**Filled out by: About:**

**360° feedback**

Please score on a five-point scale.

1 = Strongly disagree (requires a lot of development)

2 = disagree (requires development)

3 = Neither agree nor disagree (could use some development to become proficient)

4 = Agree (does not require development)

5 = Strongly agree (proficient)

**Contact**

Listens to others, shows respect and interest, shows empathy.

Score

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

For example:

**Teamwork**

Operates like a team player, consults with team members, is open to new ideas and is focused on

Score

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

For example:

**Autonomy**

Makes decisions by him/herself. Decides when he/she needs to make a decision by him/herself or when consulting is required. Is aware of his/her tasks.

Score

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

For example:

**Accountability**

Has an overview of the consequences of his/her behavior in relation to work. Can receive feedback on this behavior and is capable of justifying it.

Score

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

For example:

**Stress management**

Maintains level of performance and continues to work efficiently when under psychological or time related pressure.

Score

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

For example:

**Reflection**

Is aware of thoughts, feelings and behavior that might influence his/her work, or that of colleagues.

Score

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

For example:

**Self-management**

Can listen to feedback and uses it to improve his/her work.

Score

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

For example:

**Perseverance**

Continues to work on achieving his/her goals and does not get distracted.

Score

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

For example:

**Please answer the following questions:**

• What do you see as my three biggest talents?

• What do you think that I would love to do all day?

• What job or which tasks do you feel suit me best?

• What do you see me do in five years? (out of the box)

• What else would you like to tell me?