



MED360[©]



The Med360 is a multi-rater survey instrument used to provide candid and specific feedback to medical professionals on behaviors known to be critical to success in healthcare settings. The Med360 report provides the user ratings on his or her work place behaviors from team members, peers, supervisors, and others and compares those ratings to self-ratings across multiple competencies.

Med360 Administration Process:

Taking the survey is designed to be simple and easy for the participant and their raters. The identified healthcare participant will login to the online platform and then select co-worker raters from which they want to receive feedback including a minimum of 3 Peers, 3 Team Members, 3 Others, and 1 Supervisor. We encourage between 10-20 raters total in order to get full and accurate feedback across multiple people and work settings. All raters except for the Supervisor will be averaged at the rater group level providing anonymity for each rater filling out the survey. Each rater will receive an email invitation to participate and can then follow a link to the survey which will take less than 20 minutes to complete. The survey asks for ratings and written feedback across 10 competencies tied to professionalism and team effectiveness in medical settings.

MED360 Competencies



Once the MED360 data is collected, the participant's results report will be provided to summarize the assessment findings. The results are ideally debriefed with a certified coach or authorized professional who then works with the participant to identify themes and patterns highlighted by the Med360. The purpose of the results report and debrief session are to determine what behaviors are contributing to or inhibiting workplace effectiveness. The Med360 assessment uncovers both strengths and weaknesses. Accordingly, the information will provide a more accurate view of what behaviors are working well and what needs improvement going forward. The Med360 is not a performance evaluation, but rather a methodology to help an individual gain insight to grow and develop in their role.