

PURPOSE & EXCELLENCE

#5 Coaching Notes - Get 360 Feedback

1. Getting 360 Feedback

“Where there is no counsel, the people fall; But in the multitude of counselors there is safety.” Proverbs 11:14

“So don’t go to war without wise guidance; victory depends on having many advisers.” Proverbs 24:6

2. What is “Getting 360 Feedback”?

Obtaining information which comes as a response to and evaluation of your work performance, that is given to you by supervisors, peers and reports.

3. Importance of Seeking & Receiving Feedback

- *Other's Opinions Are Important*
- Others May See Things in You that You May Not
- Your Reputation Determines Your Access and Ultimate Destiny

Proverbs 15:31,32 says:

“If you listen to constructive criticism, you will be at home among the wise. If you reject discipline, you only harm yourself; but if you listen to correction, you grow in understanding.

4. What Does 360 Feedback Assess?

Usually work-related performance (Character, Competence and Connection).

5. How to Seek 360 Feedback

Step 1: List 3 people from work (above, same level and below)

- List 3 people from private life
- List 3 people you are “afraid of” (because you respect them)

Step 2: Ask them each to state what they think are your Character, Competence and Connection:

- Your Strengths and Talents
- Your Weaknesses/How you Sabotage Yourself

and ask what they would advise you to do to improve on each of the above.

Step 3: Once the feedback is back in, compare and contrast the responses:

- What similarities and differences do you notice?
- How does the feedback align with how you see yourself?
- Write out what you've noticed about yourself from the feedback.

What most surprised me was

.....

I am most valued for

.....

I could most improve

.....

NB/ If constructive criticism from someone sounds off, it may be, pray about it. But if you are getting similar and consistent from many, then it probably is a “blind spot” area you need to address.

Go to [#5 Self-Assessment 360](https://purposeandexcellence.org/resources)

Feedback for sample wording for 360° Feedback Request.

6. How to Apply Feedback to Improve Your Character, Competence & Connection

After you have collected and analysed feedback from others, take note of where you have discovered “strengths” you hadn’t taken notice of or had previously downplayed, then strategise on how to apply them in your interactions.

When you are intentional about learning from the feedback you’ve received, you can plan exactly what it is you will do to incorporate the feedback you received to improve your performance.

This way, you will see the feedback as a tool to help you improve your character, competence and connection with others, on your journey to pursuing your purpose with excellence. It will remove fear and the sting that we often feel when we get constructive criticism. Rather than taking feedback to be negative personal criticism and panicking (or worse), we can view feedback to be the positive professional building mechanism it is and position ourselves to improve from it.

For tools on strategies to Boost Your Strengths and Zap Your Weaknesses, go to www.purposeandexcellence.org and download #8 Self-Assessment Boosting Strengths and #9 Self-Assessment Zapping Weaknesses

7. Summary

- Other's Opinions Are Important (Luke 2:52) 2 Corinthians 8:20-21, 1 Timothy 3:2, 7, 1 Peter 2:12, Proverbs 22:1, Romans 12:17,18

Litmus Test: Is Christ being well represented by my life and living? (1 Samuel 15:22-24-31) Philippians 1:19-20, Luke 6:26, Mark 12:14, Galatians 1:10, 1 Thessalonians 2:4

- Others may see things in you that you may not see in yourself (*Gideon in Judges 6-8*)
 - Your Reputation Determines Your Access and Ultimate Destiny (*Genesis 49:1-28*), *Mathew 10:33-35*