

360 Degree Feedback Pricing Details for Right Management

Deliverables	Fees
Off-the-shelf 360s	
Surveys <ul style="list-style-type: none"> • Activate for online access • Leadership Navigator for Executives / Corporate Leaders / Organizational Leaders / Individual Contributors / Executive Directors / Retail Managers 	No Charge
Frequency-Based Report Configuration <ul style="list-style-type: none"> • Reports will be automatically configured using the Right Management Configuration identified above. • Senior Consultants may request configurations that lightly deviate from that process: <ul style="list-style-type: none"> ✓ Names of responding raters (default), invited raters, or no rater names listed. ✓ Comments listed by rater group (default), or comments randomly sequenced. ✓ Available norms may be removed. 	
Customized 360s	
Client-customized 360s may be requested by Right Management <ul style="list-style-type: none"> • Provide items and survey structure in Excel file for client modification • Program on-line survey with client-approved items, rating scale, stem text and instructions (up to 75 Likert-type questions) • Quality control: Proof for accuracy and format, activate for online access 	\$1200 per instrument
Customize Report Configuration <ul style="list-style-type: none"> • Custom surveys are formatted and paginated into appropriate report configuration • Client selects from the following menu to customize their report format <ul style="list-style-type: none"> • title page (logo option) • table of contents (on/off/modified text) • definitions (modified) • report reading tips (on/off/modified text) • notes page (on/off) • overall competency results (version option) • top 10/bottom 10 analysis (on/off) • national norms (on/off when available) • unexpected strengths and blind spots analyses (on/off) • verbatim comments (format option) 	\$1200
<ul style="list-style-type: none"> • Modify Rater Groups. Change the number of rater groups OR change a rater group label of less than 10 characters. 	\$100 per campaign
Implementation & Reports: 1+ Feedback Subjects in 1 cohort	
Cohort Set up For each new batch of 360 Feedback Subjects on their own project calendar: <ul style="list-style-type: none"> • Setup project parameters (Select appropriate survey, upload Feedback Subject information, create client access passwords, establish project calendar, reminder rules, customize e-mail text, customize instructions). • Client copy of 3D Group's "360° Feedback Process Administrators Guide" 	1-14 Feedback Subjects in one cohort = \$245 each 15-50 Feedback Subjects in one cohort = \$155 each 51-100 Feedback Subjects in one cohort = \$110 each 101+ Feedback Subjects in one cohort = \$85 each
License Accounts: <ul style="list-style-type: none"> • Project Management <ul style="list-style-type: none"> ✓ Rater selection provided by client via spreadsheet template ✓ Review and clean initial rater list data ✓ E-mail survey invitations and passwords to all Feedback Subjects and Raters ✓ Respond to and correct bounced e-mails as needed ✓ Host Internet survey: Rater access to online task portal (includes access to survey completion, rater selection, report and supplemental materials) 	

<ul style="list-style-type: none"> download via .pdf) ✓ Up to 2 Client-administrator passwords for 24/7 online process tracking ✓ Regularly scheduled reminder emails for all Feedback Subjects and Raters ✓ On-demand reminder email for all Feedback Subjects and Raters (or subsets of each) • Online Reports <ul style="list-style-type: none"> ✓ Generate reports ✓ E-mail notify Feedback Subjects when reports are available online OR Provide a centralized contact (e.g. Right Management Project Manager) with all .pdf reports via CD Rom or .Zip file 	
Optional Survey Implementation Features	
Online rater selection: <ul style="list-style-type: none"> • 3D Group sends passwords and reminders to each Feedback Subject to identify Raters 	Fee waived
Enhanced rater selection: <ul style="list-style-type: none"> • On-line rater selection by Feedback Subject with administrative or supervisory review and edit of raters for the entire cohort <ul style="list-style-type: none"> ○ Send passwords and reminders to each Feedback Subject to identify Raters ○ Send client complete file for review and finalization 	\$30 per Feedback Subject
Optional Branding Features	
Custom Logo on Report <ul style="list-style-type: none"> • Insert client logo on report pages. 	\$350 per report type
Custom Logo on Survey System <ul style="list-style-type: none"> • Include client logo on the web-based survey, rather than 3D Group's logo. Data Driven Decisions, Inc. still appears at the bottom of the website. • In the survey invitations and reminders, raters are directed to a co-branded URL to complete their survey: http://ClientOrganization.3dgroupsurveys.com 	\$500
Optional Reporting Features	
Group Report: <ul style="list-style-type: none"> • This report contains data across multiple participants, and can be used to identify organizational trends and training needs. One group report may contain data from one survey instrument only. (Multiple reports may be ordered if using more than one survey instrument.) 	\$500 per report
Short Report <ul style="list-style-type: none"> • An abbreviated copy of the report is generated, including the cover page, Overall Competencies pages, Top 10/Bottom 10 page, and Blind Spots page. This report can be distributed to the participants' boss to help facilitate the conversation without sharing all report details. Requires purchase of "online reports" listed above. 	\$50 per report
Interpretation Guide: <ul style="list-style-type: none"> • This guide helps participants digest their 360 results and identify development goals. Guide is delivered along with the 360 report. Rate assumes no customization. 	No Charge

* This pricing structure does not include non-local travel or direct out of pocket expenses.