

# **360° Feedback Analysis**

## **Background Information**

# What is 360-Degree Feedback?

A process by which you gather and compare confidential and anonymous feedback from the 5-10 people you work with the most:

Yourself

Peers & teammates

Your manager

External partners and/or vendors

Your direct reports

Focuses primarily on HOW the job is done, not WHAT is done

A compass to guide your continuous growth and development

A tool to kickstart ongoing feedback and open communication

## What it is not:

A ranking system

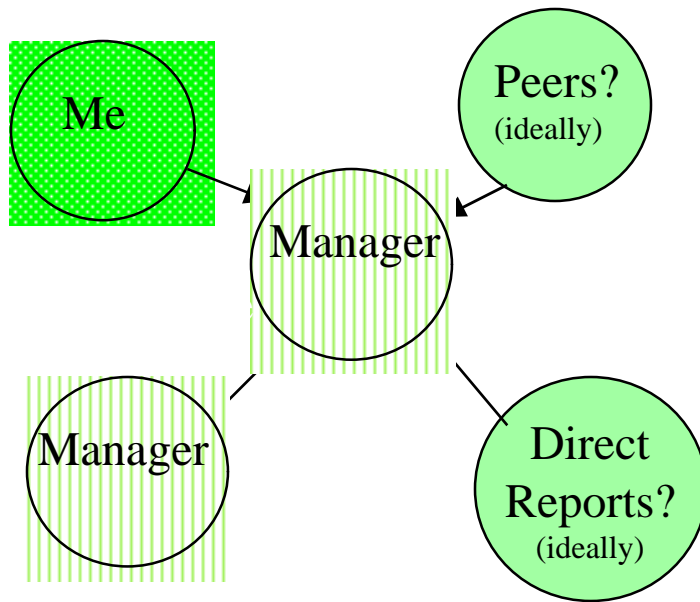
A performance appraisal

A contest or competition

A personality test or evaluation

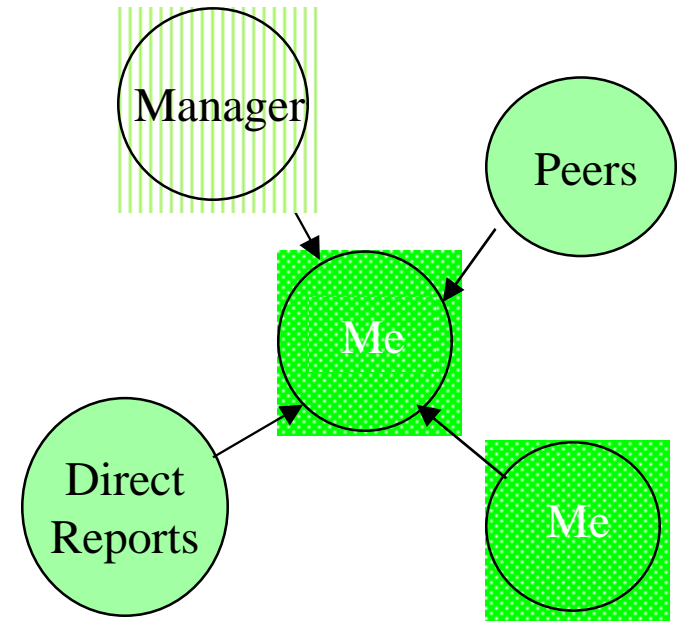
# Comparison of Feedback Systems

## Traditional Feedback Performance Appraisal



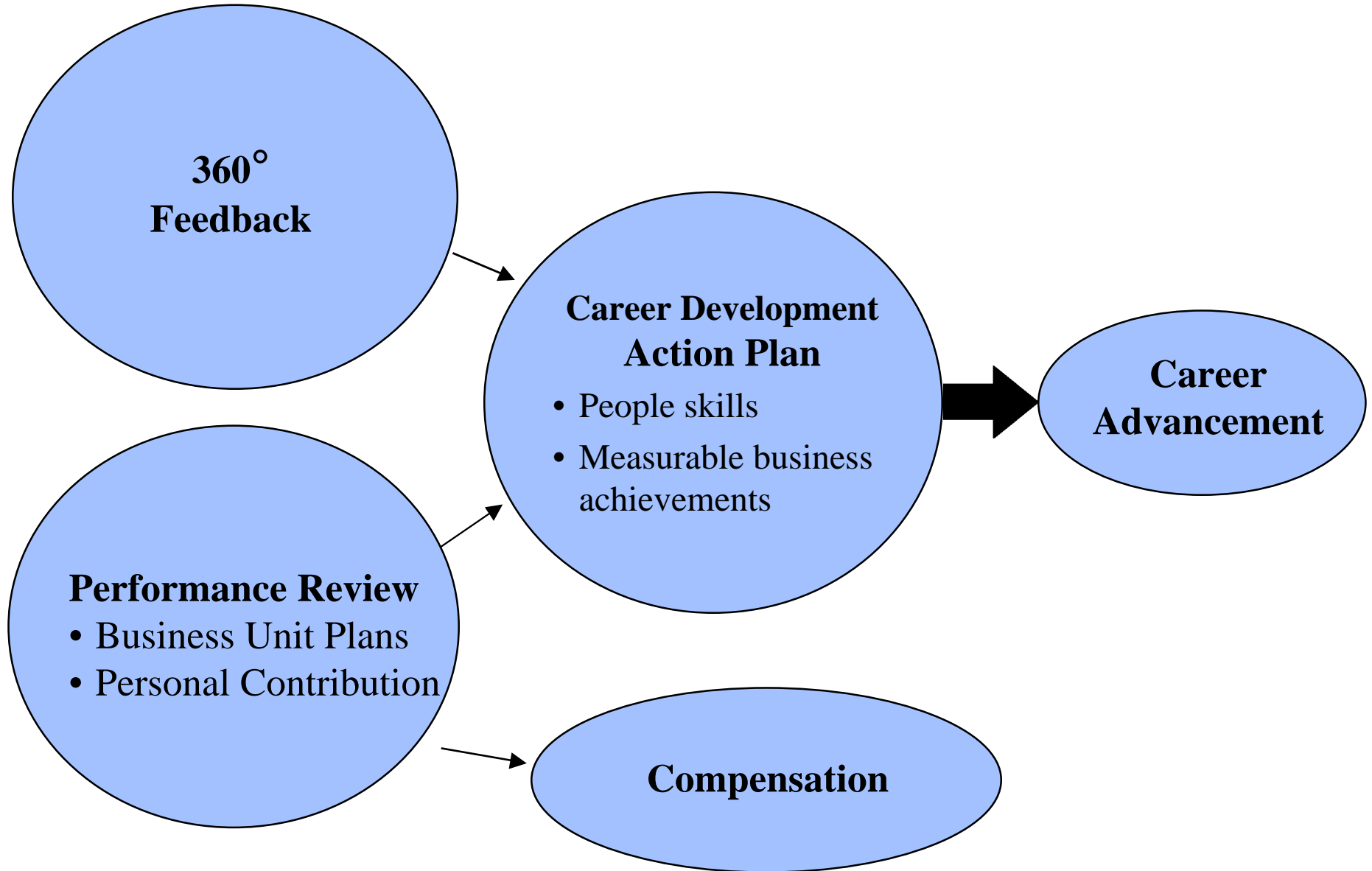
Manager Drives

## 360-Degree Feedback



You Drive

# As a Career Management tool



# Some Background

## **Used in many different industries and environments**

- Entertainment, Software, Financial Institutions, Hi Tech

## **Software based and ensures confidentiality**

## **Variety of applications to enhance performance**

- Personal Development
- Performance Management
- Organizational Development
  
- **People Like It!**
- Opens communication with others
- People feel more comfortable providing feedback to each other outside this process