



360-Degree Feedback Review Assessment



February 2013

Project Summary

This project focused on the value of the 360-Degree Feedback review process, whether or not it is currently being used in State agencies and to what degree of success. It was our goal to determine if the State of Ohio could benefit by implementing a 360-Degree Feedback system to grow competent, confident, and effective public-sector leaders.

Project Purpose and Goal

The intended end result is to provide a recommendation to the State of Ohio regarding whether or not 360-Degree Feedback should be considered as a future leadership development tool. Currently, there is no centralized, vetted, or recommended 360-Degree Feedback review process available within Ohio public service.

Project Methodology

The project team spent five months gathering and analyzing information from eight state agencies and 19 participants who had personal experience with 360-Degree feedback processes. Questionnaires were developed and surveys were conducted either in person, over the phone, or via email. Participants were selected based having experience in this process, whether positive or not, which allowed for data integrity. A qualitative analysis was done on the respondents' responses and used to formulate our recommendation.



Project Team

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