

GETTING 360 FEEDBACK REPORTING RIGHT

Our guiding principles for 360 feedback reporting is to ensure all of our standard or bespoke reports:

- Have a balanced range of data presentation to allow for different cognitive styles; using graphics, numerical data, and text
- Have a professional appearance, with good use of space, colour and font
- Provide enough feedback to allow the recipient to draw useful conclusions without tipping into information overload
- Use well-researched graphic displays avoiding visual biases in order to reveal key patterns in behaviours
- Provide verbatim comment input to enable insights into the impact of specific behaviours
- Have a structured approach which provides more detailed information at each level, allowing for greater insight at each step

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