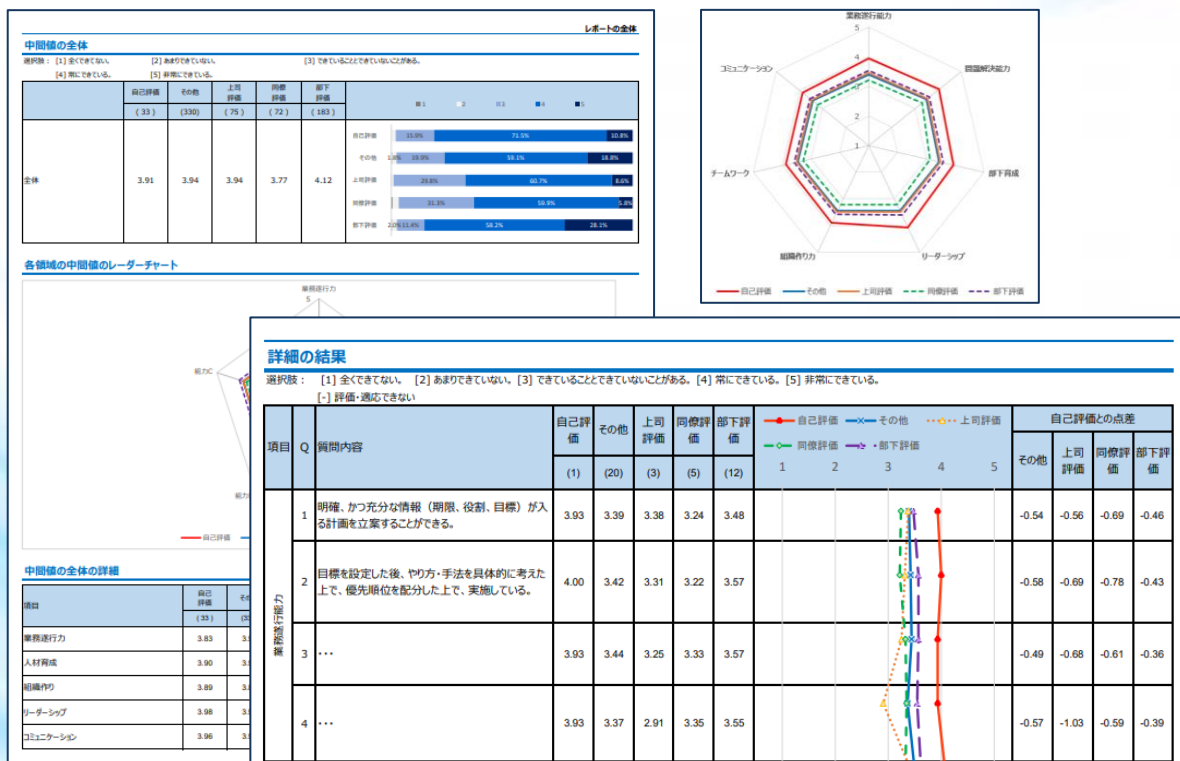
Follow respondents

Aimnext cooperates with client to follow all respondents to take the survey

(*) Our survey guarantees the anonymity of respondents, which allows them to provide candid feedback without fear of retribution.

Create the report

★ Overall report ★



★ Individual report ★

