



Exercise: Get started with 360 feedback in your team



360-feedback supports employee growth and strengthens team dynamics by bringing in multiple perspectives - not just traditional manager feedback. **Here's how to run a light-touch 360 degree feedback exercise that builds trust and supports continual improvement.**

Step 1: Model it yourself

Start by asking your team to give you upward feedback:

💬 "What's one thing I do well as your manager?"

💬 "What's one thing I could improve on?"

Step 2: Share your takeaways

Once you've received feedback, share what you've learned and how you'll respond:

💬 "Here's what I'm working on, based on your feedback."

Step 3: Set up peer feedback

Ask each team member to reflect on their colleagues. Use prompts like:

- ➡ What does this person do that strengthens the team?
- ➡ What's one behaviour they could improve to be even more effective?

Collect feedback informally or via a shared document. If possible, consider collecting it anonymously – even basic anonymity can help people share more openly. Keep it constructive and team focused. Clear instructions help avoid confusion and make sure feedback is meaningful.

This step teaches your team how to ask for and give feedback with other team members - helping everyone stay on the same page when it comes to performance expectations and team goals.

Step 4: Reflect and agree next steps

Encourage everyone to choose one action to focus on. Offer support and check in on progress over the next month. Following up is key to creating a useful development plan and showing that feedback matters.

When employees understand how feedback connects to their individual performance and development, they're more likely to engage with it and take action.

Ground rules to share with your team:

- ✓ Be kind, clear and specific
- ✓ Focus on behaviours, not personalities
- ✓ Assume positive intent



Tip: Start small. A one-question round can deliver meaningful feedback and boost confidence for future sessions.

Want to keep growing your team's potential?

Our Line Manager Essentials training includes even more tools for giving feedback effectively. Coaching your team on how to give and receive feedback well is a simple way to make this process even more effective.

And when you're ready to put your learning into action, **Breathe's performance management features** make it easy to turn everyday feedback into real growth.



[See how Breathe supports performance conversations](#)