

360° Review

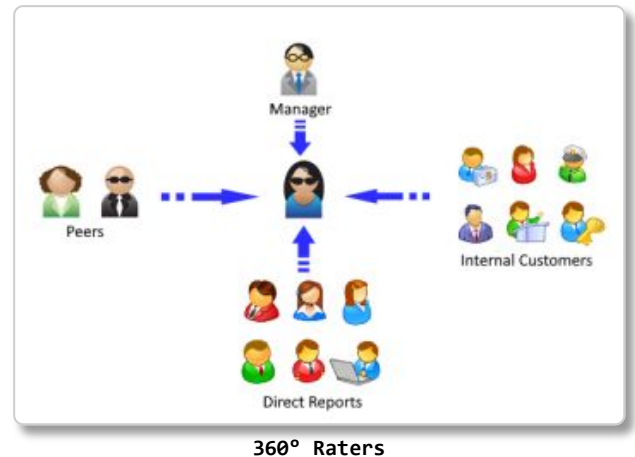
Feature

Gain holistic insight, reduce bias, and turn feedback into focused development

Epic's **360° Review** feature delivers a structured, multi-perspective feedback process—ideal for senior leaders and team members seeking holistic insight into their performance. It replaces informal reviews with a secure, anonymous, and fully automated system that captures feedback from peers, direct reports, managers, and internal customers.

Whether used for leadership development, cultural alignment, or behavioural assessment, the 360° Review ensures feedback is balanced, actionable, and tailored to your organisation's values.

Enhanced 360°™ Unique to epic is a 360° feature that has been developed exclusively for our clients who wish to perform a company-wide 360° that randomly selects raters from lists of potential raters. In effect, this makes the process totally anonymous and can be used to eg assess behavior aligned to company values or charter. Potential raters are allocated to categories (Peer; Direct Report; Internal customer) each of which has a weighting. epic then uses an algorithm to randomly select 3 raters from each of the categories + Manager. The results are therefore totally 'blind' which reduces the risk of undue influence.



Key Functions

- **Multi-Rater Configuration:** Administrators define the review period, select participants, and customise the questionnaire. Leaders propose raters from a dropdown list, which is then approved by their manager.
- **Anonymous Feedback Collection:** Peers, direct reports, and internal customers provide feedback anonymously. Manager and self-ratings are included for comparison but excluded from scoring—ensuring objectivity.
- **Automated Distribution & Tracking:** Raters receive email invitations with secure links to complete the review. The entire process is automated, reducing admin time and ensuring timely completion.
- **Comprehensive Reporting:** Feedback is categorised by rater group (Peer, Direct Report, Manager, Self) and aggregated into a clear, comparative report. Suggestions for development are included to support growth.
- **Facilitated Debrief Option:** Managers can vet reports before sharing, or opt for a facilitated team feedback session to explore dominant themes, strengths, and areas for improvement.
- **Enhanced 360° Option:** For company-wide reviews, Epic offers a unique version that randomly selects raters from pre-approved lists—ensuring total anonymity and reducing bias. Rater categories are weighted, and feedback is blind-scored using a proprietary algorithm.