

## 360 Feedback Tools



### Why Invest?

Benefits of 360 feedback include:

- Increased self and peer awareness
- Developing a culture of feedback & effective communication
- Developing a culture of reflective practice
- Targetted areas for change, development and increased effectiveness
- Affirmations of good working practice and competence
- Part of an objective and fair performance review process
- Part of an inclusive performance review process that is for the individual and not done to them.

Does 360 feedback form an integral part of your commitment to employee and management development? We all have a fundamental need to grow and develop, in addition to receiving affirmations on how we contribute positively in our social groups. Why is then, that so many of us cringe at the words 'annual appraisal' or 'performance review'? 360 feedback tools provide a useful platform whereby the recipient can explore the differences between their perceived strengths and competencies vs. those perceptions held by colleagues, direct reports and managers. We have chosen 2 great 360 feedback tools to assist you on your development journey.

#### MAP 360

##### Managing Your Job

- Time Management and Prioritising
- Planning & Scheduling Work
- Setting Goals and Standards

##### Thinking Clearly

- Identifying and Solving Problems
- Making Decisions and Weighing Risk
- Thinking Clearly and Analytically

##### Relating to Others

- Getting Unbiased Information
- Giving Clear Information
- Listening and Organising

##### Building the Team

- Appraising People and Performance
- Training Coaching and Delegating
- Disciplining and Counselling

#### Strength Deployment Inventory - Feedback Edition

The Strength Deployment Inventory Feedback edition explores a very different angle, seeking feedback on both intention and motivation. As this tool does not deal with skill, ability or competency, the results can be used as a safe and rich platform to explore what was 'meant' and what was 'received'. This in turn creates a greater depth of understanding and personal effectiveness in what we do and how we do it.

#### Strength Deployment Inventory - Expectations Edition

A fundamental but often overlooked part of any relationship is clarifying expectations. Perhaps we usually find these out over time, or as and when the need arises - often at the cost of conflict or damage to the relationship. This tool allows relational expectations to be clarified in a useful and safe way, providing the user with valuable learning opportunities and information from the beginning. Maybe it is your first day in your new role, with your new team, or perhaps you are wanting to take your performance to the next level and improve the quality of working relationships. Either way, the Strength Deployment Inventory Expectations edition will give you a valuable and different perspective.

### Who is it for?

- Use MAP 360 for any level of manager to include Junior, Middle, Senior and Executive management.
- Aspirant managers.
- The SDI Feedback and Expectations editions can be used for employees of any level and in any role.

### How much?

- MAP 360 Feedback = £134.99 per person
- SDI - dependent on the number of feedback providers wanted.

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