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# Benchmarks 360 Debrief Guide

NextUp – Rising Stars

**NextUp**

*Advancing all women in business*



 **NextUp**





## Why a 360?

### Purpose

NextUp supports the use of 360 assessments for the following developmental purposes:

- Provides more comprehensive feedback from multiple perspectives.
- Increases self-awareness and help individuals make positive changes to their behavior.
- Encourages open communication with team members, leaders, direct reports, and others.
- Identifies blind spots and bring attention to areas where an individual may need to develop their skills or behavior.
- Supports professional development to improve skills and performance.
- Aligns performance with professional and organizational goals by exploring how actions and behavior impact others and the overall success of professional and organizational goals.
- Increases job satisfaction and motivation, as individuals feel recognized for their contributions and efforts.

## Career Goals

### Short-term

### Long-term



## Reminders

1. The PDF file of your report will expire \_\_\_\_\_ days from when it was generated.
  
2. Your report will remain in the system and can be downloaded for up to \_\_\_\_\_.
  
3. Competency items were rated on a \_\_\_\_\_ scale.
  
4. Potential derailer items were rated on a \_\_\_\_\_ scale.

## Written Comments

Comment	Thought/Feeling	Productive Action
Example: "Terry excels at building relationships and communicating through listening."	"That's good to hear!" / Proud	Gather more information Ask: "What listening skills am I demonstrating?"



### Next Steps

- Review your Career Goals from page 2 of this handout.
- Identify at least two strength themes and at least two opportunity themes.
- List the Competencies and Potential Derailers that directly align with your themes.
- Determine how you will gather more information  
– what questions will you ask?
- Plan the conversation with your Coach and your peer group.
- THANK YOUR RATERS!

<b>Strength or Opportunity Theme</b>	<b>Aligned Competency(ies) or Derailer(s)</b>	<b>Questions to Ask / Info to Gather</b>	<b>Conversation Notes</b>