

# 360 REFLECTIONS

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**Step 1:** Read all of your 360 data, one response at a time. As you are reading, please make notes about any insights, reflections, or noticings you have. Write one survey responder's name per box and organize your observations accordingly.


**Step 2:** Now, reflect on the themes you hear across all the responses. Write one sentence per category below that sums those up. Use the third person to describe yourself.

*Energizes . . .*

*Depletes . . .*

*Strengths . . .*

*Impact . .*

*Wishes . . .*

**Step 3:** Look at the notes you made on the previous page, and choose the three most relevant themes or “a-ha’s” you had in this 360 reflection. Write these below.

1.

2.

3.

**Step 4:** Share the themes above with a partner and discuss the following questions:

What were the themes? Why are they important?

How did they make you feel?

What was surprising?

What are the implications of these for your leadership?

Step 5: Finally, answer this question in the space below: **What are the next elegant steps to turn your insights into action?** If it's helpful, you can refer back to your Purpose Statement from Retreat 1.