

360 Assessment

Overview

A tool for your growth — not your evaluation.

TODAY'S AGENDA

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Why a 360? How it fits into ASCEND

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01 WHY A 360? HOW IT FITS INTO ASCEND

The 360 is your leadership mirror.

Before you can grow with your mentor, you need a clear picture of where you are. That's exactly what this does.

Results inform your mentorship goals — set together with your mentor in May.

Developmental, not evaluative

Focus is entirely on your growth. This is not connected to performance reviews.

Multi-perspective feedback

Draws from supervisors, peers, and colleagues to give you a rounded, objective view.

Reduces blind spots

Aggregated, anonymous feedback surfaces patterns you may not see on your own.

Fuels your mentorship work

Your 360 results become the foundation for the goals you pursue with your mentor.

01 WHAT YOU GAIN FROM 360 FEEDBACK

Comprehensive Feedback

Hear from the full circle of people you work with — not just one viewpoint.

Increased Self-Awareness

Understand how your leadership shows up in the eyes of others.

Targeted Development Plans

Pinpoint 2–3 focus areas to work on with your mentor throughout ASCEND.

Stronger Relationships & Communication

The process itself builds trust and opens dialogue with those around you.

02 COMPONENTS OF YOUR 360 ASSESSMENT

Self-Assessment

You'll reflect on your own strengths, development areas, and leadership style. This is your anchor — the lens through which you'll later compare what others see.

Manager Feedback

Your immediate supervisor shares their view of your performance, leadership capabilities, and communication.

Peer Feedback

Colleagues at a similar level provide insights on teamwork, collaboration, and how you show up in everyday interactions.

Direct Report Feedback

If you manage others, your direct reports share how you support, motivate, and lead your team. (Applicable participants only.)

02 SELECTING YOUR RATERS

Choose 5–8 people

Select people who see your leadership up close — not just those who know you well.

- Your immediate supervisor or manager
- At least 3 peers or cross-functional colleagues
- At least 2 direct reports (if applicable)
- Other colleagues who see your day-to-day work
- External partners or stakeholders (if relevant)

Tips for choosing well

Diversity > familiarity

Choose people who see different sides of you — not just your allies.

Recency matters

Prioritize people you've worked with in the past 12 months.

Challenge yourself

Include at least one person whose feedback might surprise you.

Don't overthink it

Good raters are colleagues who work alongside you regularly.

02 HOW TO TELL YOUR RATERS

Sample Message to Your Raters

"Hi [Name], I'm participating in a 360 feedback assessment as part of the PSA ASCEND Mentorship Program. I'd like to include your perspective.

You may receive a short survey asking for feedback on my leadership. Here's what to know:

- Your responses are completely anonymous and confidential
- This is for my development — not a performance evaluation
- Honest feedback is what I'm looking for most
- Participation is voluntary, but I'd truly value your input

Being selected for ASCEND is something I take seriously, and getting real feedback from people I work with is an important part of that. I appreciate your time."

03 CONFIDENTIALITY & DATA HANDLING

Anonymous Raters

All feedback from raters is fully anonymous. Individual responses are never identified — only aggregated results are shared.

Limited Access

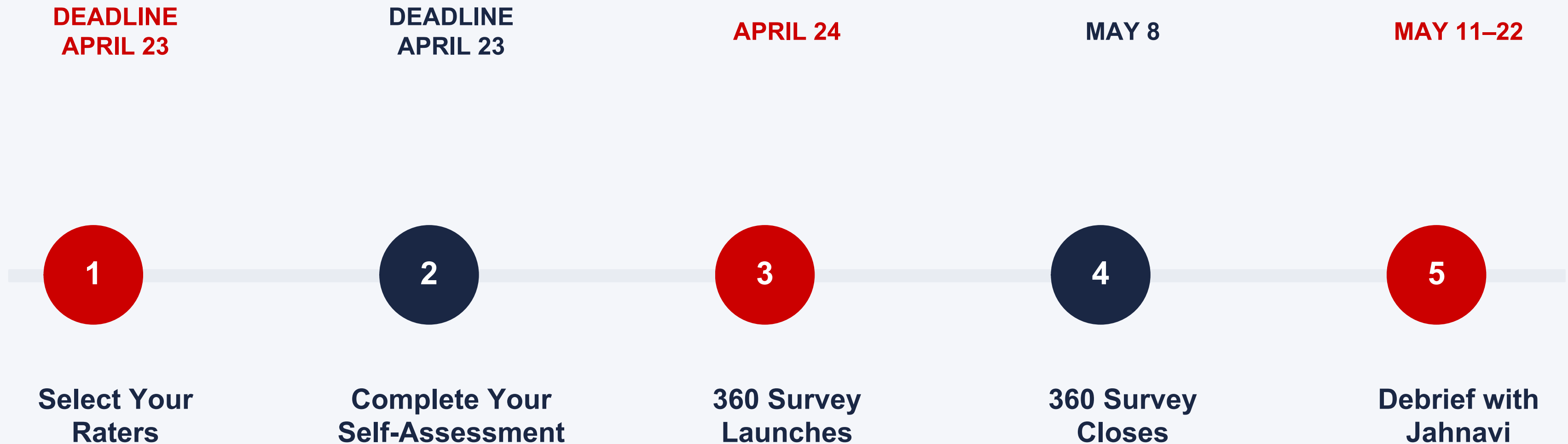
Your results are seen only by you and Jahnavi during your one-on-one debrief. No one else at PSA receives your individual report.

Secure Platform

Surveys are hosted on a dedicated, secure server. Data is handled in accordance with strict privacy protocols.

YOUR INDIVIDUAL REPORT WILL ONLY BE SHARED WITH YOU AND JAHNAVI DURING YOUR DEBRIEF SESSION.

04 PROCESS & TIMELINE



Critical Success Factors

- 85% minimum rater participation rate required
- Candid, growth-oriented responses from you and raters
- Immediate follow-through on your debrief insights

Risk Mitigation

- Buffer time built into the schedule for delays
- Automated reminders sent to non-responding raters

Questions?

We're here to make sure you feel confident going into your 360.

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