

EASY360FEEDBACK.COM

Who should consider using EASY360FEEDBACK? EASY360FEEDBACK Executive Coaches, Personal Coaches, Mentors or Managers interested in helping employees that are being coached, mentored, or managed.

Value Proposition EASY360FEEDBACK is an easy, cost-effective, online means to provide real-time, anonymous, and regular (biweekly, monthly, bi-monthly, or quarterly) feedback. The feedback is received from respondents of the employee's or manager's choice who they interact with and/or would be able to adequately evaluate their performance. An employee creates their own customized questions that track the areas of greatest interest or need. The selected participants provide the input to help the employee **quantitatively** track behavioral and performance change that is being influenced by the performance of the coach, mentor, or manager to ensure Return on Investment (ROI) of time and money.

What is EASY360FEEDBACK? EASY360FEEDBACK is a simple web-based system that provides a secure, confidential webpage to deliver instant feedback to track progress on defined areas. EASY360FEEDBACK allows anonymous input to the requester to help them continually grow and improve. This 100% customizable 360-degree feedback tool automatically captures feedback that can be instantly viewed by the requester without having to do any manual data gathering or manual analysis.

Why use EASY360FEEDBACK? EASY360FEEDBACK helps to direct real-time course corrections using quantitative data to tracked areas of performance or improvement.

What is the EASY360FEEDBACK process for the evaluated employee? EASY360FEEDBACK uses a secure web site which allows the employee to input their respondent's email addresses. Feedback is received instantly through a simple web interface that can be viewed on a biweekly, monthly, quarterly, or yearly table and graph format. Each of the on-line reports is dynamic and immediate.

How does EASY360FEEDBACK work for the respondents? EASY360FEEDBACK from the respondents is 100% anonymous! The system automatically delivers an e-mail to each respondent requesting feedback. A survey can contain a single question, or as many as desired as defined by the person being rated. Typical surveys contain 5 to 12 questions on a 5-point scale and can usually be completed in less than 3 minutes. At regular intervals (biweekly, monthly, or bi-monthly) the respondents will receive an automated reminder email to re-rate the same set of questions for the requestor.

How flexible is EASY360FEEDBACK? EASY360FEEDBACK provides complete flexibility to the employee and the manager. Create as few or as many questions as you would like. Questions can be edited, deleted, or added at any time. Additionally, respondents can be added or deleted at any time. Frequency of feedback can be changed at any time.

What makes EASY360FEEDBACK different?

1. Time to set up your survey takes just minutes, not days or weeks like other 360 tools.
2. The employee receives on-going continuous feedback - not a 1-time report.
3. Questions can be edited or added at any time, not stagnant like other 360 tools.
4. Unlimited respondents can be added or deleted at any time, not limited like other 360 tools.
5. Reminders to the respondents is automated, zero-time impact to the participant.
6. Feedback is 100% anonymous.
7. Cost is a fraction of traditional 360 tools.
8. Cloud-based, can be used on any PC/MAC, Smartphone, or Tablet.
9. Respondents have a 24/7 real-time graphical dashboard for the quantitatively measured and tracked continuously results.
10. No HR, management, or administrative involvement required.

Getting Started with The Easy360Feedback.com Tool

In 5 minutes and 5 easy steps, you can start getting confidential, anonymous feedback from your staff and other key stakeholders you work with!

Step 1 - Log on to:

<https://Easy360Feedback.com>

and input your data.

The screenshot shows the 'Create Owner Account' form on the Easy360Feedback.com website. The form is titled 'Create Owner Account' and includes the following fields: First Name, Last Name, Email Address, Company, Login ID, Password, and a CAPTCHA question 'What's 2 + 2'. A 'Create' button is located at the bottom of the form. The website header includes the MAGNA Leadership Solutions LLC logo and the EASY 360 FEEDBACK logo. A navigation menu on the left side of the page lists: Home, Create Account, Owner Login, Respondent Login, Examples, Contact Us, and Case Study.

Note: You can build an Easy360Feedback account without payment. The account will be active for 5 days, at that point you will be prompted to select which of the 3 options you want to purchase. All your data will stay intact (questions, participants, etc.) until you activate a subscription, no need to recreate the account.

Note: If you have not already paid for an account, the account you create will expire in 5 days.

Any account expiration can be extended by purchasing more time here:

2 Months Easy360Feedback Subscription Special @ \$47.00

[PayPal](#)

6 Months Easy360Feedback Subscription @ \$247.00

[PayPal](#)

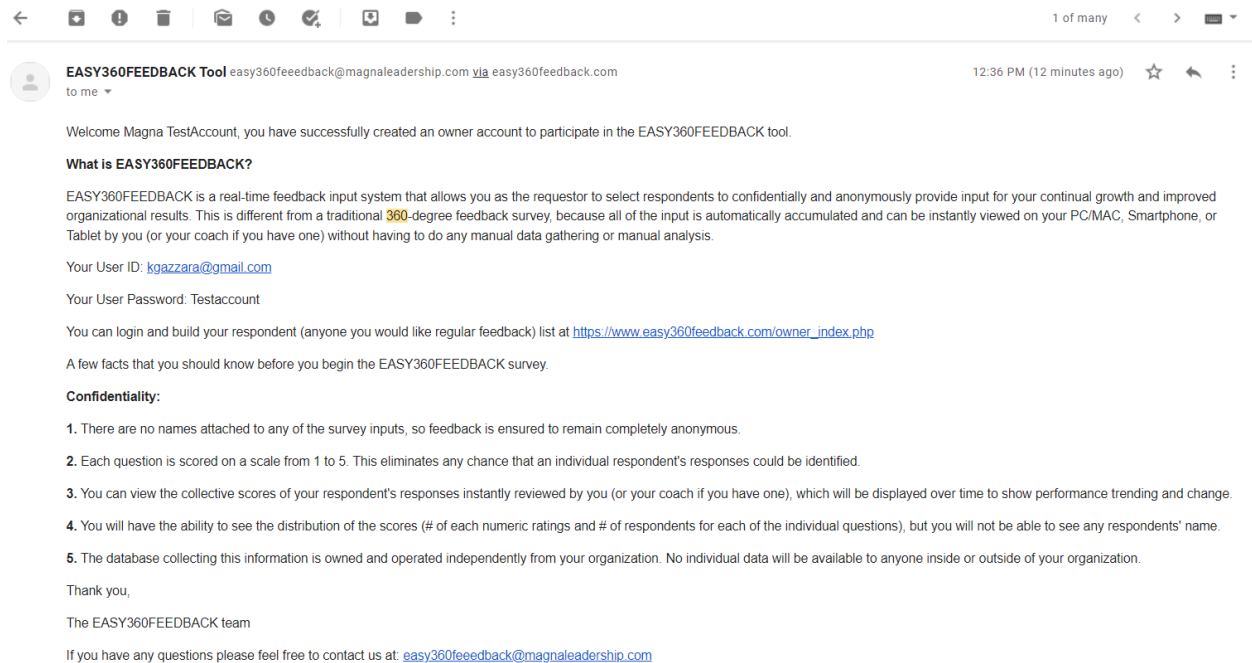
12 Months Easy360Feedback Subscription @ \$297.00


[PayPal](#)


Once created you will see this screen:

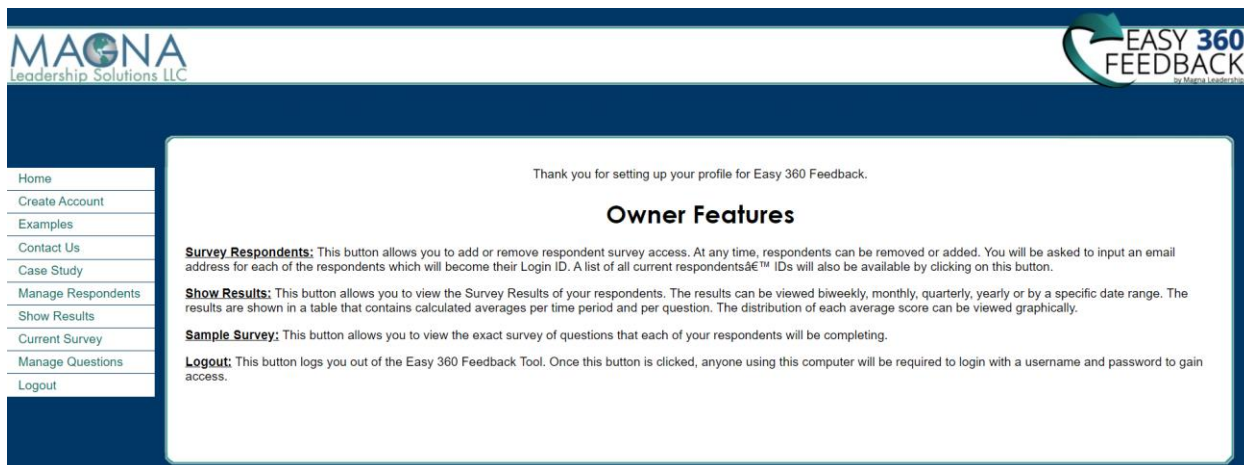


You will also receive an instant email confirming your account with details, login, and password. We recommend you keep this file for future reference.



Step 2 – Click  and input the id you created and your password.

Step 3 – Select  to create your own questions. Enter the questions you want to track as many as necessary (there is no limit), but we suggest as few as possible to maximize participation.



Thank you for setting up your profile for Easy 360 Feedback.

Owner Features

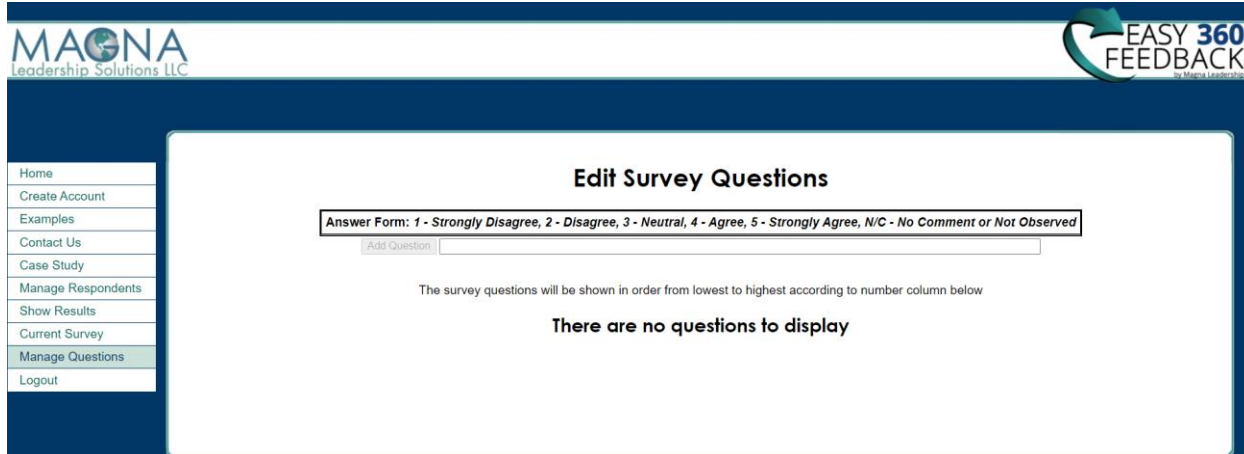
Survey Respondents: This button allows you to add or remove respondent survey access. At any time, respondents can be removed or added. You will be asked to input an email address for each of the respondents which will become their Login ID. A list of all current respondents' IDs will also be available by clicking on this button.

Show Results: This button allows you to view the Survey Results of your respondents. The results can be viewed biweekly, monthly, quarterly, yearly or by a specific date range. The results are shown in a table that contains calculated averages per time period and per question. The distribution of each average score can be viewed graphically.

Sample Survey: This button allows you to view the exact survey of questions that each of your respondents will be completing.

Logout: This button logs you out of the Easy 360 Feedback Tool. Once this button is clicked, anyone using this computer will be required to login with a username and password to gain access.

Step 4 – Create your questions in the box to the right of "Add Question". All questions use the same 5-point Likert scale.



Edit Survey Questions

Answer Form: 1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree, N/C - No Comment or Not Observed

Add Question:

The survey questions will be shown in order from lowest to highest according to number column below

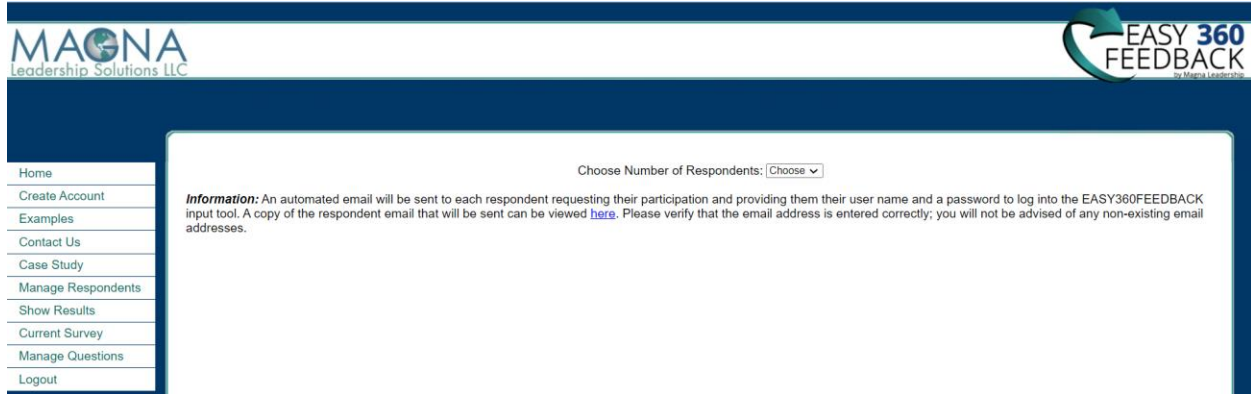
There are no questions to display

Sample questions that you can choose from for your additional questions are included on the last page of this document.

Step 5 – Manage your respondents

You can add or delete respondents or change the frequency of feedback at any time!

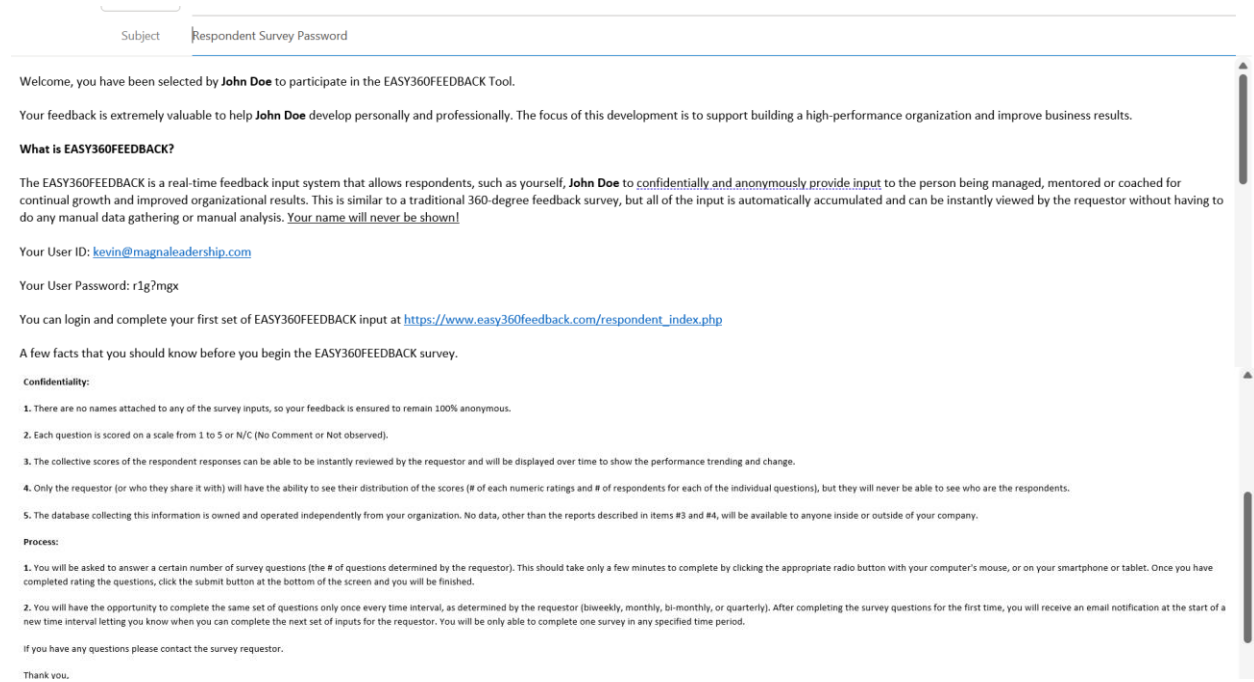
Click  on the left-hand side of your screen.



The screenshot shows the EASY360 FEEDBACK interface. On the left is a navigation menu with the following items: Home, Create Account, Examples, Contact Us, Case Study, Manage Respondents (highlighted), Show Results, Current Survey, Manage Questions, and Logout. The main content area has a header with the MAGNA Leadership Solutions LLC logo and the EASY360 FEEDBACK logo. Below the header, there is a dropdown menu labeled "Choose Number of Respondents: [Choose ▼]". An information box states: "Information: An automated email will be sent to each respondent requesting their participation and providing them their user name and a password to log into the EASY360FEEDBACK input tool. A copy of the respondent email that will be sent can be viewed [here](#). Please verify that the email address is entered correctly; you will not be advised of any non-existing email addresses."

Choose the # of respondents.

Your respondents receive and automated email inviting them to participate in Easy360Feedback with a system-generated password.



Respondents complete your survey questions (Easy360Feedback Sample Survey Shown – Question actual wording not shown)

Example Survey Questions and Layout

1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree, N/C - No Comment or Not Observed							
No.	Question	Response					
1.	Joe sets clear expectations for me	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
2.	Joe makes it easy for me to approach him	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
3.	Joe properly plans staff projects	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
4.	Joe regularly recognizes me	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
5.	Joe follows through on his commitments	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
6.	Joe provides me adequate feedback on my job performance	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
7.	Joe embraces change when it is needed	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
8.	Joe takes informed risks when necessary	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
9.	Joe provides adequate resources for me to do my job	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
10.	Joe's communication to me is respectful	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
11.	Joe is fair with how he treats all of his staff	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C
12.	Joe provides me the necessary autonomy for me to do my job	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> N/C

Once your account is set-up and you want to check your data, add/delete respondents or change the frequency of feedback.

The screenshot shows the 'Manage Respondents' section of the EASY360 FEEDBACK interface. On the left is a navigation menu with options like Home, Create Account, Examples, Contact Us, Case Study, Manage Respondents (highlighted), Show Results, Current Survey, Manage Questions, and Logout. The main content area has three sections: 'Remove Respondents' with a table containing one entry 'kevin@magnaleadership.com' and a 'Remove Selected' button; 'Add Respondent' with a 'New Respondent Email' input field and an 'Add' button; and 'Time Period Intervals' with 'Current Interval' set to '2 Weeks' and a 'New Interval' dropdown menu. An information note at the bottom states: "Information: An automated email will be sent to each respondent requesting their participation and providing them their user name and a password to log into the EASY360FEEDBACK tool. A copy of the respondent email that will be sent can be viewed [here](#). Please verify that the email address is entered correctly; you will not be advised of any non-existing email addresses."

Once every interval, you and your respondents receive a reminder email to keep the feedback coming.

The screenshot shows the 'Example Respondent Reminder Email' section of the EASY360 FEEDBACK interface. The navigation menu is the same as in the previous screenshot. The main content area displays an example email text: "It is now time for you to complete the next set of EASY360FEEDBACK feedback for 'John Doe'. Please go to [Survey Page](#) and complete your next survey. As a reminder, your login name is (Your e-mail address) and your password is (Password). Thank you for participating in EASY360FEEDBACK. The EASY360FEEDBACK Team. If you have any technical questions on EASY360FEEDBACK itself, please feel free to email us at: support@managerinstantfeedback.com"

The screenshot shows a web interface with a navigation menu on the left and a main content area. The navigation menu includes: Home, Create Account, Examples, Contact Us, Case Study, Manage Respondents, Show Results, Current Survey, Manage Questions, and Logout. The main content area is titled "Example Owner Reminder Email" and contains the following text: "Dear John Doe, The EASY360FEEDBACK system shows that your last login date to see feedback from your respondents is 01/01/2022. To view your updated feedback, please go to: [Login_Page](#) As a reminder, your login name is (LoginId) and your password is (Password) Thank you for participating in EASY360FEEDBACK. The EASY360FEEDBACK Team. If you have any technical questions on EASY360FEEDBACK itself, please feel free to email us at: support@managerinstantfeedback.com"

Checking your results – Once respondents have begun providing input

Step A- Login

https://easy360feedback.com/owner_index.php

The screenshot shows the "Owner Login" page. The navigation menu on the left includes: Home, Create Account, Owner Login (highlighted), Respondent Login, Examples, Contact Us, and Case Study. The main content area is titled "Owner Login" and contains a form with the following fields: "Login ID" (with the value "kgazzara@gmail.com"), "Password" (with a masked input), and a "Log In" button. Below the form is a link that says "Forgot your password?".

Step B – Click  on the lower left-hand side of your screen.


Step C - Choose the Date range you prefer (Biweekly suggested for first 2 months of viewing)

The screenshot shows the "Choose Analysis Date Range" page. The navigation menu on the left includes: Home, Create Account, Examples, Contact Us, Case Study, Manage Respondents, Show Results (highlighted), Current Survey, Manage Questions, and Logout. The main content area is titled "Choose Analysis Date Range" and contains a section for "Options" with the following radio button choices: "Last 5 Surveys", "Biweekly" (selected), "Monthly", "Quarterly", "Yearly", "Specific Date Range", and "View Comments". Below the options is a "Show Data" button.

Step D - See your results

- Home
- Create Account
- Examples
- Contact Us
- Case Study
- Manage Respondents
- Show Results
- Current Survey
- Manage Questions
- Logout

Example Monthly Results



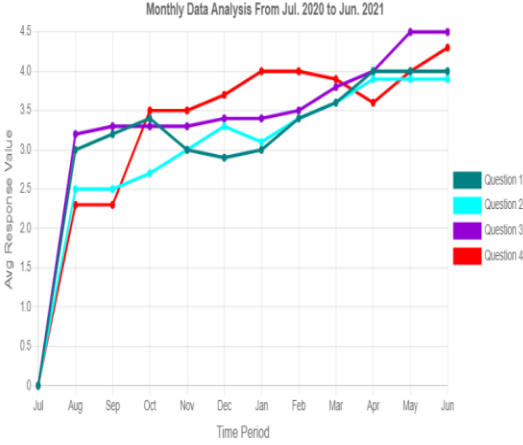
Monthly Data Analysis

From Jul. 2020 to Jun. 2021

Color	Value Range
	0 - 2.49
	2.50 - 3.99
	4.00 - 5.00

LEGEND: 1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree, N/C - No Comment or Not Observed

No.	Question	Average Score												Total Responses	Question Total Avg.
		Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun		
1	Joe sets clear expectations for me	0.00	3.00	3.20	3.40	3.00	2.90	3.00	3.40	3.60	4.00	4.00	4.00	120	3.41
2	Joe makes it easy for me to approach him	0.00	2.50	2.50	2.70	3.00	3.30	3.10	3.40	3.60	3.90	3.90	3.90	120	3.21
3	Joe properly plans staff projects	0.00	3.20	3.30	3.30	3.30	3.40	3.40	3.50	3.80	4.00	4.50	4.50	120	3.62
4	Joe regularly recognizes me	0.00	2.30	2.30	3.50	3.50	3.70	4.00	4.00	3.90	3.60	4.00	4.30	120	3.55
TOTALS		0.00	2.75	2.83	3.23	3.20	3.33	3.38	3.58	3.73	3.88	4.10	4.17	480	3.45



Step E – Click on any rating to see details of score distributions

Example Response Distribution
Example Question: "Expectation Setting"
1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree, N/C - No Comment or Not Observed
Total Responses: 10

Label	Percentage	Frequency
Value 1 Responses	0.00%	0 responses
Value 2 Responses	0.00%	0 responses
Value 3 Responses	0.00%	0 responses
Value 4 Responses	100.00%	10 responses
Value 5 Responses	0.00%	0 responses
N/C Responses	0.00%	0 responses

Example Response Distribution
Example Question: "Working Style"
1 - Strongly Disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly Agree, N/C - No Comment or Not Observed
Total Responses: 10

Label	Percentage	Frequency
Value 1 Responses	0.00%	0 responses
Value 2 Responses	30.00%	3 responses
Value 3 Responses	20.00%	2 responses
Value 4 Responses	40.00%	4 responses
Value 5 Responses	10.00%	1 responses

Supplemental Information

Want to add or delete employees, or change the frequency of feedback?

Click  on the left-hand side of your screen.

Remove Respondents

Respondent

kevin@magnaleadership.com	<input type="checkbox"/>
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Add Respondent

New Respondent Email

Time Period Intervals

Current Interval	2 Weeks
New Interval	<input type="button" value="Choose Interval"/>

Information: An automated email will be sent to each respondent requesting their participation and providing them their user name and a password to log into the EASY360FEEDBACK tool. A copy of the respondent email that will be sent can be viewed [here](#). Please verify that the email address is entered correctly, you will not be advised of any non-existing email addresses.

Questions?

Please contact us at: support@easy360feedback.com

Sample "Easy360Feedback type" questions that you could use to obtain regular feedback.

Sample Questions
1. <u>Your name</u> is effective at consistently completing projects successfully.
2. <u>Your name</u> derives satisfaction from helping employees succeed.
3. <u>Your name</u> meaningfully uses the feedback provided by others.
4. <u>Your name</u> constantly looks for opportunities to grow his/her employees.
5. <u>Your name</u> is consistent with his/her words and actions over time.
6. <u>Your name</u> shows genuine care for others.
7. <u>Your name</u> promotes an organization culture that allows people to cooperatively perform as a team.
8. <u>Your name</u> instills his/her level of confidence in others.
9. <u>Your name</u> empowers employees to achieve the shared goals of the organization.
10. <u>Your name</u> creates plans that go beyond the short-term horizon.
11. <u>Your name</u> Consistently moves the organization forward when in a changing environment.
12. <u>Your name</u> Prepares the organization to excel at producing goods and services that the customers want and need.