

360° TEAM Survey

Company/Organization _____

Person being profiled _____

Are you profiling? Yourself An Associate

The 360° Team Survey provides specific, useful feedback to the subject about how others view his or her style and effectiveness as a team member. This form is designed to gather information about the subject's specific, observable behavior. Your input is confidential. We are not interested in your name, only in your observations. The information you provide is combined with others to create a composite profile. Great care is taken to present your answers in a way that protects your identity.

Use the scale on the right to describe your observations of this person in each of the following categories.

- 5 - Consistently displays this behavior
- 4 - Frequently
- 3 - Occasionally
- 2 - Seldom
- 1 - Almost never

- Encourages open communication
- Works cooperatively with others
- Takes the lead in solving problems
- Produces consistent results
- Listens to people's ideas and opinions
- Remains tolerant and flexible
- Willing to make decisions
- Dependable in fulfilling commitments
- Receptive when approached
- Willing to help when asked

- A good self-starter
- Displays good follow-through
- Positive in communicating with others
- Provides assistance to coworkers
- Gets results quickly
- Remains well-organized
- Keeps people well-informed
- Gets along with coworkers
- Willing to take on new challenges
- Provides accurate information

Circle the one answer in each box you feel is most accurate

Which of these sentences best describes this person's approach to communication?

1. Doesn't get too involved and won't express strong opinions
2. Confident in his or her own opinions yet receptive to input from others
3. Direct and assertive with an emphasis on her or his own agenda
4. Very positive and agreeable, but not very assertive

Which statement most accurately describes this person's methods of pursuing goals?

1. Works hard on his or her own and coordinates with others when needed
2. Always cooperative but often relies too much on other team members
3. Likes to work on her or his own whenever possible
4. Sometimes lacks initiative and doesn't always keep others well informed



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When coordinating projects with others, how is this person most likely to act?

1. Doesn't take a strong lead in creating communication or making decisions
2. Tells people exactly what they should do, how they should do it, and when they should be done
3. Clearly communicates needs, listens to others, and makes specific plans everyone agrees on
4. Doesn't like additional responsibility, but stays pleasant and cooperative

How does this person react when mistakes are made, or performance is less than expected?

1. Takes over the situation and makes independent decisions about corrective action
2. Comforts those involved and uses encouragement to keep morale up
3. Usually ignores mistakes and doesn't like to talk about problems or shortcomings
4. Gathers those involved and evaluates the situation so specific, productive changes can be made

When people have problems getting along, what kind of approach would this person take?

1. Promotes communication on key issues and focuses on keeping things positive and productive
2. Avoids getting involved and hopes things will work themselves out
3. Remains confident and willing to help, but doesn't express any definite opinions
4. Tells people to put their personal feelings aside and get their job done

How would you characterize this person's overall approach to solving problems?

1. Primarily concerned with avoiding hurt feelings and controversy
2. Takes a direct approach and gets everyone involved in creating and implementing a solution
3. Gathers information, makes an independent decision, and tells people what changes are required
4. Lets things work themselves out or goes to his or her superiors for answers

What kind of support does this person offer to other team members?

1. Gives lots of praise and encouragement and bends over backwards to keep them satisfied
2. Concentrates on his, or on her, own goals and spends little time helping others
3. Willing to help other team members and sets an example of strong performance
4. Doesn't show much interest in improving herself, or himself, or in helping team members

How would you describe this person's overall approach to achievement?

1. Works cooperatively with others to accomplish goals and maintains a high level of productivity
2. Works hard to maintain positive relationships and emphasizes harmony more than high productivity
3. Doesn't like to push himself, or herself, and doesn't get involved much with team members
4. Highly productive and more focused on individual goals than on team interactions

What are this person's primary strengths as an achiever?

What areas of his or her performance would benefit from improvement?

How could this person make a greater contribution to the team?