

360 Feedback- Overview and Recommended Best Practices

- ☐ 360 feedback refers to the process of looking at a leader's strengths and areas for growth from different perspectives and multiple lenses.
- ☐ 360 feedback is an effective tool for leadership reflection, personal growth and development.
- ☐ All leaders have areas of strength and areas for growth and development and can benefit from feedback.
- ☐ A trusting relationship between the director and trustees is most conducive to effective leadership growth.
- ☐ A small focus, such as three to five areas of review, will provide the best feedback and most learning for a leader. Co-construction of the areas of focus and purposefully targeted questions to elicit meaningful feedback for the 360 will be most beneficial.
- ☐ A best practice is to hire a respected third party to personally collect feedback in an anonymous and safe way, focused on key areas that have been agreed to between the director and trustees.
- ☐ The director is the best person to respond to the feedback in terms of their next steps for learning and continuous improvement.