



THE CASE FOR 360-DEGREE FEEDBACK

What is 360 Degree Feedback?

360 Degree Feedback is a multi-rater feedback method. In a 360 degree feedback, responses are gathered from different levels across the hierarchy (managers, co-workers, direct reports & external stakeholders).

360 degree appraisals are much more effective and these help gain a better understanding of performance & behavior by providing a complete picture.



WHY CONDUCT A 360 DEGREE FEEDBACK?

360-degree feedback provides a platform to give open and honest feedback across competencies and behavior. It also reduces the hierarchical inhibitions people may feel when providing for leaders.

- Full circle feedback.
- Offers an open dialogue between managers and their team.
- Enhances Self-awareness
- Aids in Performance Appraisals.
- Free from bias and favoritism.
- Forms a link between performance evaluation & development
- Identifies Hidden Strengths & Blind Spots
- Fosters better work relations & work culture

360-Degree Feedback Is a Powerful Leadership Development Tool. The 360 Degree survey seeks to identify how leaders add value to the organisation. 360 degree feedback helps leaders understand how can they leverage their strengths to have a positive influence on their teams & organisation.

Receiving 360-degree feedback is more comprehensive and less prone to individual bias.

Done with the Survey, what to do next?

Once a 360 degree survey exercise is complete, leaders can look at implementing certain interventions that would help accelerate employee developments. Organisations can follow up their 360 degree feedback survey with initiatives like -

DE - BRIEF SESSIONS

Sessions to help employees understand & appreciate feedback and learn how to use the findings in leveraging hidden strengths and remedying blind spots.

COUNSELLING SESSIONS

One-to-one counselling sessions for all or some of the chosen subjects, post completion of the survey exercise.

POST SURVEY INTERVENTIONS

More comprehensive interventions like training and coaching sessions can be initiated.



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