

360-Degree Feedback Questionnaire Template

Section 1: Self-Assessment Questions

Use for: All employees

Core Questions	Leadership Add-on
What are your key achievements in the last review cycle?	How have you influenced team or org-wide goals?
What areas could you improve in the next 3–6 months?	What leadership behaviors are you actively working on?
How do you typically respond to feedback?	How do you create a feedback culture for others?
How do you support your team's success?	How have you mentored or developed others recently?

Section 2: Peer Review Questions

Use for: Colleagues on the same team or project

Core Questions	For Senior Roles
How does this person collaborate with others?	How do they influence cross-functional collaboration?
How clearly do they communicate ideas?	Do they create space for others' voices in discussions?
What's one thing they consistently do well?	How do they build trust across teams?
What's one area they could grow in?	How do they handle peer-level disagreements or friction?

Section 3: Manager Feedback Questions

Use for: Manager(s) of the employee

Core Questions	Optional Prompts for Senior ICs
How does this person take ownership of their work?	How well do they operate independently in complex scenarios?
How do they handle pressure or shifting priorities?	Are they seen as a go-to expert by peers or leaders?
How open are they to feedback and coaching?	What is their reputation within their team/org?
What development opportunities would help them grow further?	How can we better support their advancement?

Section 4: Direct Report Questions (for employees who manage people)

Use for: People managers or team leads

Core Questions	Optional Prompts for Senior Managers
Does your manager give clear direction and feedback?	How do they align team goals with broader company strategy?
Do they make you feel safe bringing up concerns?	How do they foster psychological safety at scale?
How well do they support your growth and learning?	Do they effectively coach future leaders?
What could they do better as a manager?	How do they adapt their leadership across team needs?

Pro Tips for Admins

- For **entry-level employees**, focus more on communication, teamwork, and learning agility.
- For **mid-level ICs**, evaluate ownership, problem-solving, and initiative.
- For **leaders**, emphasize influence, people development, and cross-functional effectiveness.
- Mix **quantitative (rating)** and **qualitative (comment)** questions for richer insights.