



Your threesixty° Feedback Summary

A simple guide for participants

What Is threesixty°?

The **threesixty°** tool is a confidential feedback questionnaire that helps you understand how others see your working behaviours. You'll receive feedback from people you work closely with—such as your manager, colleagues, and direct reports—giving you a well-rounded view of your strengths and development areas.

Why Am I Doing It?

The purpose of this 360° process is to support your **growth and development**. It helps you:

- Understand what you do well
- Identify behaviours to build on or refine
- Improve communication and relationships
- Strengthen your leadership or teamwork skills

This is **not a test** and is not about judging performance — it's a tool to help you develop professionally.

Who Gives Feedback?

You will choose people who work with you in different ways, which might include:

- Your manager
- Colleagues
- Direct reports
- Others who interact with you regularly

This mix creates a balanced picture of how your behaviours are experienced by different groups.

All feedback is **confidential** and combined into anonymous group scores (except your manager's rating, which is visible as a single line).



What Will I Be Rated On?

Your questionnaire is based on a set of **competencies**—key behaviours that matter in your role, such as leadership, communication, teamwork, or strategic awareness. Organisations can use ready-made competencies or create their own, so your questionnaire will be tailored to what's relevant for your workplace.

Each competency includes specific statements describing observable behaviour that reviewers rate.

What Happens After Everyone Responds?

You'll receive a **threesixty° feedback report** that includes:

- **Your scores** and average scores from each group of reviewers
- **Strengths** highlighted across groups
- **Development areas** where you may want to focus
- **Comments** (grouped anonymously)
- **Graphs and summaries** to help you quickly understand your results

The report also includes **practical development suggestions** to help you build on the feedback.

How Should I Use the Report?

Most people find it helpful to:

1. **Review the strengths first** — these show you what to keep doing.
2. **Identify 1–2 priority development areas** rather than trying to change everything at once.
3. **Discuss your findings** with a manager, coach, or facilitator.
4. **Create a simple development plan** with clear next steps.

If you receive feedback you didn't expect, that's normal — a 360° often highlights blind spots. Use the insights as a positive opportunity for growth.

Final Thoughts

The threesixty° process is designed to support your development, build self-awareness, and help you grow in your role and career. Many people find it encouraging, motivating, and highly insightful.