

Making the Most of Your 360° Feedback

1. Be Positive

The point of 360° feedback is self-improvement and growth. It is worse to not receive any feedback than it is to receive constructive feedback!

2. Be Open to Feedback

Be prepared and ready to accept constructive criticism. Try not to be overly defensive, withdrawn, embarrassed or in denial in response to your feedback. Do not make excuses or reject any feedback – channel your emotions towards positive change.

3. Analyse Your Results

Put some time aside in your calendar to go through the results. Compare your highest and lowest scoring behaviours to decide what you could do differently, and examine your self-ratings to see if they correspond with what other people think.

4. Create an Individual Development Plan

Based on your feedback, create a plan for action in order to maximise chances of success. Identify a few development goals and decide on specific actions so as to begin to make progress.

5. Collaborate With Your Manager

Engage in a follow up discussion with your direct supervisor. This will enable you to collaboratively analyse the results and plan realistic future actions, as well as request any support required to meet these actions.

6. Be Results Driven

Complete one action on your development plan straight away so as to get the ball rolling. Schedule in regular progress meetings with your manager so as to receive the support you need – quarterly meetings give you enough time to progress on your development plan whilst being frequent enough to tackle any obstacles that might appear.

7. Request Coaching / Mentoring

Coaching and mentoring are excellent ways of helping you to achieve set goals whilst increasing your resourcefulness, and can provide you with support that your manager may not be able to.