

XXX's 360 review

Thank you for providing feedback on XXX for their annual review. Our 360 reviews are part of the way we help our staff grow in their ministry effectiveness, godliness, and character.

Your feedback is being sought in four key areas: Character, Communication, Delegation and Leadership. Please answer the questions as far as you're able to. You can amend your answers at any time prior to submitting your feedback.

Your responses are anonymous and will be collated with feedback from others to provide a well-rounded picture of their strengths and weaknesses and develop plans to address any weaknesses and build on their strengths.

Thank you for your time.

YYY

CHARACTER

1. Describe the most positive aspects of their character

2. To what extent would you agree with these statements in relation to the reviewees normal behaviour and relating to others:

Mark only one per row.

	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
Acts with integrity					
Communicates with openness					
Acts with courage					
Relates to weakness with compassion and gentleness					
Inspires					
Respects and listens to others					
Is slow to anger and patient					
Flexes for others					

Notices the needs and concerns of others					
Makes good use of time and resources					
Does what they say they will do					

3. Which one of these areas do you think they should prioritise prayerful development of in the coming year?

4. Do you have any other comments on their qualities and character traits, particularly as you observe them serving with colleagues?

COMMUNICATION

5. Do they communicate in a clear and effective way with colleagues?

Mark only one oval.

	1	2	3	4	5	
Never	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Always

6. Is their communication is sometimes unclear, what do you notice about the times/circumstances when this happens?

7. Thinking about your own interactions with them, do they communicate at an appropriate frequency?

Mark only one oval.

	1	2	3	4	5	
Too infrequent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Too frequent

8. Do they communicate truth clearly even when this is uncomfortable?

Mark only one oval.

	1	2	3	4	5	
Never	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Often

9. Do they demonstrate good listening skills?

Mark only one oval.

	1	2	3	4	5	
Never	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Often

10. Do you have any other comments on their communication?

DELEGATION

11. Do they delegate work / responsibility to staff?

Mark only one oval.

	1	2	3	4	5	
Never	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Often

12. Do they clearly communicate what is expected of you when they ask you to do something?

Mark only one oval.

	1	2	3	4	5	
Never	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Always

13. Do they clearly explain why they want you to do something that he has assigned to you?

Mark only one oval.

	1	2	3	4	5	
Never	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Always

14. Do they provide appropriate oversight for those things they have delegated to you?

Mark only one oval.

	1	2	3	4	5	
Never	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Always

15. Following the completion of a task do they provide constructive feedback?

Mark only one oval.

	1	2	3	4	5	
Never	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Always

16. Give an example, from the last twelve months, of a time when their feedback had a positive impact on your ministry.

17. Have you, in the last twelve months, received feedback from them that has been unhelpful? If 'Yes', please provide a summary of what happened and how you think it could have been handled better.

18. Are there any other comments you would like to make on the theme of delegation?

LEADERSHIP

19. Do they equip others to serve and to grow in their ministry skills and experience?

Mark only one oval.

	1	2	3	4	5	
Not at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Often

20. Would you consider them to be an innovator?

Mark only one oval.

	1	2	3	4	5	
Not at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very much

21. Would you consider them to be a strategic thinker?

Mark only one oval.

	1	2	3	4	5	
Not at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very much

22. In what circumstances are they prone to being too passive? (Please provide an example)

23. In what circumstances are they prone to being too pushy? (Please provide an example)

24. When do they work at their best/most effective?

25. Do they receive feedback and critique on their ministry well, demonstrating a willingness to learn and grow?

Mark only one oval.

	1	2	3	4	5	
Never	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Always

26. How do they deal with challenge from colleagues?

27. How do they manage underperformance of colleagues?

28. Are there any other comments you would like to make on the theme of Leadership?

FINAL COMMENTS & ENCOURAGEMENT

29. Are there any other comments you would like to make?

30. Please think of one encouragement for them, from the last twelve months, that you would like to be shared with them.
