

# **360 Degree Feedback - A Navigation System For Your Personal Development and Career.**

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With today's modern satellite navigation systems it is nearly impossible to get lost, no matter where you are. At any given time, users of satellite navigation systems receive data from at least 6 orbiting satellites (there are a total of 24 in the Global Positioning System). The 360 degrees of feedback from these satellites is then used to pinpoint the Users exact location and provide directions to their destination with amazing detail and accuracy. Further, the level of detail and accuracy of the navigation system is only possible because these systems utilize multiple, not just one, sources of feedback.

Though no such navigation system currently exists for individuals seeking to advance their business or career, it is possible to use the same principles of satellite navigation systems to gauge where you are currently in your career or business and how to get where you want to be.

Much like navigation systems receive data from satellites circling the earth to provide directions, individuals can look at the people surrounding them in the workplace to plot a course for success. This type of feedback is known as 360-degree feedback.

### **The 360-Degree Feedback Survey for the Individual**

360-degree feedback is a stark contrast to what most individuals in the workforce are accustomed to. Usually, employee reviews are composed by and performed solely by a supervisor. However, a 360-degree review is completely different.

Instead of relying on data or the opinion of an employee's supervisor, 360-degree surveys use information from peers, managers, vendors and possible outside business contacts to provide the individual or business with a complete 360-degree review of their performance.

Since multiple people provide feedback on an individual, the end result is a more complete and open assessment of the individual being reviewed. The end result is a set of clearly defined and indentified strengths and areas of improvement for each individual.

As a result of the 360-degree feedback, the individual has a clear idea of how they are perceived within the company. Further, the individual also has an unbiased list of strengths, competencies and weakness to use as a foundation for

improvement. This type of data is invaluable for the individual as they can now set clear and actionable goals for personal and business development with the support of their peers and honest feedback.

Now, much like the satellite navigation system on a road trip, the individual knows exactly where they stand within the enterprise and directions on how to achieve their personal development and business goals.

### **360 Surveys and Business**

The complex network of satellites used for navigation systems requires constant maintenance. Most maintenance needs are determined by systems feedback received directly from the satellites themselves by a team of technicians on the ground. Much like these technicians on the ground, organizations can use the feedback received in a 360-feedback survey to benefit the enterprise a whole.

With 360 feedbacks it is possible for an organization to combine the results of each individuals assessment to provide an equally valuable assessment and leadership plan for the organization as a whole.

With this combined 360 feedback survey data, leaders within the company will be able to utilize individuals' key strengths and skill sets that may have been previously overlooked. Further, leaders can also identify key weaknesses within the organization and apply newly discovered team strengths to problem areas.

Last, corporate goals become a team effort. Leaders can now customize corporate goals to support the organizational and individual needs within by implementing specific needs based training and mentoring. No expensive satellites needed!

Learn More

If you would like to learn more about 360-Feedback, visit  
[http://duncanworldwide.com/serv\\_step.asp](http://duncanworldwide.com/serv_step.asp)

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