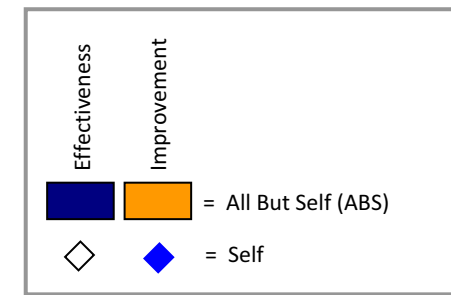
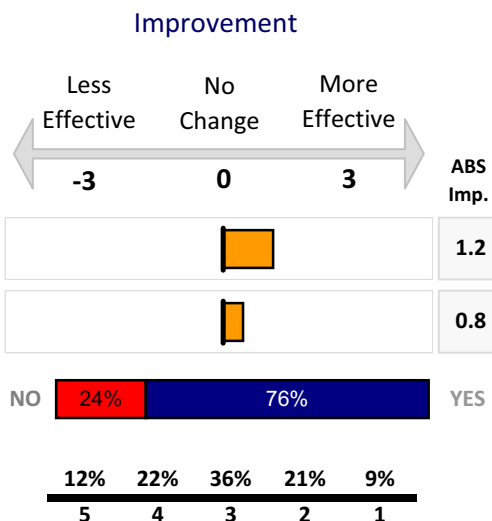


Overall Questions

1. Has this individual become more effective (or less effective) as a leader in the past year?
2. Has this individual become more effective (or less effective) in helping other people or teams be successful in the last year?
3. Did this person discuss what they learned from their previous 360 feedback results?
4. How has this person followed-up with you on the areas they have been trying to improve? **1-Consistent (periodic) Follow-up, 2-Frequent Follow-up, 3-Some Follow-up, 4-Little Follow-up, 5-No Perceptible Follow-up**



Individual Questions

1. Provides direct reports ongoing, candid and constructive feedback
2. Keeps others informed by passing on relevant information in a timely manner
3. Partners with direct reports to ensure that development plans are created and executed
4. Engages the collective expertise of colleagues in building a solid strategic plan

