

360 Feedback

“This multi-rater feedback provides successors with a holistic perspective on their behaviours in key competencies and empowers them to prioritize their development goals.”

The Cayman Islands Government (CIG) in partnership with McLean & Company, provides each candidate with valuable insights through a 360-degree Feedback assessment. This tool gathers objective feedback from multi-raters (people you regularly interact with at work) to support your professional development and help you achieve greater proficiency in key competencies. These insights are designed to strengthen your personal effectiveness and enhance the performance of your department or ministry.

For each candidate, raters will be selected from within your own team to include your line manager and outside of your team, others peer(s) you interact with on a regular basis.

You will also complete a self-assessment so your own perspective can be compared with the views of others. In addition, you will be empowered to nominate a responder(s) whom you would like to be included in the assessment.

Upon completion of this assessment, each candidate will be provided with a report. Your 360-degree Feedback Report will highlight your strongest competencies as well as those with the greatest opportunity for development. You will also see your overall

competency scores and receive candid, anonymous comments that reflect how your ways of work and strengths are experienced by those you work with most closely.

Fig 1.1
Sample of Feedback Report Elements

