

## Sample 360 Feedback for Leaders

*This survey provides feedback to a person on areas critical to the person's success at this company. The statements listed below describe the behaviors required for performance excellence. It is important that you provide thoughtful and candid feedback. Provide the complete name of the person requesting feedback. Without this information, we cannot include your responses in the feedback report. When you're done, submit your responses by clicking "Submit" below. Thanks for your participation!*

**Indicate the name of the person REQUESTING feedback.**

First Name

Last Name

**Name the person for whom you are providing feedback. This may not be your name!**

1 - Never, 2 - Almost Never, 3 - Seldom, 4 - Sometimes, 5 - Usually, 6 - Almost Always, 7 - Always, 8 - Not Applicable

**Vision**

- |  | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. Explores new approaches and ideas regardless of where they come from.           |                       |                       |                       |                       |                       |                       |                       |                       |
| 2. Tells people where we are successful and where we need to be in the future.     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Takes the time to explain how work assignments contribute to larger objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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**Integrity**

- |  | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 4. Takes the most ethical and honest approach even if it is unpopular or inconvenient. |                       |                       |                       |                       |                       |                       |                       |                       |
| 5. Is a good example of the behavior he/she asks for.                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Accepts responsibility instead of blaming others.                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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**Communications/Dialogue**

- |   | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 7. Accepts others' disagreement with his/her position without becoming angry or getting even. |                       |                       |                       |                       |                       |                       |                       |                       |
| 8. Makes it safe for others to open up when they seem to be holding back their opinion.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Starts a potentially difficult conversation by clarifying shared objectives.               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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1 2 3 4 5 6 7 8

**Financial Performance**

10. Carefully plans cost effective ways to get things done while improving profit margins.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Shares financial and market information with others.

12. Analyzes financial implications of different business decisions.

13. What are this person's greatest strengths?

14. What are this person's main areas for improvement?

***You are giving feedback as***

- Self
- Supervisor
- Peer
- Direct Report