

Psytech GeneSys 360

The Psytech GeneSys 360, available through the Psytech GeneSys Online system, provides a flexible and cost-effective way to administer 360 degree appraisal projects. The system is fully customisable to client-specific competency frameworks or can be configured using Psytech International's competency model. Participants are invited electronically to complete the appraisal, and results are automatically collated into comprehensive reports that summarise and compare ratings across rater groups.

Key features

Fully online administration · Customisable competency frameworks · Multiple rater groups · Automated data collation · Optional anonymous feedback · Detailed comparative reporting

Applications

Leadership development · Talent development · Performance feedback · Succession planning · Organisational development · In-house validation studies

Participants and requirements

Self-rating plus at least one additional rater per participant · Raters invited via email · Reports can be configured to protect rater anonymity

Administration, Reporting, Costs and Training

Configuration options

Use Psytech International's competency model or customise the system to existing organisational competencies

Support and consulting

Psytech SA can assist with system configuration, project setup, and implementation support.

Credit Usage

1 credit per rater

Anonymity options

Psytech SA can assist with system configuration, project setup, and implementation support.

Scoring and Reporting

Data is automatically collated by the Psytech GeneSys Online system. Reports compare self-ratings with rater group feedback and present results in a clear, interpretable format.

Validation and research use

The Psytech GeneSys 360 is well suited to in-house validation studies. Ratings may be used as criteria in concurrent or predictive validation studies and for investigating predictive bias, supporting compliance with the Employment Equity Act. Where Psytech assessments are included in such studies, Psytech SA can set up and manage the 360 project at no cost to the test user and conduct the resulting statistical analyses.

The Psytech Competency Model

Integrity: integrity, dependability, realistic self-assessment, risk avoidance, responsibility

Interpersonal Skills: relationships, empathic, interpersonal support, diplomacy, appropriate assertion

Planning and Organising: time management, future-oriented, prioritisation, delegation, planning

Creativity: innovation, adaptability, holistic thinking, strategic, ideas generation

Resilience: emotionality, composure, tension, suspiciousness, impulsivity

Quality Orientation: detail consciousness, task-focus, task finishing, systematic, high standards

Logical and Analytical: rationality, numerical skills, critical appraisal, decision making, analytical

Persuasiveness: communication skills, written skills, coaching, social presence, listening skills

Energy and Drive: energy, self-motivation, results orientated, motivating, initiative

Training

Psytech SA offers training on the use and interpretation of Psytech 360 assessments. For more information, please request our training catalogue via info@psytech.co.za.

Sample Reports

Development Report · Extended Report · Feedback Report · Standard Report · Results Report Spreadsheet

Sample Reports

Sample reports are available on the Psytech SA website – www.psytech.co.za

