

360 Performance Review Template for Upward Feedback



While 360 performance reviews are recommended to be conducted annually, it doesn’t necessarily have to work that way for your organization. 360 feedback can be given at various checkpoints—after completing a major project, to encourage an employee’s performance, drive learning and development, or on a more frequent basis.

A review process encompassing quarterly, mid-year, yearend, and 360 reviews ensure that you have a holistic view of your people, uncover blind spots, and offer better support.

Upward Feedback Questions

1. To what extent did this person impact your ability to achieve your goals?

✖
Never

👎
Rarely

😐
Frequently

👍
Very Frequently

👉
Almost Always

2. To what extent do they set and meet ambitious deadlines?

✖
Never

👎
Rarely

😐
Frequently

👍
Very Frequently

👉
Almost Always

3. To what extent did they exhibit and encourage the following values / behaviors in the last quarter? **These are samples, feel free to include those which align with your organizational values.*

JustDolt

1 2 3 4 5

RaiseTheBar

1 2 3 4 5

SpeedOverPerfection

1 2 3 4 5

Think10X

1 2 3 4 5

Collaboration


1 2 3 4 5

What specific examples can you share?


4. To what extent do they help improve the skills of people around them?
What specific examples can you share?


Never


Rarely


Frequently


Very Frequently


Almost Always

5. What are 1-2 strengths they demonstrate that positively contribute to the organization’s success? Give examples of when you saw these strengths demonstrated.

6. What are 1-2 areas of opportunity for them to increase their impact? Describe what increased impact could look like

7. What are 1-2 skills they need to further develop to be more effective in their role?
Share any suggestions you have on how these skills could be developed

Mesh’s flexible system enables you to match the frequency of your performance reviews to your organization’s needs.



Put this
template into
action using Mesh!

Book a free demo



	Promotion	Performance Grid	Self Score	Manager's Score	Peer Rating
	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>



Performance Grid		
Potential Gem	High Potential	Star
Inconsistent Player	Core Player	High Performer
Risk	Average	Solid Performer