

MultiView

Efficient. Practical. Targeted.

MultiView is a practical, efficient and flexible online 360 degree feedback questionnaire which identifies the strengths and development needs of employees, as perceived by themselves, their manager and colleagues, helping to target performance improvement more effectively.

MultiView's role profiling functionality allows the user to select relevant competencies from a comprehensive library, to target the behaviours and skills which matter most for a particular scenario.

Talent Q Assessment Systems (TQAS) fully automates the administration and scoring process, enabling feedback from peers, reports and managers to be collated quickly and efficiently.

Graphical reports allow for easy comparison between rater groups in order to identify capability gaps, dynamically generated competency-based development guides support individual development and coaching.

Comprehensive framework

MultiView is underpinned by a comprehensive framework, developed following an exhaustive review of the latest research and thinking. We recognise that many organisations have their own behavioural frameworks, we encourage the mapping of these to MultiView where required.

Competency framework

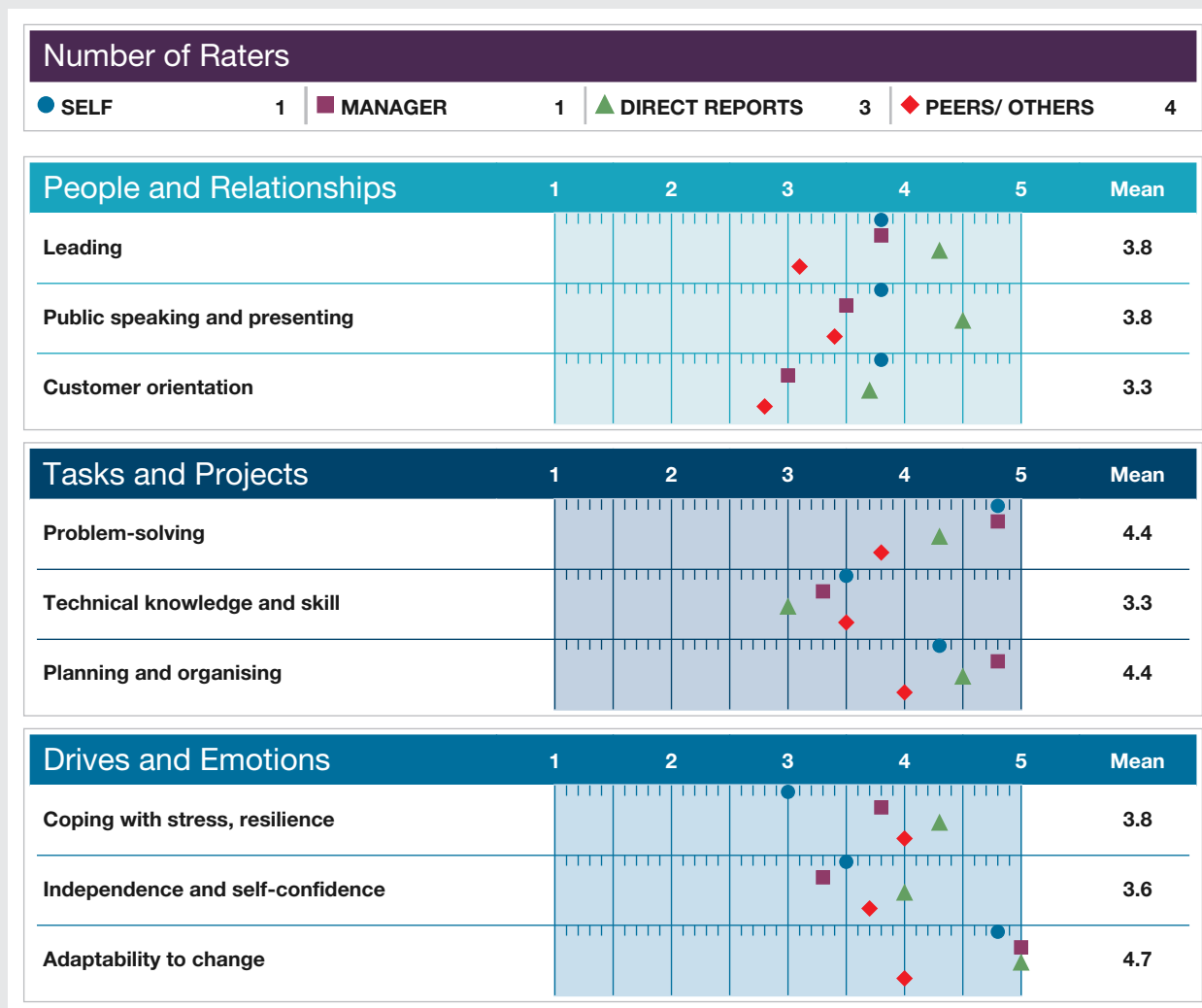
People and Relationships	Tasks and Projects	Drives & Emotions
Leading	Handling numbers and statistics	Coping with stress, resilience
Selling & Negotiating	Problem-solving	Accepting criticism
Public speaking & presenting	Technical knowledge and skill	Reliability and ethics
Networking	Entrepreneurial thinking	Independence and self-confidence
Team working	Strategic thinking	Adaptability to change
Customer orientation	Innovation	Decisiveness
Cultural sensitivity	Planning and organising	Competitiveness
Developing others	Efficiency and accuracy	Achievement orientation

Reporting

MultiView reports are highly graphical and include an overview profile, detailed profiles from each rater group, free text comments and a tailored development guide. Typical rating time is less than 15 minutes per rater, affording significant time economy over other questionnaires.

The design of the report allows for easy comparison across and if required within rater groups. The report illustrates behaviours that are more evident in interaction with certain groups than with others, providing distinction between capability gaps and selective application of skills.

MultiView summary profile chart:



Easy to use

MultiView forms part of Talent Q Assessment Systems (TQAS), and is available online 24/7, 365 days a year. Built using robust and secure technology TQAS is designed to place control of the assessment process firmly in the hand of end users.

Using TQAS web interface, users can easily: upload candidate and rater details, administer MultiView, notify and remind candidates/raters via email, track the progress of projects and instantly generate reports.

Getting started

There are two main options for purchasing MultiView:

- **Annual fee** – a flexible and fixed cost way to use MultiView for 12 months.
- **Volume based** – an amount of units or credits are purchased based on the likely number of questionnaires required. For larger volumes of usage a generous sliding discount scale is available.

There are no implementation charges associated with MultiView, so once you place your order, access to Talent Q Assessment Systems is immediate. You will receive unique login details to TQAS by email, and our customer service team will give you a guided tour.

Benefits of MultiView

- **Configurable** – MultiView incorporates intuitive competency profiling capability allowing the user to effectively ‘build’ their own 360 degree feedback questionnaire reflecting the competencies required for the role.
- **Comprehensive** – the competency framework underpinning MultiView was developed following an extensive review of the latest thinking and is a comprehensive framework for describing workplace behaviours.
- **Pragmatic** – MultiView acknowledges that some raters will be closer to and have more knowledge of the feedback recipient than others. Raters who are less familiar with the feedback recipient complete a shorter version of the questionnaire, saving time and increasing completion rates.
- **Convenient** – MultiView is delivered and administered online, increasing the speed and efficiency of what is otherwise a labour intensive paper-based process.
- **Time-efficient** – MultiView takes less than half the completion time of traditional rater questionnaires which means higher participation rates.

Further information and support

At Talent Q we take a pragmatic and flexible approach in everything we do. Our aim is to achieve the best possible outcome for the client and their organisation, so if you would like to find out more about MultiView, its use and applications, please contact us **+44 (0)1844 218980** or at **info@talentq.co.uk**

Sample MultiView reports are available to download from www.talentqgroup.com



Talent Q provides innovative online psychometric assessments, training and assessment consulting, addressing talent management challenges throughout the employee lifecycle.