



## 360-Degree Feedback Worksheet

### Instructions:

This worksheet is designed to gather comprehensive feedback from your peers, managers, direct reports, and close network. The feedback will help you in understanding strengths, areas for improvement, and overall effectiveness as an individual.

There are 10 questions for each group, with 5 questions on a rating scale and 5 open-ended questions. ('This person' is YOU – Insert your name / or I/me where you see 'this person')

### 1. Peers

**This person communicates effectively and clearly.**

1 = Strongly Disagree      2 = Disagree    3 = Neutral    4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person collaborates well with team members.**

1 = Strongly Disagree      2 = Disagree    3 = Neutral    4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person demonstrates strong problem-solving skills.**

1 = Strongly Disagree      2 = Disagree    3 = Neutral    4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_



**This person handles conflict constructively.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person is reliable and meets commitments.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**What are this person's greatest strengths?**

Response:

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**How can this person improve their communication skills?**

Response:

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**Describe a situation where this person demonstrated excellent teamwork.**

Response:

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**What areas do you think this person should focus on for professional development?**

Response:

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**Provide an example of how this person handled a challenging situation.**

Response:

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## 2. Managers

**This person meets or exceeds performance expectations.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person demonstrates initiative and takes ownership of tasks.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person shows leadership qualities and potential.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person effectively manages their time and priorities.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person maintains a positive attitude and resilience under pressure.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_



**What are this person's most significant contributions to the team?**

Response:

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**How can this person further develop their leadership skills?**

Response:

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**Describe a situation where this person took initiative.**

Response:

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**What professional development opportunities would you recommend for this person?**

Response:

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**How does this person handle feedback and constructive criticism?**

Response:

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### **3. Direct Reports**

**This person provides clear and actionable feedback.**

1 = Strongly Disagree      2 = Disagree    3 = Neutral    4 = Agree      5 = Strongly Agree

Rating: -----

**This person supports team members in achieving their goals.**

1 = Strongly Disagree      2 = Disagree    3 = Neutral    4 = Agree      5 = Strongly Agree

Rating: -----



**This person creates a positive and inclusive work environment.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person effectively delegates tasks and responsibilities.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person recognizes and appreciates team members' contributions.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**What do you appreciate most about this person's leadership style?**

Response:

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**How can this person improve in supporting their team?**

Response:

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**Describe a situation where this person effectively managed a team challenge.**

Response:

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**What additional support or resources could this person provide to help you succeed?**

Response:

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**How does this person inspire and motivate the team?**

Response:

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**4. Close Network**

**This person builds strong, positive relationships.**

1 = Strongly Disagree      2 = Disagree    3 = Neutral    4 = Agree      5 = Strongly Agree

Rating: -----

**This person communicates openly and honestly.**

1 = Strongly Disagree      2 = Disagree    3 = Neutral    4 = Agree      5 = Strongly Agree

Rating: -----

**This person is seen as a trusted and reliable individual.**

1 = Strongly Disagree      2 = Disagree    3 = Neutral    4 = Agree      5 = Strongly Agree

Rating: -----



**This person effectively balances professional and personal commitments.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**This person demonstrates integrity and ethical behavior.**

1 = Strongly Disagree      2 = Disagree   3 = Neutral   4 = Agree      5 = Strongly Agree

Rating: \_\_\_\_\_

**What strengths do you see in this person that others might not notice?**

Response:

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**How can this person improve their relationship-building skills?**

Response:

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**Describe a time when this person demonstrated exceptional integrity.**

Response:

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**What personal qualities make this person effective in their role?**

Response:

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**How can this person better balance their professional and personal life?**

Response:

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*Feel free to get in touch at [merve@leadrisecoaching.com](mailto:merve@leadrisecoaching.com) if you would like to ask any questions or share comments / thoughts, feedback or expressions of pure enthusiasm!*