

MAKING SENSE OF THE NUMBERS

I'm frequently asked – How do you make sense of the detailed feedback/ read '360 feedback numbers'?

Regardless of the numerical format used – The following provides a framework for identifying some of the most common feedback scenarios/ patterns and how they can be interpreted.

Nasty Surprise – I think I'm good at this, but others do not agree



Nice Surprise – Others see me far better than I see myself



Nice Confirmation – I think I'm good at this and others see it



Nasty Confirmation – I know I'm not good at this and others see it too



Unseen Behaviour – I'm doing this but some people don't see it



See the training we can provide to develop internal 360 feedback coaches.

David
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