

SURFACE TO SOUL

Live Well | Lead Well | Coach Well

Unlock Leadership Potential Using 360-Reviews

360-degree reviews, also known as multi-source feedback, provide a holistic view of an individual's performance by collecting input from various perspectives within an organization. This comprehensive approach aims to enhance professional growth and foster a culture of continuous improvement.

KEY BENEFITS

1 | *360-Degree Perspective*

- Gathers feedback from superiors, peers, subordinates, and even external stakeholders.
- Offers a well-rounded understanding of an individual's strengths and areas for development.

2 | *Holistic Development*

- Facilitates personal and professional growth by identifying both technical and interpersonal skills.
- Supports targeted training and development initiatives tailored to individual needs.

3 | *Enhanced Self-Awareness*

- Encourages self-reflection as individuals gain insights into how their actions impact others.
- Fosters a culture of accountability and responsibility for one's own professional development.

THE 360-DEGREE REVIEW PROCESS

1 | *Preparation*

- Define clear objectives and criteria for the evaluation.
- Communicate the purpose and benefits to all participants.

2 | *Selection of Participants*

- Include supervisors, peers, subordinates, and possibly external partners.
- Ensure confidentiality to promote honest feedback.

3 | *Feedback Collection*

- Use a combination of surveys, interviews, and assessments.
- Capture both quantitative data (ratings) and qualitative insights (comments).

4 | *Analysis and Report Generation*

- Aggregate and analyze the collected data to identify trends and patterns.
- Generate a comprehensive report highlighting strengths and areas for improvement.

5 | *Feedback Discussion*

- Facilitate a constructive discussion between the individual and reviewers.
- Encourage open communication and collaboration in setting future goals.

6 | *Action Planning*

- Develop a personalized action plan based on the feedback received.
- Establish measurable goals and milestones for ongoing improvement.

7 | *Follow-Up and Iteration*

- Conduct regular check-ins to track progress.
- Iterate the process periodically to adapt to changing organizational needs.

By leveraging the diverse perspectives of individuals within the organization, these reviews contribute to a culture of continuous learning, collaboration, and personal development.



jladoux@vibrantfaith.org



surfacetosoul.org

