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\* focus on using 360-degree feedback  
surveys to measure what happens as  
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using the data from 360-degree  
feedback to identify a needed

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development intervention." In  
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feedback through design,  
implementation, and measurement.

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Organizations can do a poor job of introducing and using this type of multi-rater process, but it is possible, with the right steps, to do a good job of introducing and maximizing the value of 360-degree feedback. This matters because nothing raises

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hackles as fiercely as a change in performance feedback methods, especially when they may affect decisions about an employee's compensation.

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360 Degree Feedback: The Good, the Bad, and the Ugly

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360 Degree Feedback can benefit and impact leadership, teams, and the entire organization immediately.

When an organization decides to launch a 360 degree feedback program for the first time, some leaders are reluctant to participate.

Good leaders may have a bias

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towards action, and if you want  
something that can create results  
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What is 360 Degree Feedback?

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Companies use 360 degree feedback as a development tool and performance appraisal tool. What 360 feedback surveys do not measure includes performance objectives, meeting basic job requirements, and basic skills. What the 360 degree feedback system does is help

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companies get a better understanding of their leaders' and managers' strengths and weaknesses.

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Strategies. Most people recognize



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360-degree feedback as a tool for individual development. While it is possible to run a 360 purely for individual development—this is the classic purpose behind most 360s—it is also common for there to be additional organizational objectives behind the assessment.

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you have accessories like Xbox Kinect, extra controllers, headsets, zapper guns, or Guitar Hero equipment. For example, the Kinect can add \$20 to \$30 to the value of your Xbox 360 system.

What's an Xbox 360 Worth? |

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Unlocking the value of your most important intangible asset, your employees' knowledge and expertise, demands a shift to a data driven workforce strategy. While employee skill profiles are currently manual, quickly outdated and don't

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scale, the future of HR is employee-centric and based on real-time access into the organization ' s ...

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of being a homeowner is maintaining  
the house, and with some smart  
remodels, increasing its value and  
making a pretty profit when you sell  
it.

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100 million hours every day.. And 360  
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