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surveys to measure what happens as a result of an intervention rather than using the data from 360-degree feedback to identify a needed development intervention. "In conclusion", W.Tornow and M.London write, "organizations can maximize the value of 360-degree feedback as a process that will create

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Organizations can do a  
poor job of introducing  
and using this type of  
multi-rater process, but  
it is possible, with the  
right steps, to do a good  
job of introducing and

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maximizing the value of 360-degree feedback. This matters because nothing raises hackles as fiercely as a change in performance feedback methods, especially when they may affect decisions about an employee's compensation.

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The Good, the Bad, and

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the Ugly  
360 degree feedback can  
benefit and impact  
leadership, teams, and  
the entire organization  
immediately. When an  
organization decides to  
launch a 360 degree  
feedback program for  
the first time, some  
leaders are reluctant to  
participate. Good  
leaders may have a bias  
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and performance

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appraisal tool. What 360 feedback surveys do not measure includes performance objectives, meeting basic job requirements, and basic skills. What the 360 degree feedback system does is help companies get a better understanding of their leaders' and managers' strengths and weaknesses.

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What is 360 Degree  
Feedback

Maximizing the  
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Common 360-Degree  
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Most people recognize  
360-degree feedback as  
a tool for individual  
development. While it is  
possible to run a 360  
purely for individual  
development—this is the

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classic purpose behind most 360s—it is also common for there to be additional

organizational objectives behind the assessment.

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