



360-Degree Survey Assessments and Coaching

A 360-degree survey assessment asks for feedback from an employee's manager, peers, subordinates, associates and sometimes even family members. This gives the employee a well-rounded view of how they are perceived by various constituents. We recommend the 360-degree results be communicated and discussed individually with each employee. Listed below is the process. I would suggest sending the survey at least one month before the training to ensure the results are tallied and discussed before the training.

- Customizing the survey with input from the Education Director.
- Gaining the emails of the participants and their list of who will be sent the survey using Dau Consulting's survey program. This program will electronically compile the ratings and the comments so it will be completely anonymous to the team. Rest assured, we will keep all of the results confidential.
- Monitoring the progress and sending reminder emails to people who have not yet completed the survey. (2 times)
- Compiling the results for each individual.
- Reviewing the individual results at the corporate office with each trainee surveyed. This will include a ½ hour coaching session with Ann Beck, who has experience reviewing and coaching 360-degree surveys with other large corporations and is a Certified Professional Coach through the nationally recognized Institute for Professional Excellence in Coaching.

*** This could also be a valuable tool for your entire management team.

3-4 hour session
In Person or Online

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