

Wave Performance 360

Feedback Form

Delegate: _____

Observer: _____

Setting the Scene

- Purpose Experience When Completing Clarify Potential Next Steps
 Time Available Confidentiality & Data Storage

Introducing the Wave Performance 360

- Self and Rater Perception Comparison Group Rater-Assessee Relationships

Dual Reporting

- Primary Reporting Secondary Reporting

Explanation

Sections/Dimensions introduced clearly & simply? How easy was move from one area to the next? Dual reporting?
Allowed the candidate to talk and thinking time? Ensured understanding? Appropriate language?

Questioning/Probing Style

Clear work focussed questions asked? Open question style? Avoiding leading, multiple questions? Prepared to confront/explore? Asked for relevant examples? Explored impact on others?

Free Text Comments

Action Planning

Discussed development needs? Discussed leadership programme options? Goal/objective setting?

Summary of Style

Made links between profile and conversation? Summarised conversation? Open posture and gestures? Active listening Skills? Responsive to candidate? Avoided value judgements?