

# D.I.Y. (DO IT YOURSELF) 360

## CONCEPT

Get targeted feedback from the full circle of people around you: your supervisor, your colleagues, and the people you lead.

## WHY this tool works:

360 feedback increases your self-awareness and gives you information about what's working and where you can improve your leadership.

## RESULTS

Targeted feedback gives you the opportunity to quickly make changes that improve your performance.

## RELATIONSHIPS

When you gracefully receive feedback and share your response plan with your team, you build trust, credibility, and connection.

## WHEN to use it:

Use the D.I.Y. 360 annually or when you need targeted feedback about a specific aspect of your performance.

## 1. Start with Confident Humility

Be ready to listen with an open mind.



## 2. Identify Areas of Interest

Focus on a few key areas where you really want feedback.

Keep it simple and make it easy for both you and the people you are planning to talk to.



## 3. Craft a Few Open-Ended Questions (here are a few examples)

What do you think are my biggest strengths?

What could I do to be more effective in our meetings?

How could I have a more strategic impact on our results?

What about my communication style gets in the way?

If you could identify one area for me to work on this year, what would that be?

## 4. Identify People to Ask for Feedback

Include people in a variety of roles.

Don't stack the deck with all friendlies or known detractors—work to get a balanced perspective.

Approach them one-on-one, and explain why you're doing this.

Explain that you're really looking for candid feedback and that you'll be happy to circle back with themes and key actions.

Thank them.

## 5. Identify themes and key actions

Look for themes or differences in perspectives.

Circle back with stakeholders to share what you've learned and what you will be working on.

# D.I.Y. 360

1. Start with Confident Humility



2. Identify Areas of Interest



3. Craft a Few Open-Ended Questions (here are a few examples)

4. Identify People to Ask for Feedback

5. Identify Themes and Key Actions