

180° feedback

Self-Assessment

The 180° evaluation is a process that allows you to collect information about yourself in a structured way. This information received from colleagues, customers, suppliers and also from our personal environment, will give you greater knowledge about your strengths and areas of improvement and will allow you to reflect on your professional future.

Objectives

We have three objectives in asking you to do this 180° exercise:

- First, you can use this powerful-self-development tool to confront perceptions of yourself with those others have of you. By doing so, you will get insights into your strengths, blind spots and improvement areas.
- Second, you will be better prepared to answer the common interview question: “What are your strengths and weaknesses?”
- Third, you will be able to reflect on how your strengths and weaknesses can align with your career goals.

Part I. Instructions

1. Self-assessment:

Write on the first line on the table below **3 strengths and 1 area of improvement** of yourself. Think about moments you have excelled and what was the strengths you were using but also a time where you had to improve one of your behaviors to succeed in a project.

2. Feedback from others:

Select individuals who can provide you with thoughtful insights into yourself, including:

- 3 friends
- 3 work colleagues
- 1 person you reported to before (can be a client)
- 1 person who reported to you in the past (can be a supplier)

These people should know you enough to be able to give you interesting insights about yourself. If you want feedback from more individuals, you can request other people comment on you.

Send them an email or ask them to provide you with written feedback on the following points:

- Your 3 main strengths
- 1 area of improvement

Email template:

Dear ...,

*I am carrying out a self-assessment exercise.
For me, your opinion is very important and helpful.*

I would be grateful if you could answer the following questions:

- *What are my 3 main strengths?*
- *What could be an improvement area?*

The more detailed your evaluation, the more relevant it will be for me, so don't hesitate to illustrate your arguments with examples.

Thank you very much in advance.

*Looking forward to receiving your reply,
Best regards*

Part II. Worksheet

Fill in what you consider your strengths and one improvement area. Then, once you get feedback from others, complete the rest of the table below.

	Strength 1	Strength 2	Strength 3	Improvement
Friend 1				
Friend 2				
Friend 3				
Work 1				
Work 2				
Work 3				
Manager/Client				
Employee/Supplier				

Part III. Reflections

Reflect on the responses you received and answer the following questions.

Based on the feedback you got, what new insights do you have regarding your strengths and improvement areas?

Based on the feedback you have received, what three strengths and three improvement areas best represent you?

How does knowledge on your strengths/improvement areas align with your career goals?

How can you manage improvement areas in the future? What practical actions could you take?

Recommended reading:

- StrengthsFinder 2.0 Discover Your CliftonStrengths by Don Clifton



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