



CAMBRIA360™ FEEDBACK

POWERFUL, ACCURATE, AND USER-FRIENDLY

Cambria Assessment offers a state-of-the-art hosted 360-degree feedback process, fully customizable to meet our clients' specific requirements.

Cambria Assessment introduces Cambria360™, a scalable end-to-end 360-degree feedback process that offers unsurpassed accuracy and ease of use. Compared to other solutions, Cambria360™ streamlines the entire process for feedback providers and feedback recipients without sacrificing precision or meaningfulness of the feedback, and removes the administrative hassles associated with many other 360-degree feedback systems. In addition, by combining quantitative assessment methods with qualitative feedback, Cambria360™ provides a view of the whole person in the context of your organization's current requirements and longer-term challenges.

Cambria360™ is built on a flexible platform, using Cambria's proprietary HR.NET™ technology. In practical terms, this means that the process can be designed rapidly from the ground up to meet your organization's specific requirements, without the limitations of out-of-the-box products. It can incorporate your organization's competencies or a custom-developed competency model built with the benefit of Cambria's 30-plus years of competency model development.

Our unique Comparative Rating format dramatically increases the efficiency of the process and accuracy of the feedback.

Cambria's HR.NET™ platform allows clients to custom design all aspects of the 360-degree process to their specifications.

CAMBRIA360™ ADVANTAGES

On-demand or Client-managed. Our intuitive web-based approach allows individuals to initiate feedback on their own or, alternatively, permits our clients to control the entire process from start to finish.

Instantly Accessible. With Cambria360™ On-demand, anyone wanting to initiate feedback can log in, identify their feedback providers, and set the timeframe for gathering feedback — the system does the rest. The user can instantly generate a detailed feedback report when enough feedback has been collected.

Comparative Rating Option. Managers and others who are asked to complete multiple assessments are able to rate everyone in one pass rather than one at a time. This comparative rating process not only has the advantages of being much faster and efficient, but it also provides better data and significantly reduces rater bias.

Intuitive, Customized Reporting. We can either build feedback reports to your specifications or provide you with our own best-in-class 360-degree feedback report in either electronic or hard copy format. We can also create summary bench strength reports that profile an organization's strengths and weaknesses in key positions.

Global Reach. Assessments can be administered worldwide in almost any language, including all European languages as well as character-based languages (e.g., Arabic, Chinese, Japanese).

Consulting Support. Cambria's expertise in competency modeling and survey design will help you create 360-degree content that is more meaningful and actionable.



Cambria360™ uses the latest web-enabled technology. Assessments and feedback are accessible to anyone with a browser.

Cambria can also provide customized development and follow-up solutions to support the Cambria360™ process.

SUPPORT AND ADMINISTRATION

Cambria hosts and maintains all information on our secure servers, ensuring confidentiality and removing the burden from your IT department. We offer 24/7 support on all of our web-based systems.

We work with our clients to make administering 360-degree feedback painless. We have developed reliable processes to ensure the confidentiality and quality of the data we collect and the reports that we generate. In fact, in organizations where employees have access to e-mail and the Internet, our on-demand process eliminates all of the administrative tasks normally associated with conducting 360-degree feedback. Once people are notified that they are eligible to participate in the process, there are no more administrative tasks to perform.

2 of 14: Focuses on the Customer							
a. Changes organizational structures and/or processes to improve responsiveness to customer requirements							
Name	?	Needs Significant Improvement	Needs Some Improvement	Competent	Strength	Significant Strength	NA
User1 Sample	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
User2 Sample	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Spends significant time in front of customers to gain a first-hand understanding of their needs							
Name	?	Needs Significant Improvement	Needs Some Improvement	Competent	Strength	Significant Strength	NA
User1 Sample	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
User2 Sample	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

We also recognize that the key to effective behavior change is follow-up and reinforcement. Accordingly, we offer development resource guides for key roles and functions that help feedback recipients create development plans. We also offer feedback workshops that reinforce and extend the feedback experience or individual feedback coaching. Our skilled consultants can work with you to create any support materials you need. We also design and deliver targeted competency development workshops, or we can equip you to do the same.

FOR FURTHER INFORMATION, CONTACT:

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THE CAMBRIA360™ DIFFERENCE

Many companies offer 360-degree feedback. The difference is that the Cambria360™ process provides information needed to quickly grasp what's most important to help feedback recipients, their supervisors and/or their coach identify the most appropriate development opportunities.

Cambria360™ meets the need for a strategy-focused, high performance, and future-oriented approach to assessing and developing talent. Our process provides a most valuable and rounded perspective on a person's performance and potential.