

# THE 360° FEEDBACK SYSTEM

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## Aims and Objectives

The purpose of the PRDS 360-degree feedback system is to provide an objective method of assessing senior managers in the public service of Barbados. The overall objective is to present a balanced picture / broad view of each senior officer's strengths and developmental areas, based on reports from key persons with whom each officer interacts regularly. The report will provide a gap analysis of how the employee perceives himself /herself and how others see him / her. The recommendations would then be used as a catalyst for continuous growth and development of the officer's skills, competencies and behaviours, ultimately leading to improved service-wide productivity.

## Benefits

The 360-degree system is intended to provide a range of benefits both to the individual and to the organization including:

- a) Better communication with and among managers;
- b) Improved relations with colleagues;
- c) Increased motivation;
- d) Increased staff support for a culture of productivity;
- e) Enhanced efficiency;
- f) Improved management practices; and
- g) Strengthened ownership of and buy-in for the system.