



JANUS

COMPETENCY IDENTIFICATION & ASSESSMENT SYSTEM

This powerful online tool enables individuals and teams to:

- Identify key competencies
- Take an assessment on the competencies selected
- Receive a comprehensive feedback report

The use of competencies is a very effective process for improving performance, assessing jobs, aligning an organization, and meeting other HR goals. Many organizations have developed a competency model but have not had positive results from the implementation phase.

Janus is the easiest to use and **most cost effective** online system for self, 180°, or 360° competency assessment and feedback.

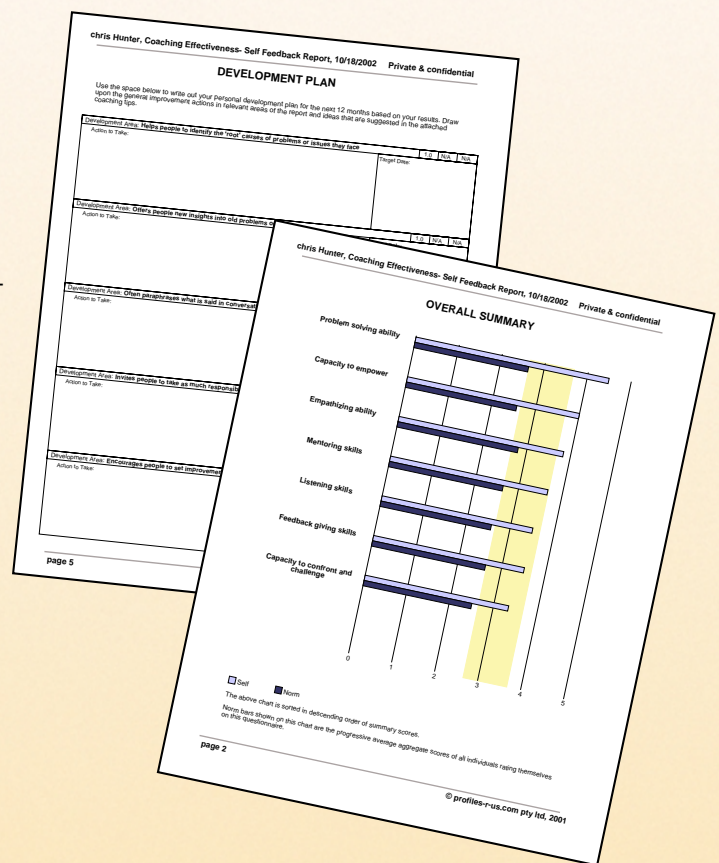
Participants select from a library of **36 carefully defined competencies**, an assessment is automatically generated, and a comprehensive report based on the assessment results is produced in **self only, 180°, or 360°** format.

The comprehensive report includes:

- Graphed overview by competency
- Improvement suggestions at the behavioral level
- A 10/10 report showing highest development needs and greatest strengths
- Complete coaching tips
- Free form comments in 180° and 360° mode
- Action plan template

Janus can be customized—we can add your own competencies to the available library of 36 competencies.

Janus is cost effective—you can offer the power of individualized feedback to your entire firm at a surprisingly low cost.



How are organizations using the *Janus Competency System*?

To improve individual performance, align teams, analyze job roles, provide discovery learning, and evaluate programs.