

The primary purpose of a 360-degree feedback review is to help you better understand in what areas you are excelling and developmental opportunities from a variety of perspectives. You will gain more from the feedback experience by engaging in conversation with your manager about the results immediately following receiving the report.

BEFORE LAUNCHING 360

In the 1:1 meeting before you launch your 360 discuss the following:

- Feedback will be used for developmental purposes only
- 37 questions related to the LEADS Capability Framework and PHC Values
- You choose which peers, clients, and direct reports to invite into process (your manager automatically invited)
- Invite 5-7 people in each category; results are differentiated by category only if 3 people respond
- You both will receive the report and interpret the results together
- You will determine the actions based on the results

Confirm Technological Process

Ensure you know how to get information regarding launching the 360 (See Tools section)

Have a Great Conversation

Share any concerns and discuss the possibilities presented by this opportunity. Talk about how to choose good 360 raters.

BEFORE 360 DEBRIEF

Prepare

- Read your report thoroughly and identify the following:
 - 3-5 key strengths and no more than 3 development opportunities
 - Unconstructive or outlier feedback
 - Any conflicting feedback
 - Feedback that is particularly informative

DURING 360 DEBRIEF

Your Role

During the conversation you and your manager will discuss the following topics:

1. Understanding the feedback
2. Identifying themes
3. Concerns about the ratings or written comments
4. Benefits of the feedback
5. Areas of focus going forwards (which can be building on strengths)
6. The development of an action plan (*offer PHC 1:1 Coaching Program if applicable*)

AFTER 360 DEBRIEF

Close the Loop

- Update any Professional Development Goals in the Performance Excellence system within the next two weeks
- Note the date of your 360 Review conversation in Performance Excellence system (required) and any comments you have (optional)
- Follow up in your regular Bi-Monthly Performance Excellence Conversations

LEADS Capability Framework

Leads Self

- Self-Awareness
- Manages Self
- Develops Self
- Demonstrates Character

Engages Others

- Fosters the Development of Others
- Contributes to the Creative of a Health Organization
- Communicates Effectively
- Builds Effective Teams

Achieves Results

- Sets Direction
- Strategically Aligns Decision with Vision, Values & Evidence
- Takes Action to Implement Decisions
- Assesses and Evaluates Results

Develops Coalitions

- Builds Partnerships & Networks to Create Results
- Demonstrates a Commitment to Customers and Service
- Mobilizes Knowledge
- Navigates Socio-Political Environments

Systems Transformation

- Demonstrates Systems/Critical Thinking
- Encourages & Supports Innovation
- Strategically Oriented to the Future
- Champions & Orchestrates Change

Tools for Employees:

- Review the following videos:
 - Navigating the 360
 - Creating a Plan
 - Documenting Conversations