

# LevelSet: Early Feedback

You Gain: Accelerated Transition, Greater Belonging, Amplified Performance

## What

- Predicts the likelihood of your success, and offers expert, practical advice
- Web-enabled feedback provided early in tenure
- Surveys available for both external hires and internal moves
- Rater groups:
  - Yourself (New Leader)
  - Hiring Manager
  - Peers
  - Direct Reports
  - Skip-level Reports (as appropriate)
  - Other Stakeholders

## Why

- Honest feedback is essential to your effective role navigation (and course-correction)
- Strengthen your sense of belonging through feedback, reducing risk
- This comprehensive view of the organization, and your transition impact, drives performance and success
- Onboarding is complex and important – you must recognize and juggle paradoxical expectations

## Who

- You identify raters, with input from your Hiring Manager and HR Business Partner
- At least 75% rater participation required for survey close (*Leader OnBoarding* offers follow-up to strengthen rater completion)
- Anonymous and confidential feedback report provided by a Qualified *LevelSet* Facilitator (data shared only with you)

## How

- Early in your tenure (ideally 7-9 weeks) to allow you to identify gaps and course-correct
- Up to 25 raters from 6 stakeholder groups (with additional raters, if needed)
- Anonymous, web-enabled survey
- Expert process support and follow-through
- Work product is a comprehensive *Action Plan*, with alignment from your Hiring Manager