

360 Feedback Questionnaire

Person being evaluated: _____ Your role: Self () Manager () Peer () Direct report ()

Scale: 1 = Never · 2 = Rarely · 3 = Sometimes · 4 = Often · 5 = Always · N/A = Not observed. Mark one box per statement with an X.

Your answers are confidential. Results are shared only as group averages when at least 3 people in your group respond.

Communication

Statement	1	2	3	4	5	N/A
Communicates goals and priorities clearly.						
Listens actively and checks for understanding.						
Keeps people informed when plans change.						
Adapts the message to the audience.						

Leadership & Direction

Statement	1	2	3	4	5	N/A
Connects the team's work to the bigger picture.						
Sets clear expectations and follows up on them.						
Stays calm and decisive under pressure.						
Leads by example.						

Coaching & Development

Statement	1	2	3	4	5	N/A
Gives specific, timely feedback.						
Supports the growth of the people they work with.						
Delegates meaningful work, not just tasks.						
Recognizes good work in a specific way.						

Collaboration

Statement	1	2	3	4	5	N/A
Shares information and credit openly.						
Works well across teams.						
Invites different points of view before deciding.						
Helps others when they need it.						

Accountability & Results

Statement	1	2	3	4	5	N/A
Delivers on commitments and deadlines.						
Owens mistakes and fixes them.						
Prioritizes what matters most.						
Raises risks early.						

Conflict & Resilience

Statement	1	2	3	4	5	N/A
Addresses disagreements constructively and early.						
Stays respectful in difficult conversations.						
Adapts well when circumstances change.						
Learns from setbacks.						

Open questions

What should this person keep doing?

What is one thing this person should start or do differently?

Any other comments that would help their development?

Template by 360Feedbacks — run this survey online with anonymous results and an automated report at 360feedbacks.com (first evaluation free).