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FEEDBACK GUIDE FOR LEADERS

What is Multi Rater Feedback?

Multi Rater Feedback is a system or process in which managers receive confidential, anonymous feedback from the people who work around them. This includes the manager's boss, peers, direct reports and internal/external stakeholders.

It is most frequently used to achieve business strategy and cultural change by clarifying behaviors that are required to support this change. This survey helps to enhance individual and team performance as well as to ensure critical competencies are being developed, evaluated and rewarded.

The Multi Rater Feedback process is conducted by an external party to ensure 100% anonymity for raters. Neither the person you give feedback to, nor HR will ever be able to know that feedback you have received. Both the participant and raters fill out an anonymous feedback form that asks questions covering a broad range of workplace competencies. The feedback form includes questions that are measured on a defined rating scale.

Benefits of Multi Rater Feedback Survey

- Helps individuals improve their leadership competencies
- Provides top management with an overview of organization wide (not individual) leadership gaps
- Provides individuals with the opportunity to understand their own strengths and development opportunities
- Helps individual and team performance
- Guarantees 100% anonymity as the Multi Rater Feedback process is conducted by an external party

What is it in for you as a Leader?

- Opportunity to receive feedback
- Opportunity to identify strengths and development needs
- Opportunity to create a development plan based on feedback from different sources

Key Success Factors

- Be honest in your self feedback
- Invest your time in the whole process
- Receive feedback as a present - sometimes you are happy with it, sometimes you are not but you always appreciate the efforts made by the rater

What to do with the feedback

Once you have received feedback, you can work on your development suggestions through:

- Development Actions
- Coaching Solutions
- Training