

360 PERFORMANCE REVIEW

PURPOSE

Use this sample template to gather feedback from the people that your employees work with every day for a diverse set of data.

Note: A 360 typically looks at several core concepts such as those related to performance, accountability, trust and respect, upholding company values, and more. This is example content to get you started.

Good:

Employees receive feedback from coworkers on their team and their manager.

Best:

Employees give and receive feedback to employees across teams, departments, and levels.

Performance

Self: On a scale of 1-5, rate your ability to hold others accountable.

Peer: On a scale of 1-5, rate [employee's] ability to meet the goals he/she set.

Open-ended: Tell me about a time when [employee] held others accountable for desired results.

Accountability

Self: On a scale of 1-5, rate your ability to bring energy to the workplace.

Peer: On a scale of 1-5, rate the level of energy that [employee] brings to the workplace.

Open-ended: Is [employee] more likely to use intrinsic or extrinsic motivations?