

# **360-Degree Feedback Performance Reviews**



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# What is 360-Degree Feedback?

Gathers evaluations of an employee from multiple sources such as supervisors, peers and subordinates.

Self-evaluation is usually part of system.

This system of evaluation is usually anonymous.



# Why use them?

- Assessment of Leadership Characteristics
- Opportunity Areas for Performance Improvement
- Career Development
- Private Sector





# Advantages

- Broader perspective from multiple raters
- Identification of training or management gaps
- Assessment of meeting goals and objectives
- Tool for leadership development



# Disadvantages

- Not ideal for every workplace
- Potential for harsh criticism, negative, and unprofessional comments.
- Anonymity
- Cost to successfully design and implement
- Morale issues or toxic results



# Public Sector Challenges for Using 360-Degree Reviews

- **Sunshine Laws**
- **Anonymity**
- **Rater Reluctance**
- **Severe Ratings**





# Successful Plans

- Professionally designed system with sound implementation
- Utilized as performance improvement and career development tool for leadership
- Anonymity and Confidentiality
- Follow-up



# *Questions?*



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