

## What you need to do:

Select 5 – 6 questions from those listed below for your colleagues to respond to. Ideally these should be circulated to a minimum of 6 other people selected from those across your Team, Peers, Line Manager or Senior Management.

Select the questions that resonate with you - either because you see those areas as strengths, or as areas to develop. Please give the contact details of your colleagues to your Coach.

## What your Coach will do:

Your Coach will contact your colleagues, explaining that you are wanting to gain feedback from them about your performance. A mutually convenient time to speak will be arranged and then your Coach will collate the information.

Then a session will be arranged so that your Coach can share the feedback given with you and together you can create a development action plan to enable you to meet your key objectives.

## 360 Degree Feedback Questions

1. How would you describe ....?
2. What strengths and value do they bring to the organisation?
3. What could they do more of / less of to achieve their full potential? (drill down to specific behaviours they would see/hear etc)
4. If they undertake all those changes what would they then achieve and to what level?
5. What piece of advice would you give them that would have the biggest impact on their career?
6. How well does x empower and support his team? [What would be even better?]
7. In your view, does x have a vision for his team that benefits the organisation and is aligned with the strategy?
8. Has x clearly communicated this vision? Do you feel empowered to deliver it? [What, if anything, more is needed?]
9. How do you find x as a leader?
10. What type of environment does x provide in which you can develop your career?
11. What would you see as x's greatest development need and what impact is this currently having on you? [the team/x?]
12. What do you feel is x's greatest challenge to overcome in order to be more successful?
13. What do you see x's potential to be?
14. What do you see as the biggest challenges/ opportunities facing x in his current role?
15. What have been x's biggest achievements to date?
16. What would you want to see x do differently?
17. What would be you're biggest "hope"/"wish" for x i.e. "I really hope that x....."
18. How would you describe x's leadership style?
19. How do you see x's role for the next 12 months?
20. What do you want x to do less of, and why? [...more of, and why?]
21. How clear are you about what x expects of you? a) around your role, b) around your business objectives c) around your contribution to the team]
22. X's goal for 2010 is to \_\_\_\_\_ – what ideas or suggestions do you have for his development towards this aim?