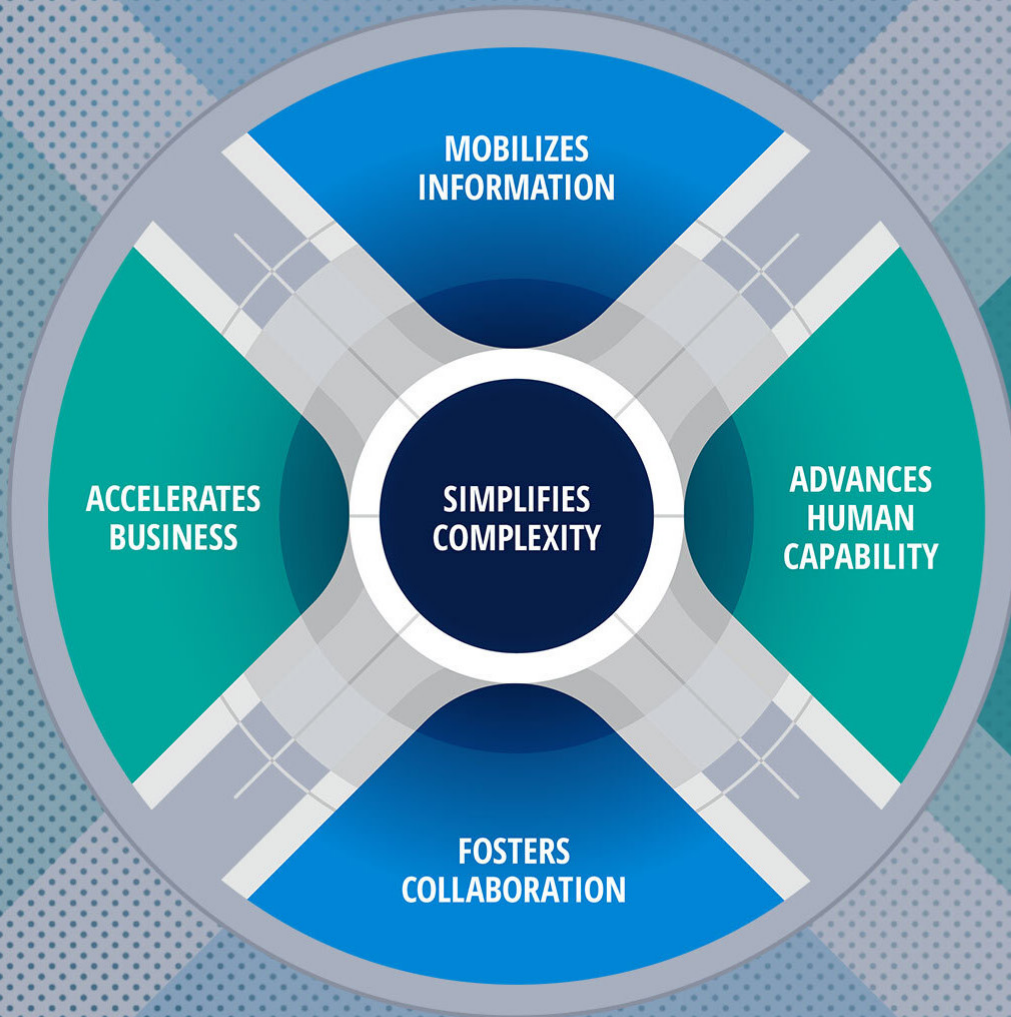


How could your HR team benefit from stakeholder feedback?



 | The **RBL** Group

HR Competency 360 Assessment

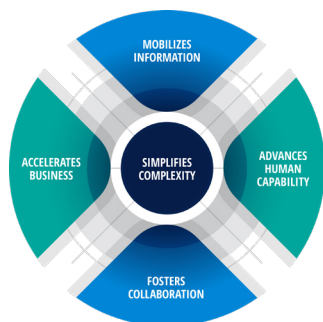
Focus on the feedback that matters.

Identify strengths and opportunities for development for HR professionals.

HR Competency Assessments

Based on the largest and latest and most empirical global study on HR competencies and capabilities, the HR Competency 360 identifies strengths and opportunities for development for HR professionals. By measuring individuals against a large, global benchmark and providing the perspective of managers, non-HR and HR stakeholders, HR professionals and peers, individuals gain valuable insight into how they can grow and best deliver value to the business.

Our research shows that by upgrading their competencies in five domains, HR professionals can respond to business needs and create sustainable value. These five domains are:



Accelerates Business

- Generates Competitive Insights
- Influences the Business
- Gets the Right Things Done
- Drives Agility

Advances Human Capability

- Elevates Talent
- Delivers HR Solutions
- Champions Diversity, Equity and Inclusion

Simplifies Complexity

- Thinks Critically
- Harnesses Uncertainty

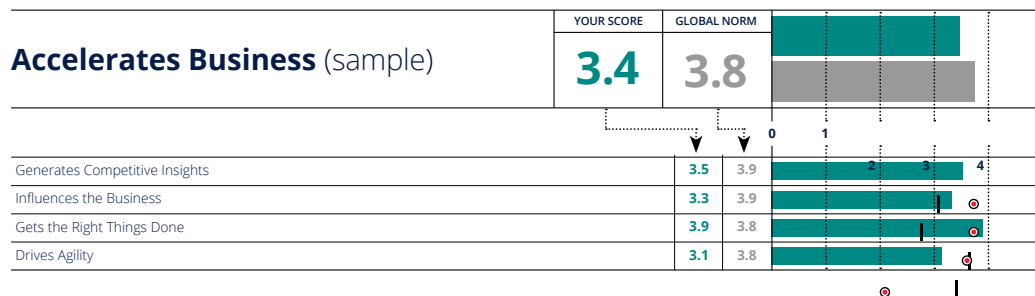
Mobilizes Information

- Leverages Information and Technology
- Guides Social Agenda

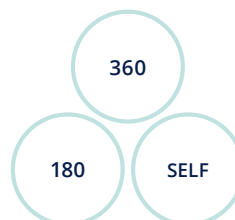
Fosters Collaboration

- Manages Self
- Builds Relationships

RBL's **HR Competency assessments** are available in a variety of self and multi-rater formats and include reporting that helps people quickly identify the most impactful ways to improve their personal performance and better meet stakeholder needs.



We offer a variety of tools to help you make lasting changes based on the results of your report: development planning guides, coaching and feedback workshops, follow-up 360s, and corresponding HR development workshops. Qualify for recertification credits with SHRM and HRCI.



In addition to global and regional benchmarks, participants will receive detailed individual outputs such as:

- **Consensus strengths and opportunities:** Some of our strengths and development opportunities may be known to us, but some may be hidden.
- **Individual strengths and weaknesses:** Highest and lowest-rated individual items or behaviors.
- **Rater differences:** Raters may see differently than the participant. We highlight the top items that have the greatest differences in scores between rater groups. Detailed results for each item are available in the Individual Item Frequency Table.
- **Top performers:** What does it take to be a top performer? We highlight the 10 items that our research shows are critical to become a top performer.

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