



360° Reviews

360° reviews are a process of reflection that helps managers and employees grow and improve. Designed for managers who want a safe, structured way to review employees. The process encourages honest reflection, balanced feedback, and shared learning – not simply performance management.



Why a 360° review?

The review gathers insights on a person from those who work alongside, those that report to and whom they manage. This provides an overview of strengths and challenges. It reveals what is going well and what needs to be improved.

How it works

1. **Setup:** Clarify the focus of the review and choose questions to explore.
2. **Reviewer selection:** Identify a mix of supervisor, peers, and reports.
3. **Feedback:** Gather reflections through interviews or short surveys. The person being reviewed fills out a self-reflection guide.
4. **Analysis:** Identify consistent themes and insights.
5. **Conversation:** A feedback session that encourages discussion and reflection.
6. **Action:** Develop a practical plan for ongoing learning and leadership development.

Facilitation and format

As an external facilitator, I provide a confidential and impartial process that encourages honest conversation and constructive feedback.





Options:

Online interviews: lower cost and flexible across locations.

Face-to-face interviews: higher cost but deeper insights.

Hybrid: choose the most important people for face-to-face interviews and survey others online.

All options include a written report and facilitated debrief.

What you receive

- A summary of key themes: strengths, tensions, and development areas
- A facilitated feedback conversation
- A short, tailored development plan template
- Optional follow-up review or coaching support

Guiding principles

The process is shaped by clear safeguards. Confidentiality is maintained through de-identified, thematic reporting, ensuring comments are never attributed to individuals. Independence is supported through external facilitation, which provides neutrality and helps build trust across the review. The approach remains relational in a way that encourages development rather than defensiveness. This allows the focus to be on achievable next steps that support professional development.

Next steps

If you're considering a 360° review for an executive or staff member, Adapte can design a process suited to your context and budget. Choose from online, face-to-face, or hybrid formats.

Contact

Phil McCredden, Adapte Leadership

Phone: 0417 343 645

Email: phil.mccredden@gmail.com

