

360 Feedback

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It's been proven that the best feedback on one's leadership comes from those they lead. This input can be even more useful when combined with input from your peers and leaders.

The 360-feedback process involves gathering anonymous input about your leadership from those you lead, your peers, and your leaders. This information is then compiled and shared with you, so that you can use it to celebrate your strengths and identify potential areas for growth and follow-up.

Here's an overview of what the process might look like:

- Customize questions for the feedback. Sample questions:
 - What do you see as being my strongest gifts and skills?
 - In what areas or activities do you think I could make the most useful contribution?
 - Are there any areas in which you would like to see me grow?
 - Are there any other comments or words of advice you would like to give me?
- Decide who to ask for feedback (those you lead, peers, family, leaders, church elders, etc.).
- Ask someone to gather and summarize the feedback for you.
- Ask someone to help you process the feedback and give ongoing encouragement
- Send the questionnaire to those you'd like to get feedback from. Thank them and let them know:
 - That it will be confidential (anonymous)
 - Who to send it to and by when.
- Receive the summary.
- Process the feedback with someone.
- Choose one area at a time to grow in and develop a growth plan.
- Tell a few people (or more) what you're seeking to grow in and ask for their help.
- Periodically check your progress. Ask others for feedback as well.
- Celebrate your victories.
- Choose a new area to grow in.
- Do another 360 (maybe once every 3-5 years).

A few things we've noticed as we've used 360-evaluations:

- The importance of anonymity.
- The blessing of honest feedback.
- Even if you can guess who probably gave some negative input, let it go.
- Treat the input as a gift to you. At the same time, remember that this is only one way of gathering information. Bring it all to God and process well with someone.
- Telling safe people how you're seeking to grow and asking for ongoing feedback is valuable.
- Developing a follow-up plan for growth is important.