

360 DEGREE FEEDBACK FOR YOUNG PROFESSIONALS (ONLINE)

In India and perhaps abroad, the practice of implementing a 360 Degree Feedback process for new entrants to the organization is very rare. We at TVRLS believe that the best time to get a 360 Degree Feedback done is at the beginning of the individuals' career as they can mold themselves much more easily. As they progress in their professional journey, many behaviors become more permanent and difficult to change.

We would recommend that every management trainee and other young managers/executives undergo a 360-degree feedback exercise so that they can grow professionally and in a scientific manner. This could also prove to be a life-changing experience for the young professional.

It is adequate if a young manager/employee has had about a year of experience in the organization to go through a 360-degree feedback exercise.

TVRLS INSTRUMENT FOR YOUNG PROFESSIONALS

The instrument for young professionals is divided into 3 sections:

1. Section A: Roles and Functional Effectiveness
2. Section B: Qualities and Competencies
3. Section C: Open-Ended Questions

Section A: ROLES AND FUNCTIONAL EFFECTIVENESS

The Roles section of the instrument is based on 12 key duties or 'Roles' that every young professional carries out in the organization. There are a total of 71 items that assess these 12 dimensions or 'Roles'. These dimensions are:

1. Synergizing with the organization
2. Knowledge gathering/Learning orientation
3. Attitude towards work
4. Performance/Work Management
5. Interaction with Seniors
6. Teamwork/Collaboration
7. Supervisory behavior (To be included only if applicable)
8. External customer management (To be included only if applicable)
9. Meetings
10. Data management
11. Change management
12. Communication

Section B: QUALITIES AND COMPETENCIES

This section includes 29 traits, qualities, and competencies that are to be assessed by others on a scale of 1 to 5, where 1 stands for 'rarely demonstrated behavior' and 5 stands for 'demonstrates this quality/behavior/competency all the time'.

OPEN-ENDED

The last section of the questionnaire has 3 open-ended questions:

1. Please list down the 5 greatest strengths of the individual or activities the participant should continue doing
2. Please list down 5 weaknesses of the individual or activities he/she should stop doing
3. Please list down 5 suggestions for the individual to improve

[SAMPLE REPORT](#)