

Transcript of **How to Approach Reading your 360 Report**

In the coming days you will have a chance to review your 360 Report with your coach. In the meantime, as you look at the report on your own, here are some important things to remember.

To get the most out of this experience, you need to be committed to making constructive use of the feedback. It can't be emphasized enough that the whole point of this process is for you to select a few developmental goals to work on. And by the way, it is by no means a given that you should be looking for things to fix -- often times the right goal is to build on a strength.

It's perfectly natural and understandable to have emotional reactions to the feedback but you really should try to make a point of viewing the report with detachment. And don't spend time trying to figure out who said what. It simply isn't helpful. Instead, look for areas where you either do really well or need Improvement.

it must be said that a 360 alone cannot always identify the goals you should focus on. Other information such as what you know about yourself, or performance comments from your boss, or insights you have about the nature of your work -- all represent valuable inputs. Maybe you are a senior leader or an individual contributor and your work requires emphasizing specific skills. Or maybe rather than improving a skill you should find and work with people -- people have skills that can round out your own.

A common strategy for senior leaders. In the end your 360 is simply another albeit valuable set of data points for you to consider as you plan your further development. Next we'll talk about how to navigate the report, and later we will share a quick overview on how to process and interpret your results.