Get the complete picture with 360 degree feedback

“Employees have a complete and accurate picture of their performance as we are able to easily gather feedback and seamlessly incorporate it into review documents. With feedback from all involved, employees have the full picture of where they stand performance-wise and what they are expected to be executing on.”

Tracy White
Director of Human Resources, Clark Nuber

A simpler, faster way to gather 360 degree feedback for performance appraisals and talent assessments

Gather real time feedback from multiple sources during an assessment process. Employee feedback can come from virtually anyone - managers, peers, subordinates, and even external contacts, such as customers, partners, and suppliers. With Halogen’s mobile app, employees can give or recieve feedback at any time, from anywhere.

Does your organization have remote workers? Halogen 360 Multirater is great for collecting broader feedback for employees who have a less direct working relationship with their manager. It also helps managers evaluate performance more objectively and set goals and development plans for their employees.

- Give employees the broad, balanced feedback they need to develop and succeed.
- Help managers better understand their employees’ performance and potential.
- Gather feedback from peers, direct reports, project leaders, customers and partners.
- Do away with paperwork and administrative hassles.
- Use the feedback for leadership development or to enrich your performance management process.
- Drive greater accountability and engagement.
Robust features that naturally drive talent management best practices

Halogen 360 Multirater is a seamlessly integrated part of the Halogen TalentSpace™ suite, which makes it ideal for collecting feedback during employee appraisals, as part of a project evaluation, or as part of a talent assessment for succession planning.

Secure multi-source feedback from internal or external contacts

Gather feedback from multiple sources at any time during an appraisal process, or as a separate assessment. Employee feedback can come from virtually anyone — from managers, peers, subordinates, and even external contacts, such as customers, partners, and suppliers.

Managers can launch a multirater review directly to solicit feedback from other sources. Or, as a best practice, your administrator can launch it and allow employees to select their assessors — and make them part of the process.

Easy to set up and manage

HR can control all aspects of the 360-assessment process from a central point — including email notifications, assessment status, and changes to the reporting structure. And HR has the flexibility to add new evaluators at any time.

Select assessment questions with point-and-click simplicity. Even allow HR, managers or employees to select evaluators. You can also choose to gather feedback on competencies and/or goals.

Process options where you call the shots

HR determines who sees the multirater feedback results, at what stage in the process, and whether they see individual responses or summary ratings to ensure confidentiality. And you can keep feedback anonymous to instill trust in the process. You may also choose to display averaged multirater scores and comments right in the appraisal form — or view both the appraisal and multirater results in a split screen, making it easier for managers at review time.
Get valuable insight with real-time reporting

Give administrators and managers valuable insight into the status of all multirater evaluators and view assessment score results with built-in reporting. Keep tasks on track with automated email reminders that notify managers and employees about late and upcoming tasks.

Email reminders
Keep everyone on track with automated email reminders that notify managers and employees about upcoming tasks and remind those who are late.

Activity tracker
Employees can stay on top of all related activities with a real-time status update of feedback, approvals, notifications and more, in one central tracking panel.

Feedback Anytime, Anywhere
Increase engagement and connect with your people no matter where they are. Share in-the-moment feedback, recognition, coaching tips and 1:1 agenda items with the Halogen app for iOS and Android.

"Our use of multirater feedback has resulted in employees reevaluating how they interact with their peers. The intent of feedback is constructive. It’s the surprised employees who have the most to gain from the process. They can improve their teamwork and their careers. We find that since the feedback is from more than just their manager, employees are more accepting of the comments. It also helps us develop more well-rounded employees."

Renee Boyce, HR Manager, Findorff
Everyone in the organization wins

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<thead>
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<th>HR pros</th>
<th>Managers and employees</th>
<th>C-Level executives</th>
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<td>• Can conduct comprehensive</td>
<td>• Get broader, richer feedback to support employee</td>
<td>• Can improve performance, build high-functioning teams, develop future leaders, and</td>
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<td>online 360-degree assessments</td>
<td>development and high performance.</td>
<td>build a culture of trust across the organization.</td>
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<td>and aggregate the results</td>
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<td>painlessly. All without the time</td>
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<td>and headaches that paper brings.</td>
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**Halogen TalentSpace**

Easy-to-adopt suite  
Collaborative services  
Empowering content  
Inpiring peer community

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