



# HPDM 180-Degree Assessment Fact Sheet

**Who Should Take the VHA HPDM 180 Degree Assessment?** Any employee who is currently employed up to the GS-9 level and is interested in personal and/or professional development should take the 180 Degree Assessment.

**What is a 180 Degree Assessment?** It is a assessment tool that allows a participant to seek feedback from persons with whom s/he works. You may choose respondents that include your boss(es)/supervisors(s)/manager(s), customers, and peers. The respondents answer behavioral questions about how they see you in the work world and how they would prefer for you to behave. You then get a feedback report in which the gaps between actual and preferred behaviors are highlighted. The gaps can help you focus on improvement or development targets. All feedback is reported in an aggregate, anonymous fashion, except for the information given by your boss.

**How Do I Sign-Up to Take the Assessment?** You may contact the VHA National Center for Organization Development (NCOD) at 513.247.4680.

**What is the Difference Between a Participant and a Respondent?** The participant is the person being assessed. The participant selects the respondents from whom s/he wants to receive feedback.

**Who Will See my Results?** Your results belong to you. The results will be assembled by the NCOD and delivered to you in person or in a sealed envelope.

**Are my Results Tied to my Performance Appraisal?** No, your results belong to you and should only be used for your individual development as a leader. The decision to share your results rests solely with you.

**How Long Does it Take to Fill-Out the Assessment?** The assessment generally takes about a half hour to complete. Once the responses are collected, you should receive your results within 4 weeks.

**How Much Does it Cost for me to Take the 180?** There is no financial charge to the participant or the facility.

**Is the Intranet Site Secure?** Yes. Results of the HPDM 180 are stored in a separate database at the HPDM National Program Office and the National Center for Organization Development.

**What Happens After I Receive my Results?** You will have the opportunity to work with a coach who will assist in designing your personal development plan (PDP). A PDP allows you to target 2 or 3 focus areas of development, and then track your goals over time.