

VHA HPDM Senior Executive 360 Degree Assessment Fact Sheet



What is the VHA Senior Executive 360 Degree Assessment? It is an instrument that allows a participant to seek feedback from persons with whom they work. You may choose respondents that include your boss(es), supervisors(s) and/or manager(s); customers, peers, staff/direct reports/subordinates. 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.

Who Should Take the Senior Executive 360 Degree Assessment? Any employee who is currently employed at the GS-14 level and higher, and is interested in personal and/or professional development should take the Senior Executive 360 Degree Assessment.

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 only 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 3 weeks.

How Much Does it Cost for me to Take the 360? There is no financial charge to the participant or the facility.

Is the Intranet Site Secure? Yes. Results of the HPDM 360 are stored in a separate data base at the HPDM 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.