FREE PACK · INSIGHTS

360 reflection worksheet

Read your report twice, find the patterns, choose your focus and close the loop with the people who gave you feedback.

1. Before you read it: your context

The three things I most need to deliver in the next 12 to 18 months

The behaviours I will need most to deliver them

2. First read: reactions

What pleased me

What surprised me

What it confirmed

Second read: what I missed the first time

Read again, looking only for the opposite kind of message.

3. Patterns

Strengths most groups agree on

Development areas most groups agree on

Biggest difference between groups, and possible reasons

Biggest gap between how I see myself and how others see me, and possible reasons

4. Choose your focus

Pick up to three areas that matter most for what you need to deliver. Include at least one strength to use more, not only gaps to close.

Focus area	Benefits if I get better at this	Possible actions	The one action I commit to, and by when

5. Close the loop

Thank everyone who was invited

All of them, not only the people you think responded. How and when?

What I will share, and with whom

Check-in with my manager or coach on

Next 360 or re-measure around

Does any of this sound familiar?

The organisations we work with rarely come to us asking for a survey. They come with something that is costing them money, time or people. These are the ones we hear most often.

MAKING MONEY

"We hire well on paper and still get it wrong in the role."
Personality, leadership and competency assessment matched to the job, so interviews test what matters and offers go to people who will perform. (FindingPotential)

"Our best people leave and we only find out why afterwards."
Exit intelligence in the leaver's final weeks: what was avoidable, who would come back, and what to change first. (LastOpinion)

"Leaders get feedback once a year and nothing changes."
Forward-looking 360 feedback that lands as development rather than judgement, with the actions built in. (FeedForward)

SAVING MONEY

"Too many new starters are gone inside a year."
New-starter surveys at the points the first-year leak opens, so you act at three months instead of reading about it at exit. (OnBoarder)

"References take weeks and tell us nothing."
Automated referencing with questions that predict, most returned within 48 hours. (ReferenceExpert)

"We run an engagement survey and the results sit in a drawer."
Engagement reporting down to team level in plain English, with the three moves each team's own people chose. (WinningFormula)

SOLVING PROBLEMS

"The board wants evidence on culture, conduct and speaking up."
A confidential always-on channel and a harassment-prevention audit that give you the evidence before a regulator asks for it. (SafeSpace)

"We publish an inclusion statement and cannot show whether it is true."
Inclusion measured at every stage from hire to exit, so you can see where the experience differs and act on it. (ED&I)

"We have the data and cannot turn it into a decision."
Twenty years of UK benchmark data and analysts who turn results into a board paper, not a dashboard. (Workforce intelligence)

Who we are

great{with}talent is a UK workforce-intelligence consultancy, founded in 2003. We help organisations hire better, keep people longer, improve leadership, strengthen inclusion and reduce workplace risk, with a connected set of tools that turn employee data into clear, fast action across the whole employee lifecycle. Independent, GDPR-compliant and Cyber Essentials certified, hosted on Microsoft Azure.

Not on the list? It will not always be. If you are working on something you think we might be able to help with, drop us a note describing what you are trying to do and we will come back to you.

On the list or not, let's talk.

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