

360 Feedback Form



Here's a well-rounded list of 360-degree feedback questions that you can use as a guide.

These are grouped into common competency areas and include both quantitative (rating-scale) and qualitative (open-ended) question examples.

General Information

Employee Name

Relation to you

Your name (optional)

Communication

Please rate the following:

Strongly disagree Disagree Neutral Agree Strongly agree

This person communicates
their ideas clearly

☐☐☐☐☐

This person is a good listener

☐☐☐☐☐

This person adapts their
communication to suit
different audiences

☐☐☐☐☐

What communication strengths does this person demonstrate?

In what ways could this person improve their communication skills?

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Collaboration

Please rate the following:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
This person works well with others across teams or departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This person contributes positively to team dynamics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This person is open to feedback and other points of view	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How does this person support team success?

Are there any barriers this person creates to collaboration?

Leadership

Please rate the following:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
This person motivates and inspires other regularly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This person leads by example	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This person is confident and decisive in their decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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What are this person’s greatest strengths as a leader?

Where could this person grow as a leader?

Problem-solving

Please rate the following:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
This person is great at problem-solving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This person is open to new ideas and approaches	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This person contributes to innovative thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Can you give an example of this person’s creative problem-solving?

What could help this person be more effective in this area?

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Open-ended wrap up questions

What is one thing this person does exceptionally well?

What is one area where this person could improve?

If you could give this person one piece of advice for their development, what would it be?

Additional comments or suggestions