

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

This person contributes positively to team dynamics

This person is open to feedback and other points of view

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 others regularly

This person leads by example

This person is confident and decisive in their decision-making

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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"/>				
This person is open to new ideas and approaches	<input type="radio"/>				
This person contributes to innovative thinking	<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