

# Family 360 Feedback 2020

LOVE = BEING CURIOUS/HUMBLE ENOUGH TO ASK & INTENTIONAL ENOUGH TO LISTEN/UNDERSTAND/LEARN

\_\_\_\_\_ (family member) experience/think \_\_\_\_\_ (family member)

## 1. Is **PATIENT & CURIOUS** with other family members

- Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

## 2. Helps **CREATE** or **PARTICIPATE** in enjoyable family traditions

- Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

## 3. Solves problems without getting **ANGRY** or keeping **SILENT**

- Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

## 4. Says **"I LOVE YOU"** often enough

- Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

## 5. Is **KIND** to family members, uses a **KIND** voice when speaking

- Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

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**6. Takes time for PERSONAL CONVERSATIONS – TALKS to family members about important EVENTS, ACTIVITIES & INTERESTS (w/out smart phone nearby)**

Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

**7. ENCOURAGES family members to KEEP TRYING when they are having trouble accomplishing a task (sees others as fully capable & full of potential)**

Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

**8. Keeps PROMISES**

Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

**9. APOLOGIZES when he/she has done something wrong or has hurt others**

Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

**10. SHARES home chores fairly – cares about CONTRIBUTING to the family**

Needs significant attention     Needs some attention     Acceptable     More than acceptable     Significant strength

Other (please specify) \_\_\_\_\_

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List 1 or 2 things you appreciate about this person:

List 1 or 2 things you want this person to do less of (stop doing):

### 3-STEP APPROACH TO CONDUCT THE FAMILY 360

**Family 360 Feedback:** A practical tool for leaders of the family to “check-in” (practice curiosity) with the whole family ...you can decide for yourself if or how you would like to use the tool...I use it as an end of summer family tradition...in addition to the obvious parental intel & increased awareness that it surfaces, the exercise seems to be a powerful way to help the kids feel stronger (because of their solid family connection - a "source of certainty") as they face the perceived uncertainty of starting a new school year.

#### Step 1: explain your intention for doing the 360

example intention: intended to promote a healthy discussion based on you being curious and inviting the family to share their individual experience of each family member...  
e.g., *"Your Mom & I take our role responsibility, as your parents, very seriously - nothing matters more to us than you kids & we want to check and see how we can do better raising you and building a healthy family environment....we can't read your minds so its important that we check-in with you and ask for feedback to learn/understand your point of view better re."*

- what matters most to each of us?
- how each of us is experiencing our interactions with each of us?
- what each of us would like to see more/less of from each other?
- they will value being asked - they will value HOW thoughtfully you listen - they will appreciate that you are curious enough and value the family individually & collectively enough to make time for this kind of exchange

#### Step 2: process for filling out the 360

hand out printed copies of the survey - one set of surveys for each family member (if there are 5 family members then you need to print out 5 sets of 4 per person to fill out = 20 copies total...you don't fill one out about yourself)...each person fills out one survey for each of the other family members individually (circle rankings and add bullet points or sentences to articulate thoughts that will be shared & discussed)

- some kids might say *"why bother, nothing's gonna change?"*...I respond with *"well, we can't work on what we don't notice & your mother and I want to learn from this - I promise that being more aware will increase likelihood for things to keep improving and if they don't improve for you, you have every right to tell us"* (if you have previous years examples of how the discussion has raised your adult awareness and behavior and you share it to demonstrate how it does have an impact, the kids will have tangible examples of how impactful it can be...good to know and get ahead of the logical skepticism/question of "what diff will this make")
- sometimes the kids will say *"oh great, I like this - I get to judge people with out getting in trouble"*...lol 10 yr old quote
- *"sure, that's one way of looking at it...its really more about sharing vs judging...your mother and I want you to feel very comfortable telling us (and each other) what you really think/feel about how we're doing on the 10 questions"*

#### Step 3: process for sharing & discussing the 360 feedback...NOT "solving" yet, just listening to understand

- family gathers together to share and discuss results of the handwritten survey
- each family member gets the surveys handed to them, that are about them
- before the first person starts, explain that this is mostly an ACTIVE LISTENING exercise (no interruptions, no being defensive and trying to talk the other person out of their feelings/experience of you)...a clarifying question to make sure you understand their POV is ok after they are done telling you what they think but it can NOT be a leading/defending kind of question either (pretending to ask for clarification...like *"do you feel that way because you're just a big wussy?"* would not be helpful)
- one family member at a time goes through all 10 questions about themselves, before the next person goes. whoever's turn it is goes through one question at a time reading the answers to #1 from each of their surveys before moving onto #2, etc

it is always a fascinating conversation - learning about how each family member sees things differently and appreciates certain things, is disappointed by other things, etc - all great feedback to be able to do something about if you wish (or not)

PS. I tell myself not to let any “perfectionist” tendencies get me too side-tracked or distracted by the formatting of the doc or turning this into an online survey-monkey and overcomplicating the survey process - its not about the survey tool itself - its about the quality of the conversation - asking the questions, listening and learning.