

## Debrief Questions for 360 Degree Feedback

1. What is the biggest surprise for you about your feedback?
2. What were you expecting?
3. What have you discovered about your strengths and weaknesses?
4. How do you feel about what has been fed back about you?
5. What will you do more of / less of to achieve their full potential?
6. What impact do you feel these changes will have on you/your team/your organisation?
7. What will it be like for you when you have implemented these changes and achieved those objectives?
8. What will stop you from implementing these changes?
9. What do you feel about the career advice you have been given?
10. What will you choose to do differently as a result?
11. What specifically will you do now to empower and support your team?
12. When will you start?
13. What is the vision for your team and how does this benefit the organisation?
14. How is this aligned with the overall strategy?
15. How will you clearly communicate this vision?
16. Do you feel empowered to deliver it?

17. What else is needed?
18. How do you rate yourself as a leader?
19. What else could you do to achieve more in this area?
20. What type of environment do you provide in which you can develop your team?
21. What do you feel is your greatest development need and what impact is this currently having on you?
22. How will you address this?
23. What do you feel is yours greatest challenge to overcome in order to be more successful?
24. What do you see your potential to be?
25. What do you see as the biggest challenges/ opportunities facing you in your current role?
26. What have been your biggest achievements to date?
27. What would be your biggest "hope"/"wish" for ? (i.e. "I really hope that x.....")
28. How would you describe your leadership style?
29. How do you see your role developing in the next 12 months?
30. What do you want to do less of, and why?
31. What do you want to do more of and why?
32. How clear are you about what your line manager expects of you?
33. How clear are you about what your team expects of you?
34. How clear are you about what you expect from your team?

35. What are your three key business objectives in the current financial year?
36. What is your greatest contribution to the team/organisation?
37. In which area do you contribute least?
38. What can you do to improve this?
39. How are we absolutely going to know that you are making an improvement and doing something differently?
40. What ultimately do you want as an outcome to this initiative?
41. Do you understand what is expected of you?
42. Do you know why it is expected of you?
43. Do I agree with doing what is expected of me?
44. Who will care if you do it well?
45. Why will they care?
46. Can you do what is expected of you?
47. How confident are you about doing it well?
48. How will you know if you are doing it well?
49. What are the rewards for doing it well?
50. How appropriate and satisfying are those rewards for you?