

# TotalPerformance™ 360° FEEDBACK

SumTotal®

STRONG TEAM, STRONG BUSINESS.

The TotalPerformance™ 360° Feedback module expands the sources of an employee's assessment feedback beyond a single direct supervisor, to include any range of supervisors, peers, direct reports, and even customers. The module's unparalleled ease, speed, and accuracy make upward feedback, peer ratings, customer surveys, and/or full 360° assessments fast and powerful, and work with any assessment item format.

The screenshot shows the SumTotal TotalPerformance 360° Feedback module interface. The page has a dark purple header with the SumTotal logo and navigation links for 'home' and 'log off'. Below the header is a navigation bar with 'home', 'information', and 'my account' tabs. The main content area is divided into six sections, each with a title, a 'your reminders:' label, and a list of reminders:

- my goals**: No reminders at this time.
- my assessments**: No reminders at this time.
- providing feedback**:
  - Feedback for '2006 Multi-Rater (360) Assessment' is past due!
  - Feedback for 'Talent Planning' is past due!
  - You are participating in 3 open assessment(s).
- manager functions**:
  - Past Due: You have to review 2 direct report rater lists for 2006 360 Assessment (SR).
  - You have 2 pending review task(s).
  - You need to calibrate the year end ratings for 2007.
- ToGo**: No reminders at this time.
- TotalLMS**: click here to enter

At the bottom of the page, there is a footer with the text: 'Ellis, Mike M - 07/27/2007 1:24 am (c) Copyright 2007 SumTotal Systems, Inc. All Rights Reserved' and a small SumTotal logo.

TOLL-FREE IN THE USA  
1 866 SMTOTAL  
1 866 768 6825

# TotalPerformance™

360° FEEDBACK

## Easy to use

Our patented Visual Profiler™ rating interface is intuitively easy to learn and use. And because it's so easy and novel you'll find Visual Profiler creates better employee buy-in than other systems. Visual Profiler leverages team member's collective insights and provides better rating results.

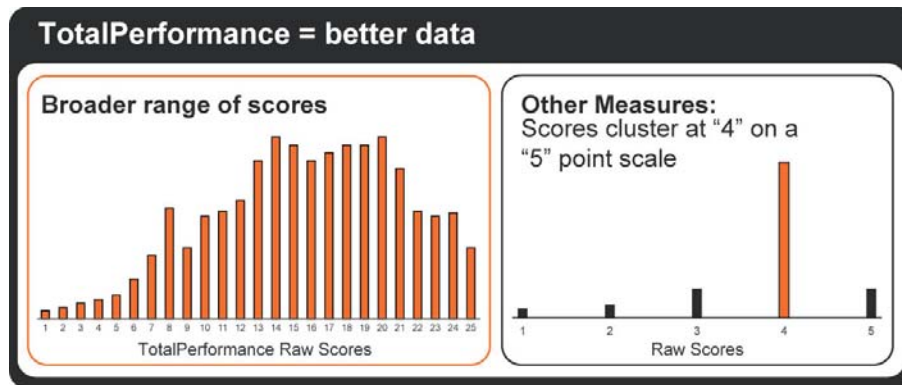
TotalPerformance can accommodate any number of raters and ratees, and all varieties of content, reporting relationships, and scheduling (focal or anniversary, calendar-driven or ad hoc). Users select and notify raters using TotalPerformance, and automatic e-mail reminders help ensure ratings are completed on time.

Raters can incorporate comments, with full support from the Comment Assistant, spell check, and Legal Minder™ language scanner.

Like Performance Appraisals, TotalPerformance 360° Feedback supports customized templates and workflows to ensure you have the right processes to support your timeline, approval and documentation needs.

## More accurate

With TotalPerformance, users perform honest and accurate assessments without being restricted to only a few numbers or boxes for rating employee performance. The graphic, number-free assessment continuum allows ratings to be placed anywhere along the vertical scale bar, producing a finer distinction in scores than traditional 360 tools.



## Features & Capabilities

- Web-based (on-demand or licensed)
- Fully supported with comment assistant, spell check, language scanner
- Configurable with your competencies, templates, and workflows
- Customizable email reminders
- Easy online rater selection and notification
- Informative, visual reports and dashboards
- Option to rate multiple individuals at once, or rate individuals one at a time
- Accessible offline through ToGo®
- Security and anonymity for participants

For more information, please contact us at +1 650 934 9500, or toll-free at +1 866 768 6825, or via email at [sales@sumtotalsystems.com](mailto:sales@sumtotalsystems.com).