

360 feedback example answers

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Understanding 360 Feedback

What is 360 Feedback?

360 feedback, also known as multi-rater feedback, is a comprehensive performance appraisal method that gathers feedback from multiple sources around an individual. It provides a holistic view of an employee's performance, including input from supervisors, peers, subordinates, and even clients.

Types of 360 Feedback

- **360 Feedback for Leadership:** Specifically designed to gather feedback on leadership competencies and effectiveness.
- **360 Feedback for Performance Appraisal:** Collects feedback on an employee's overall performance in relation to specific goals and objectives.

Benefits of 360 Feedback

- Provides a more comprehensive and objective view of performance.
- Encourages self-awareness and accountability.
- Identifies areas for growth and development.
- Fosters a culture of open communication and feedback.

How to Write Effective 360 Feedback

- **Use specific, measurable, and observable examples.**
- **Focus on the behavior, not the person.**

- **Provide both positive and constructive feedback.**
- **Use the "Start, Stop, Continue" format:**
 - **Start:** Identify positive behaviors to continue.
 - **Stop:** Suggest behaviors to discontinue.
 - **Continue:** Encourage the continuation of desired behaviors.

Examples of Positive Feedback

- "Mary consistently exceeds expectations in her role and always goes the extra mile."
- "John is a highly effective communicator who clearly articulates complex ideas."
- "Linda demonstrates exceptional teamwork skills and actively supports her colleagues."

Examples of Constructive Feedback

- "Bob can improve his time management skills by prioritizing tasks more effectively."
- "Susan could enhance her communication skills by being more assertive and direct."
- "Tom needs to work on building stronger relationships with his team members."

How to Respond to 360 Feedback

- **Receive feedback professionally:** Express appreciation for the feedback and acknowledge its validity.
- **Reflect on the feedback:** Take time to consider the feedback and identify areas for improvement.
- **Create a development plan:** Outline specific steps to address the feedback and enhance performance.

- **Follow up:** Check in with your feedback providers regularly to monitor progress and seek ongoing support.

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