

FEEDO INSIGHTS

360 Feedback Recommendation Report

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360 Degree Feedback

8 October 2026

3.0 / 4.0

Overall Score

100%

Completion Rate

7

Competency Areas

WHO TOOK PART

1

Self

1

Line Manager

2

Peers

2

Team

Prepared by MTD Training. This report adds to your Feedo report. It does not replace it.

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How To Read This Report

A 360 asks the people around you to score how often they see you do certain things at work. You score yourself on the same things. This report compares those views. It is not a test and there is no pass mark. It is a picture of how your work comes across to other people at one point in time.

Six people completed the questionnaire: you, your line manager, two peers and two members of your team. Your Feedo report calls your team 'Staff'. Each person scored 20 statements from 1 to 4. A 1 means you rarely show the behaviour. A 2 means you sometimes show it. A 3 means you often show it. A 4 means you show it consistently. There were also two written questions: what your greatest strengths are, and the one change that would make the biggest difference.

The statements are grouped into seven areas. Your respondent score is the average of everyone except you. All scores are rounded to one decimal place. The charts show each group separately, so you can see where they agree and where they do not.

The Strengths and Development tables use the scores from the Highs & Lows pages of your Feedo report. Those scores **include your own score** as well as everyone else's.

All your groups are small. Your line manager is one person. Your peers and your team are two people each, and only one peer and one team member wrote comments. With groups this small, one person's scores can move the average a lot. **Read each group's view as one view, not the final word.**

Keep In Mind

- Scores run from 1 (rarely shows this) to 4 (consistently shows this).
- A plus gap means others score you higher than you score yourself.
- Gaps of 0.2 or less either way are too small to matter.
- Your groups are small, so treat each one as one view.

Before You Read On

Some of this feedback may be hard to read. On two statements, at least one member of your team scored you a 1, which means rarely. That can sting, especially when people also say you are a good listener and easy to talk to. It may help to know that most of what is difficult in this report is something you have already said about yourself. Read the report through once, then put it down and come back to it the next day. Most people find it makes more sense the second time. You do not have to agree with all of it, and you do not have to act on all of it at once. The last page explains where to go if you would like more support.

Executive Summary

Your data is complete. **Everyone who was asked took part:** your line manager, two peers and two members of your team. Overall, the people around you score you 3.0 out of 4. You score yourself 2.8. That is a small gap, so on the whole you see yourself much as others see you. **Your strongest area is Communication & Giving Feedback**, where your respondents score you 3.3. Your highest-scoring behaviour is listening. You, your manager and your team all gave it the top score.

Your biggest development opportunity is how you manage your workload and hand work to others. Delegation is your lowest-scoring area, at 2.4. It is also the area where you score yourself furthest above how others see you. Your team asked for one clear change: agree check-in points when you hand something over, then leave them to get on with it.

Your self-scores tell a mixed story. **You see your weaknesses clearly.** Your manager gave you a 2 on managing your time, on prioritising and on dealing with underperformance. You gave yourself the same score on all three, and your own written comment names the same issues. Where your view is less accurate, **it runs in two directions.** You underrate how well you coach and develop people. You overrate how well you hand work over.

Your groups mostly agree with each other. Your manager and your team score you at almost the same level overall. Your manager scored you a 2 on six statements, and your team scored you 2.5 or lower on every one of them. **These six are the clearest signals in this report.** They fit together as one pattern. You take on too much, which leaves little time to plan ahead. When you do hand work over, you check in on it often. The fix is **a small number of habits, not a change in who you are.**

What This Report Tells You

- You see yourself much as others see you.
- Your manager and your team agree on your development areas.
- Your lowest scores connect to one cycle: taking on too much and checking in on what you hand over.
- You coach, listen and build trust better than you think.

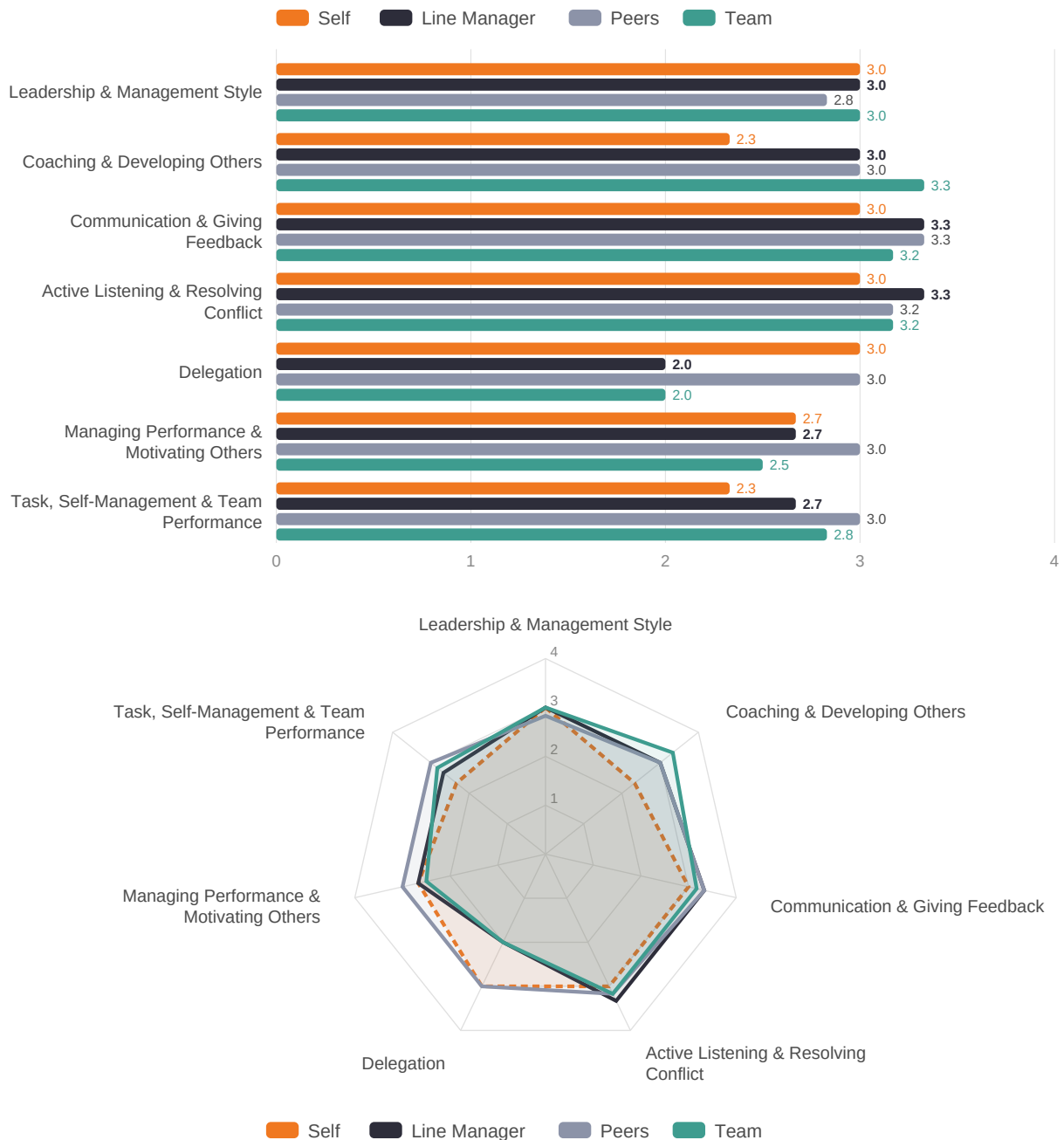
Competency Scores

Competency Area	Self	Respondents	Gap
Leadership & Management Style	3.0	2.9	-0.1
Coaching & Developing Others	2.3	3.1	+0.8
Communication & Giving Feedback	3.0	3.3	+0.3
Active Listening & Resolving Conflict	3.0	3.2	+0.2
Delegation	3.0	2.4	-0.6
Managing Performance & Motivating Others	2.7	2.7	0.0
Task, Self-Management & Team Performance	2.3	2.9	+0.6

Gap = respondent score minus your own score. A plus sign means others score you higher than you score yourself. Gaps of 0.2 or less either way are too small to mean anything, so they are shown in grey.

Score Comparison

Your respondent average combines three groups. The chart below shows each group's score for every area, next to your own. In most areas, **the bars for your manager, peers and team sit close together**. The clearest split is Delegation. The radar underneath shows the same scores as shapes: the further a line sits from the centre, the higher the score.



What To Look For

- Your manager, peers and team sit close together in most areas.
- The widest split is Delegation: 3.0 from your peers, 2.0 from your manager and your team.
- You score yourself lower than every group on Coaching & Developing Others and on Task, Self-Management & Team Performance.
- Delegation is where you score yourself furthest above your manager and your team.

Key Observations

Consistency Across Groups: Everyone Points To The Same Six Statements

Your groups see you in much the same way. When we average each group's scores across all 20 statements, your manager scores you 2.9, your team 2.9 and your peers 3.1. You score yourself 2.8. That is a narrow spread. It means the picture in this report **does not depend on whose view you trust**.

The agreement is clearest at the bottom of the scale. Your manager gave you a 2 on six statements, and nothing lower. Your team scored you 2.5 or lower on every one of those six. Your peers scored you 2.5 or 3 on them, which is at or below their usual level for you. The six are listed below, with your own score alongside.

Statement	Self	Manager	Peers	Team
Is seen as someone who balances short-term task delivery with a clear sense of longer-term direction for the team	3.0	2.0	2.5	2.5
Delegates tasks appropriately, matching responsibility to individual ability and experience	3.0	2.0	3.0	2.5
Provides clear guidance on what is expected when delegating, then allows people to get on with the task without micromanaging	3.0	2.0	3.0	1.5
Addresses underperformance promptly and constructively	2.0	2.0	2.5	1.5
Prioritises effectively focusing on what is genuinely important rather than just what feels urgent	2.0	2.0	3.0	2.0
Manages own time and workload effectively, remaining calm and in control under pressure	2.0	2.0	3.0	2.5
Average score across all 20 statements	2.8	2.9	3.1	2.9

These six are **the clearest development signals in your report**. They cover three things: managing your own time and priorities, handing work over, and dealing with underperformance. The sixth, balancing today's work with longer-term direction for your team, is what tends to suffer when the other three slip.

There is one place where the groups split. On Delegation, your peers score you 3, while your manager and your team both score you 2. Your peers are less likely to be the people you hand work to, so they see less of it. Your team and your manager see it most closely, and they agree.

The groups are small. Two team members and two peers took part, and only one of each wrote a comment. Even so, when your manager and your team score the same six things lowest, you should treat them as real. Note too that on two of the six, at least one member of your team scored you a 1.

Self-Awareness Pattern: You Already Know Most Of This

On many statements, your score and your manager's score are the same. You and your manager gave **the exact same score on 11 of the 20 statements**. On managing your time, on prioritising and on dealing with underperformance, you both gave a 2. On listening, you both gave a 4.

Your written comment says the same thing. You said you take on too much and end up firefighting. You said you do not always get to the longer-term planning you know you should be doing. You also said you need to tackle underperformance sooner, rather than hoping it will sort itself out. Those are almost exactly the lowest scores in your report. Your peer's comment, about taking everything on yourself, makes the same point.

This is a strength in itself. You do not need to be convinced that these areas matter. But it raises a harder question: if you already knew this, why has it not changed? **Knowing what to fix is not the same as fixing it.** It may be that the pressure of each day keeps winning over the plan. Be honest with yourself about this, because the actions in this report will compete with the same pressure.

Where your self-view is less accurate, it runs in two directions. You score yourself lower than others on coaching, on being a role model and on creating trust. You score yourself higher than others on handing work over. The next two observations look at each.

Potential Blind Spot: How You Hand Work Over

Delegation is the area with **the largest negative gap in your report**. You score yourself 3.0. Your respondents score you 2.4. It is the only area where your manager and your team both score you a full point below your own view.

The gap is widest on one statement: giving clear guidance when you delegate, then letting people get on with it without micromanaging. You gave yourself a 3. Your manager gave you a 2. Your team scored you 1.5, which means at least one of them scored you a 1. It is the joint lowest score your team gave you on any statement.

Your team member's comment explains what this feels like from their side. When you hand something over, you check in on it a lot. They read that as you not trusting them to get on with it. They asked for something simple: **agree check-in points at the start, then leave them to it in between.**

Your own comment shows why this may be a blind spot. You describe the problem as taking on too much. You do not mention how you hand work over, or how often you check in once you have. So **you may see this as a time problem, when your team sees it as a trust problem**. The two are linked. If handing work over does not free up your time, because you keep checking on it, delegating will feel like it does not work. Then you take more on yourself.

There is a contrast worth noticing. Your team gave you the top score for creating a climate of trust in which they can share ideas. So they trust you. What they are less sure of is **whether you trust them with the work**.

Hidden Strength: Coaching & Developing Others

Coaching & Developing Others has **the largest positive gap in your report**. You score yourself 2.3. Your respondents score you 3.1. Every group scored you higher than you scored yourself.

The gap is clearest on two statements. On coaching people rather than telling them what to do, you gave yourself a 2 and your team scored you 3.5. On using questions to help people find their own answers, you gave yourself a 2 and every group gave you a 3. People see you coach more often than you think you do.

This fits with the rest of your feedback. Your highest-scoring behaviour is listening. Your team member said they always come away feeling heard. Your manager and your team gave you the top score for being a role model, and for creating a climate where people feel able to share ideas. You gave yourself a 3 on both.

This matters because **these are the skills your development areas need**. Handing work over well depends on asking good questions and agreeing what a good result looks like. Dealing with underperformance depends on listening and on trust. You already have both. You may not be using them in those moments because you do not see them as strengths.

The practical step is to notice when you coach well, and then use the same approach on purpose when you hand work over or raise a problem.

How Your Lowest Scores Connect: The Workload Cycle

Your lowest scores are not separate problems. Read together with the comments, **they describe one cycle**.

It starts with taking on too much. You said this yourself, and your peer said the same. Your low scores on time and priorities follow from it. You, your manager and your team all scored you a 2 on focusing on what is important rather than what feels urgent.

When the day is full of urgent work, planning ahead is the first thing to go. That shows in your score for balancing short-term delivery with longer-term direction for the team. Your manager scored you a 2 on this, and your team and peers scored you 2.5.

When you do hand work over, you check in on it often. That may feel like staying on top of things. To your team, it feels like a lack of trust, and it does not save you time. So the work comes back to you, and the cycle starts again.

Underperformance may fit here too. It is the lowest-scoring statement in your report, and you said you tend to hope it will sort itself out. If you are not confident that a problem with someone's work will be dealt with, it makes sense to keep checking in, or to do the work yourself. Your team and peers also scored you 2.5 on giving feedback that is specific and well-timed.

One cycle needs one starting point. If you change how you hand work over, you free up time to plan, and you create regular moments to talk about performance. The Coaching Pointers start there.

Your Manager's One Word: Communication

Your manager answered both written questions with the same single word: communication. They named it as your greatest strength. They also named it as the one area that would make the biggest difference.

One word gives you very little to go on, and it looks like a contradiction. The scores help explain it. Your manager scored you a 4 on communicating messages clearly and checking they have been understood. That is one of only four top scores your manager gave you. But on giving feedback that is specific, well-timed and about behaviour, your manager scored you a 3, and your team and peers scored you 2.5. On dealing with underperformance, your manager scored you a 2.

So your manager may mean that you are clear when you share information, but less so in harder conversations. That would fit with the rest of your data. **But it is a guess.** Your manager may mean something else, such as how you communicate with them or with other teams.

Do not guess. Ask. When you talk to your manager about this report, ask two questions. What do you mean by communication as a strength? And what would you most like me to change about how I communicate? Write down their answers. A one-word comment from the person you report to is worth turning into something you can act on.

What The Observations Add Up To

- Your manager and your team see the same development areas.
- You already know most of what this report says. The task is to act on it.
- Your team sees a trust problem in how you hand work over, not only a time problem.
- You coach and listen better than you think. Use those skills in harder conversations.

Your Top 5 Strengths

Score	Behaviour	Competency Area
3.8	Listens attentively, using verbal and non-verbal signals that show genuine engagement	Active Listening & Resolving Conflict
3.6	Communicates messages clearly and checks that they have been understood	Communication & Giving Feedback
3.6	Acts as a role model for the standards and behaviours expected across the team	Leadership & Management Style
3.5	Creates a climate of trust in which team members feel able to contribute ideas openly	Task, Self-Management & Team Performance
3.3	Is seen as someone who checks assumptions and asks questions, rather than jumping to conclusions	Communication & Giving Feedback

These five strengths are about **how people feel when they work with you**. They feel listened to. They understand what you need from them. They see you living the standards you expect. They feel safe to share ideas. They see you ask questions before you judge. Your manager gave you the top score on four of the five.

The comments say the same. Your team member said you give them your full attention and they always come away feeling heard. They also said you are very clear about what you need from them and why it matters. Your peer described you as supportive, approachable and easy to talk to. You named the same things in your own comment: being approachable, listening, and holding yourself to the standards you expect of others.

Notice where you underrate yourself. You gave yourself a 3 on four of these five. Your manager and your team gave you a 4 on being a role model and on creating trust. You see yourself as approachable. Others see more than that: someone they trust and look to for an example.

These strengths matter most for your development areas. Each development area in this report involves a harder conversation: handing work over and stepping back, raising underperformance, giving specific feedback. People trust you and feel heard by you. That makes those conversations easier to have, because **the relationship is already strong**.

Use these strengths on purpose. When you hand work over, use your listening and questioning to agree what a good result looks like and when you will check in. When you need to raise a performance issue, start by asking questions, as your peers and team already see you do. Use your clear communication to set longer-term direction too. Tell your team where things are heading and why, in the same way you already explain what you need and why it matters.

Use These Strengths To

- Agree clear check-in points when you hand work over.
- Open harder conversations with questions, not conclusions.
- Explain longer-term direction as clearly as you explain today's tasks.
- Remember that your team trusts you. That makes feedback easier to hear.

Your Top 5 Development Areas

Score	Behaviour	Competency Area
2.0	Addresses underperformance promptly and constructively	Managing Performance & Motivating Others
2.3	Prioritises effectively focusing on what is genuinely important rather than just what feels urgent	Task, Self-Management & Team Performance
2.4	Manages own time and workload effectively, remaining calm and in control under pressure	Task, Self-Management & Team Performance
2.4	Provides clear guidance on what is expected when delegating, then allows people to get on with the task without micromanaging	Delegation
2.5	Is seen as someone who balances short-term task delivery with a clear sense of longer-term direction for the team	Leadership & Management Style

These five behaviours share one theme: **your time, and what you do with it**. Two are about managing your own time and priorities. One is about planning ahead for your team. One is about how you hand work over. One is about dealing with underperformance when it happens.

Be clear about how strong this signal is. This is not one person's view. Your manager scored all five a 2. Your team scored all five 2.5 or lower. You scored yourself a 2 on three of them, and you named time management and underperformance in your own comment. **This is the most consistent signal in your report.**

The most likely driver is that **you take on too much and try to keep control of it**. You said you take on too much. Your peer suggested you need more confidence in delegating. Your team said you check in a lot once you hand something over. Taking on too much leaves no time to plan. Checking in often means delegating does not free up that time. With no time and no plan, a performance problem is easy to put off.

Underperformance needs particular attention. It is your lowest-scoring behaviour, and at least one team member scored it a 1. You said you tend to hope it will sort itself out. Left alone, a performance problem usually grows, and the person involved does not get the chance to improve. It may also be part of why you check in so often. If you are not sure poor work will be dealt with, you keep watching it.

This matters for your effectiveness. While you are firefighting, you are doing the work rather than leading it. Your team trusts you, and they want to be trusted back. **Changing how you hand work over is the step that makes the rest possible.**

Focus Your Effort On

- Agreeing check-in points at the start of every handover.
- Protecting time each week to plan ahead.
- Raising performance issues within a week of noticing them.
- Giving feedback that is specific and well-timed.

Coaching Pointers

Do This First

- Book a meeting with your line manager to talk through this report.
- Agree check-in points up front on the next thing you hand over.
- Put a weekly 30-minute planning slot in your diary.
- Raise one performance issue you have been waiting on.

HIGH

Focus On Your Development Areas First

Your five lowest scores connect to one cycle: taking on too much, checking in on what you hand over, and running out of time to plan ahead or deal with performance. You do not need five separate fixes. **Start with the handover**, because that is where the cycle can break.

Your team told you what to do. Next time you hand something over, **agree three things before you walk away**. What does a good result look like? When is it due? When will we check in? Pick one or two check-in points, put them in both diaries, and do not check in between them. If you feel the urge to check, write the question down and save it for the agreed time.

At the same time, protect one slot each week to plan ahead. Thirty minutes is enough. Use it to look at the next month, not the next day. Ask yourself three questions. What is coming that my team needs to know about? What could I hand over? Where is someone's work slipping?

Before you start, be honest about one question: what makes you check in so often? It may be habit. It may be worry about the result. It may be that you have been let down before and the issue was not dealt with. Each answer needs a different response. If it is worry, agree a clearer brief at the start. If it is past problems, deal with them directly, using the third pointer below. Then ask yourself: if I stepped back from one task this week, what is the worst that could happen, and how likely is it?

HIGH**Calibrate Your Self-Awareness In Both Directions**

On most of your feedback, you see yourself the way others see you. You and your manager gave the exact same score on 11 of the 20 statements. That is a strong base. Where your view does differ, it differs in two directions, and each needs a different response.

You underrate how you coach and how people see you. You gave yourself a 2 on coaching rather than telling, and on using questions to help people find their own answers. Others scored you higher on both. You gave yourself a 3 on being a role model and on creating trust, where your manager and team gave you a 4. If you do not see these as strengths, you are less likely to use them on purpose. Ask yourself: if my team is right that I coach well, where could I use that more?

You overrate how you hand work over. You gave yourself a 3 on giving clear guidance and then stepping back. Your team scored you 1.5. Try this exercise. Think of the last three things you handed over. For each one, count how many times you checked in before it was due. Then ask: did we agree those check-ins at the start? If the answer is no, that is what your team is describing.

The point is not that you are wrong about yourself. The person who checks in often feels they are helping. The person being checked on can feel they are not trusted. Both can be true at once. Your job is to **close the gap between what you intend and what your team experiences.**

HIGH**Deal With Underperformance Sooner**

Addressing underperformance promptly is the lowest-scoring behaviour in your report. Every group scored it 2.5 or lower, and you scored yourself a 2. You also wrote that you tend to hope it will sort itself out. **You already know this one. What you need is a way to act on it.**

Set yourself a simple rule. When you notice a problem with someone's work, **raise it within one week.** Do not wait for it to get bigger or for a better moment. Early conversations are shorter and easier, because the issue is still small.

Keep the conversation about behaviour. Your team and peers scored you 2.5 on giving feedback that is specific, well-timed and about behaviour. So prepare three things before you start: **what you saw, the effect it had, and what you need instead.** Then use your strengths. Your peers and team already score you well for checking assumptions, so open with a question such as 'What is getting in the way?' and listen to the answer. End by agreeing one clear next step and a date to review it.

Notice what usually stops you. If it is worry about damaging the relationship, your data suggests the relationship is strong. Your team trusts you and feels heard by you. A clear, fair conversation is more likely to protect that trust than to harm it. Ask yourself: is there a performance issue in my team right now that I have been waiting on? If so, that is your first conversation.

MEDIUM

Use Your Listening Strength On Purpose

Listening is your highest-scoring behaviour. You, your manager and your team all gave it the top score. Your team member said they always come away feeling heard. Add your scores for coaching and for checking assumptions, and you have a clear strength in how you talk with people one to one.

Use it in three places where your development areas need it. **First, handovers.** Instead of telling someone what to do and then checking on it, ask questions at the start. How would you go about this? What help will you need? When should we check in? This turns a handover into a short coaching conversation, and it shows your team you trust their thinking.

Second, performance conversations. Listening is what makes a hard conversation fair. You already know how to give someone your full attention. Do the same when the topic is difficult.

Third, setting direction. Your team said you are very clear about what you need from them and why it matters. Your manager scored you a 4 on communicating clearly. Use the same clarity for the longer term. Once a month, tell your team where things are heading, what is coming up and why it matters. This tackles one of your six lowest-scoring statements using one of your best.

Ask yourself: in which conversations do I listen well, and in which do I switch to telling? The answer will show you where to start.

MEDIUM

Seek Feedback Between Now & Your Next Review

Your feedback has a gap you can close quickly. Only one team member and one peer wrote comments, and your manager wrote one word for each question. You have scores, but not much detail on what people want to see. Ongoing feedback will fill that in.

Start with your manager. Ask what they meant by communication, both as a strength and as an area to develop. Then ask: what would you need to see from me to score my delegation a 3? Write down their answers word for word. They become your targets.

Then ask your team, little and often. After each handover, ask the person one question: **did that feel like the right amount of checking in?** It takes a minute. It shows them you heard their feedback, and it tells you whether the change is working.

Ask one peer too. Your peer suggested you need more confidence in delegating. Ask them to tell you when they see you take on something you could have handed over. They may spot it before you do, because they are not inside your workload.

Keep it light and regular. Monthly is enough for your manager and your peer. Notice how you react when the feedback is not what you hoped. Thank people for it, especially when it is hard to hear. That is how you keep it coming.

Your 30 / 60 / 90 Day Action Plan

The actions below come directly from your feedback data. They are not general management tips. Each one links to a specific finding in your 360 results, and **every action is something you do at work**, in your normal role, with the people around you. The plan starts with the change your team asked for: agreeing check-in points when you hand work over. That is the step most likely to free up time for everything else, including planning ahead and dealing with performance early.

Several actions involve your line manager and the colleagues who completed your feedback. They gave their time to help you develop. In most cases, they will welcome the chance to support you further and to see that their input has made a difference. The last column tells you what success looks like for each action, so you can tick it off rather than guess.

Action	By When	How You Will Know It Has Worked
Next 30 Days		
Book a 45-minute meeting with your line manager to discuss this report. Ask what they meant by 'communication' as both a strength and an area to develop. Ask what they would need to see from you to score your delegation a 3.	Week 2	You have written notes, in your manager's words, on what they meant and what a 3 looks like.
For the next three pieces of work you hand over, agree the result, the deadline and one or two check-in points at the start. Do not check in between them.	By day 30	Three handovers done this way, and you kept to the agreed check-ins on each.
Book a 30-minute planning slot in your diary each week. Use it to look at the month ahead, not the day ahead.	Week 1, then weekly	The slot is in your diary and you have kept at least three of the four.
List everything on your plate for one week. Mark each item someone in your team could do instead.	Week 3	You have a list with at least three items you could hand over.
Days 31 To 60		
Hand over at least two items from your list as whole pieces of work, using the same agreement. Ask each person afterwards: did that feel like the right amount of checking in?	Day 45	Both items were finished without you stepping in between check-ins, and you have each person's answer.
Raise one performance issue you have been waiting on. Prepare what you saw, its effect and what you need instead. Agree one next step and a review date.	Day 45	The conversation has happened and the review date is in both diaries.
Use your planning slot to write a short plan for the next three months. Share it with your team: where things are heading, what is coming and why.	Day 60	Your team can tell you the top priorities for the next three months.

Action	By When	How You Will Know It Has Worked
Ask one peer who completed your feedback to tell you when they see you take on work you could have handed over.	Day 60	The peer has given you at least one example, and you have written it down.
Days 61 To 90		
Ask your team two questions: 'Do you feel trusted to get on with the work I hand over?' and 'Do I deal with problems quickly enough?'	Day 75	You have both team members' answers written down.
Meet your manager to review the points you agreed in month one. Ask what they are now seeing and what is still missing.	Day 85	Your manager can name at least one change they have noticed.
Score yourself again on the six statements where your manager scored you a 2. Compare your scores with this report.	Day 90	You can see where you have moved and where you have not.
Agree with your manager a date for a follow-up 360 with the same respondents.	Day 90	A date is agreed and in the diary.

Keep On Track

- Keep this table somewhere you will see it every week.
- Tick off an action only when the last column is true.
- Protect your weekly planning slot first. The rest depends on it.
- Check your progress with your manager at day 85.

Development does not happen in 90 days. What this plan gives you is a structured start. It turns what you already know about yourself into habits you can see and check. You already have something many managers work hard to build: a team that trusts you, feels heard by you and sees you as a role model. The work ahead is not about changing who you are. It is about trusting your team with the work in the same way they trust you, and using the time that frees up to plan ahead and deal with problems early. Come back to this report in three months and ask yourself honestly: **what has changed, who has noticed, and what is the next step?**

Your Next Step

This report gives you a clear starting point, and your 30 / 60 / 90 day plan sets out what to work on first. Take both into your next one-to-one with your line manager and use them to shape that conversation.

Looking For More Support?

If you are looking for additional support, or a training course that can help you with your development goals, reply to the email this report came with and a member of our L&D team will be in touch.