

# SURFACE TO SOUL

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## 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.



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