

MAKING THE MOST OF A 360 REPORT

Six coaching steps for ensuring people make the most of their 360 feedback report:

- Allow them time for reflect and absorb their initial impression of the feedback
- Invite them to draw conclusions/ key themes and trends
- Clarify key strengths and how they can be optimised
- Define those areas for improvement and how changes will be made
- Encourage them to thank respondents for taking the time to provide the feedback and asking for further clarity if required
- Encourage the sharing of development goals with as many people as possible

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