

UNDP/RBAS Mentoring Programme

KF360

Feedback Reference Guide

A Guide to Interpreting Your 360 Feedback:

The KF360 Report is designed to be easy to read and interpret. It is important to remember that this feedback provides a "snapshot" in time as to how others observe you. It isn't right or wrong; it's simply information about how you and others perceive your strengths and opportunities.

WHERE TO START: To help you interpret your feedback, please consider the following questions:

1. What is your immediate reaction to viewing the feedback?
2. Where do you and your raters agree? Disagree? (Think about how you may interact differently with different groups.)
3. What are your Top 3 Strengths? Did any of these surprise you?
4. Look through your Comments Section. If your raters provided input here, you can find some great information, as long as you can stay "curious" vs. defensive. Look for themes and similar statements. Take the comments in the constructive light in which they were intended. Don't spend time trying to figure out who said what!
5. For areas that fall into your "lower third": note that the KF360 report "force ranks" the competencies into top, middle, and lower 1/3s, and are therefore not necessarily development areas! *Pay attention only to competencies that are both IMPORTANT for your job or career goals and were rated relatively low by respondents.*