**360 DEGREE FEEDBACK FORM**

FROM: Miguel Ranchor

TO: Victoria Iascevschi

# ME

**How would you describe me?**

Your answer: As a very dedicated person to what ever you do. And a hard and disciplined worker

**What do you see as my strength(s)?**

Your answer: Your persistence, whatever you take on, you do it in the best possible way

**Can you describe a situation when I demonstrated this strength?**

Your answer: Not particularly because it’s always there

# ME IN A TEAM

**How do you see my role in this team?**

Your answer: As someone who is quiet and in the background at the start, but gradually moves to the foreground and takes responsibly. As a valuable team member

**What is my contribution to this team?**

Your answer: You contribute more than your fair share. And I notice your team members appreciate you.

**What would you ask me to help you with?**

Your answer: Just about anything. Especially where social media is concerned…

# TIPS

**Do you see any room for improvement for me as a team member?**

Your answer: To become more successful, at times you need to be able ‘let go’. Realize that not everything (or everyone) moves as fast as you would wish.

**Do you see any room for improvement for me as a future IT-specialist?**

Your answer: Sometimes it’s good to forget about the details (micro) and try and see more the bigger picture (macro). Having said this, I am sure you will be able to do this

**What competences would you recommend me to work on?**

Your answer: Not one in particular, because you’re quite balanced. Therefore, I recommend you to continue to work on your general development.