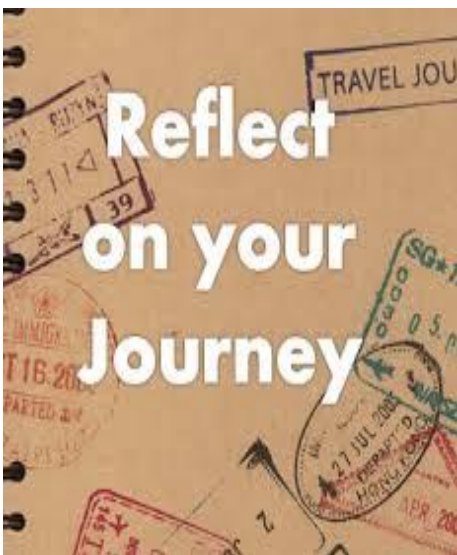


# APPRECIATIVE 360 DEGREE FEEDBACK

## WHAT IS APPRECIATIVE 360 DEGREE FEEDBACK



Appreciative 360 Degree feedback builds on the strengths of people so that they develop the skills and behaviours required for the future.

We believe in helping people and organisations grow their strengths and becoming even better leaders, managers and employees. Our approach to 360-degree feedback makes it easy for people to give feedback and for participants to receive it. People learn from others in a positive and supportive way leading to changes in their skills and behaviour that last.

We use collaborative and reflective approaches to co-create positive 360-degree feedback tools which will enable all staff to participate in open and honest conversations that will develop individuals, teams and the whole organisation.



Appreciative 360 is a strength based strategic tool for leadership, management and organisational development.

It enables people to envision the future and create development plans across the organisation from customer facing staff to team leaders through to senior management, leadership and board members.

It is based on the needs of people and the organisation to ensure a sustainable and meaningful future with people who have the skills to build an agile and collaborative organisation based on a real and positive vision of the future.

APPRECIATIVE 360 DEGREE FEEDBACK IS FOR THE WHOLE ORGANISATION

	<p><b>Appreciative Individual 360</b> to create self-awareness, develop skills, behaviours and emotional intelligence.</p> <p><b>Appreciative Team 360</b> to develop team working and collaboration, team roles and contribution to the organisation</p> <p><b>Appreciative Management 360</b> to develop management skills and behaviours required in rapidly changing internal and external environments</p> <p><b>Appreciative Leadership 360</b> to enable leaders to create the environments in which people can achieve and align their goals with strategic aims of the organisation</p> <p><b>Appreciative Strategic 360</b> to facilitate organisations to analyse the external environment and the internal capacity for change</p> <p><b>Appreciative Board and Governance 360</b> to engage the Board to evaluate their contribution to business and organisational development.</p>
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APPRECIATIVE DESCRIPTOR EXAMPLES

	<ul style="list-style-type: none"> <li>Creates a workplace where people can feel motivated to achieve</li> <li>Empowers other to achieve and celebrates their successes</li> <li>Takes time to understand the motivations of others</li> <li>Ensures that everyone is given the opportunity to take responsibility and to achieve</li> <li>Develops a strong sense of purpose aligned to business mission and values</li> <li>Encourages and facilitates a strong sense of team spirit</li> <li>Has the strength and skills to support individuals and teams through difficulties</li> <li>Inspires others to believe they can achieve worthwhile goals</li> </ul>
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Creates an environment that encourages internal and external engagement

Enables participation in strategic thinking and understanding the reasons for change

Develops a wide network of productive relationships around the business

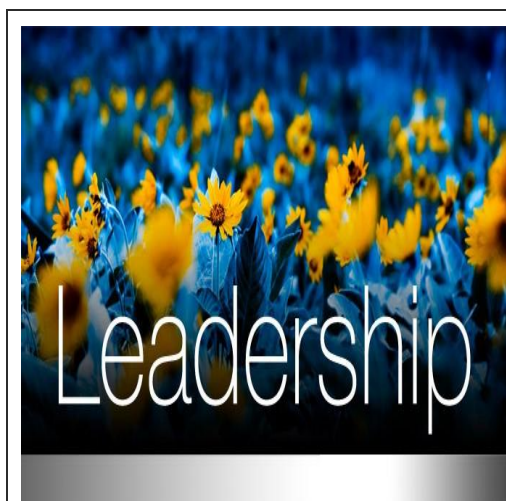
Clearly articulates the values of the business and encourages others to share them

Continually examines best practice and adopts ideas used successfully elsewhere

Seeks expert advice or objective opinions before making decisions

Actively seeks views different from own position

Is prepared to be influenced by sound argument and new information or evidence



Has a high level of self-awareness and is self-controlled

Is perceived as open and genuine

Has a strong sense of empathy with others and can see issues from other perspectives

Can recognise and is sensitive to the needs of others

Has a strong sense of organisational awareness and is politically astute

Demonstrates a considered, thoughtful and reflective approach

Learns effectively from experience and best practice

Shows a genuine interest in developing others

