

360-Degree Peer Review

A 360-degree peer review worksheet is a powerful tool for young leaders to gather constructive feedback from colleagues, subordinates, and supervisors, helping them understand their strengths and areas for growth. Below are concise and actionable 360 review worksheet tailored for young leaders, focusing on key leadership traits and challenges like emotional intelligence, adaptability, and collaboration. This worksheet can be distributed to peers, direct reports, and managers to provide well-rounded insights.

How Young Leaders Can Use This Worksheet

1. **Distribute to Stakeholders:** Share the worksheet with 5–10 people, including peers, direct reports, and at least one manager, to get diverse perspectives.
2. **Collect and Analyze Feedback:** Look for patterns—consistent strengths to leverage and recurring areas for improvement to address.
3. **Set Development Goals:** Use tools like Personal OKRs or the GROW Model (from the earlier infographic) to create actionable goals. For example, if feedback highlights a need for better delegation, an OKR might be:
Objective: “Improve delegation skills”; *Key Results:* “Delegate 3 tasks this month and check in weekly to ensure success.”
4. **Follow Up:** After 3–6 months, check in with reviewers to see if they’ve noticed growth, and repeat the process annually to track progress.

This worksheet zeros in on traits young leaders need most in 2025—like EQ, tech-savviness, and purpose—while encouraging specific, actionable feedback.

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360-Degree Peer Review Worksheet for Young Professionals

Instructions for Reviewers:

Thank you for providing feedback for [Name]. Your honest and constructive input will help them grow as a leader. Please rate their performance on a scale of 1–5 (1 = Needs Significant Improvement, 5 = Exceptional) and provide specific examples or comments for each trait. All responses are confidential and will be used for development purposes only.

Young Professional's Name: _____

Reviewer's Role (e.g., Peer, Direct Report, Manager): _____

Date: _____

Part 1: Leadership Trait Assessment

Rate the leader on the following traits and provide a brief example or comment to support your rating.

Trait	Rating (1–5)	Comments/Example
Adaptability	_____	How well do they handle change or unexpected challenges? (e.g., "They quickly pivoted our project plan when a client changed requirements.")
Emotional Intelligence	_____	Do they show empathy and manage emotions effectively? (e.g., "They listened to my concerns during a stressful week and adjusted my workload.")
Communication Skills	_____	Are they clear, concise, and open to feedback? (e.g., "Their presentations are engaging, but they could improve at summarizing key points.")
Collaboration	_____	Do they foster teamwork and inclusivity? (e.g., "They always ensure everyone's ideas are heard in meetings.")
Growth Mindset	_____	Are they open to learning and feedback? (e.g., "They sought feedback after a failed pitch and applied it to the next one.")
Authenticity	_____	Do they lead with transparency and integrity? (e.g., "They admitted a mistake in a project timeline, which built trust.")
Resilience	_____	How do they handle setbacks or stress? (e.g., "They stayed calm when we missed a deadline and rallied the team to recover.")
Tech-Savviness	_____	Are they effective in using tech tools to lead? (e.g., "They introduced a new project management tool that streamlined our workflow.")
Visionary Thinking	_____	Do they inspire with a clear vision? (e.g., "They connected our project to the company's mission, which motivated the team.")
Purpose-Driven Leadership	_____	Do they tie work to meaningful goals? (e.g., "They emphasized how our work supports sustainability, which aligned with my values.")

Part 2: Open-Ended Feedback

Answer the following questions to provide deeper insights into the young leader's performance.

- 1. What is one thing this leader does exceptionally well that you appreciate?**
(e.g., "I appreciate how they check in on the team's well-being during busy periods—it shows they care.")
- 2. What is one area where they could improve to be more effective as a leader?**
(e.g., "They could delegate more instead of taking on too many tasks themselves.")
- 3. How well does this leader embody the catchphrase "Slay the day, not the team" (balancing productivity with empathy)?**
(e.g., "They push us to meet deadlines but sometimes forget to check if we're overwhelmed.")
- 4. Describe a specific situation where this leader demonstrated strong emotional intelligence—or where they could have used more EQ.**
(e.g., "When a team member missed a deliverable, they handled it with empathy by understanding their personal challenges and adjusting expectations.")
- 5. What advice would you give this leader to help them grow in the next 6 months?**
(e.g., "Focus on giving more constructive feedback during one-on-ones to help us improve.")

Part 3: Overall Assessment

- Overall, how would you rate this leader's effectiveness? (1-5)**
1 = Needs Significant Improvement, 5 = Exceptional
Rating: _____
- Would you feel confident following this leader on a challenging project? Why or why not?**
(e.g., "Yes, because they're approachable and solution-focused, but I'd like to see them delegate more.")

Optional:

If you have any additional comments or suggestions for [Name], please share them here:

People use frameworks like SWOT, SOAR, and NOISE as structured ways to analyze situations, plan strategies, and foster personal or organizational growth. Each tool serves a distinct purpose, catering to different needs, mindsets, and contexts. Let's break down why people use each one, especially in the context of young leaders developing themselves.

SWOT (Strengths, Weaknesses, Opportunities, Threats)

Why It's Used:

SWOT is a classic, widely used framework because it's simple, versatile, and provides a balanced snapshot of internal and external factors.

- **Clarity and Simplicity:** It breaks down complex situations into four clear categories, making it easy for young leaders to assess their current state. For example, a leader might identify their strength as strong communication, a weakness as inexperience, an opportunity like a new company project, and a threat like industry competition.
- **Holistic View:** It combines internal analysis (strengths and weaknesses) with external factors (opportunities and threats), helping leaders see both their personal capabilities and the broader environment.
- **Strategic Planning:** SWOT is often used to kick off planning sessions because it highlights areas to leverage (strengths and opportunities) and risks to mitigate (weaknesses and threats). A young leader might use it to decide whether to take on a new role by weighing their skills against market demands.
- **Universal Application:** It works for individuals, teams, and organizations, making it a go-to for everything from personal development to business strategy.

Why Young Leaders Use It: Young leaders often start with SWOT because it's a familiar, foundational tool taught in schools and early career programs. It helps them gain confidence in analyzing their leadership readiness while identifying gaps to address, like needing more experience or navigating workplace dynamics.

SOAR (Strengths, Opportunities, Aspirations, Results)

Why It's Used:

SOAR is a more positive, forward-looking alternative to SWOT, rooted in appreciative inquiry—a method that focuses on what's working well and how to amplify it.

- **Positive Framing:** Unlike SWOT, which emphasizes weaknesses and threats, SOAR focuses on strengths, opportunities, aspirations (what you want to achieve), and results (how to measure success). This resonates with young leaders who want inspiration over criticism, especially when they're battling imposter syndrome.
- **Vision-Driven:** It encourages leaders to dream big and align their strengths with their goals. For instance, a young leader might use SOAR to identify their strength in tech-savviness, an opportunity in a new AI project, an aspiration to lead innovation, and a result like launching a product by year-end.
- **Team Engagement:** SOAR is often used in collaborative settings because it fosters optimism and collective vision-building. A young leader might use it in a team meeting to align everyone around a shared goal, boosting morale.
- **Action-Oriented:** By focusing on aspirations and results, SOAR pushes leaders to move from reflection to action, which aligns with the proactive mindset of Millennials and Gen Z.

Why Young Leaders Use It: Young leaders gravitate toward SOAR because it matches their desire for purpose-driven work—79% of Millennials want meaning in their roles. It helps them focus on what they're good at and what excites them, reducing self-doubt and fueling motivation.

NOISE (Needs, Opportunities, Improvements, Strengths, Exceptions)

Why It's Used:

NOISE is a practical, solution-focused framework that reframes challenges in a constructive way, making it a good fit for leaders who want actionable insights without negativity.

- **Constructive Approach:** Instead of labeling deficits as “weaknesses,” NOISE uses “needs” and “improvements,” which feel less judgmental. For example, a young leader might identify a need for better time management, an opportunity in a new productivity tool, and an improvement like setting clearer priorities.
- **Balanced Analysis:** It pairs strengths with opportunities while addressing gaps, ensuring a well-rounded perspective. The “exceptions” category also allows for nuance—acknowledging unique circumstances like a heavy workload that might affect performance.
- **Problem-Solving Focus:** NOISE is designed to turn challenges into solutions. A young leader struggling with public speaking might use NOISE to identify this as a need, find an opportunity in a workshop, and plan an improvement like practicing weekly.
- **Flexibility:** It can be applied to personal growth, team dynamics, or project planning, making it versatile for leaders at any level.

Why Young Leaders Use It: Young leaders often face time management and credibility challenges. NOISE helps them address these practically—without feeling overwhelmed—by focusing on actionable steps and leveraging their strengths, like adaptability or tech fluency.

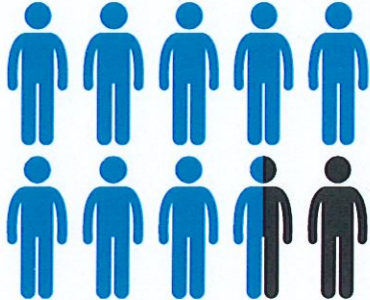
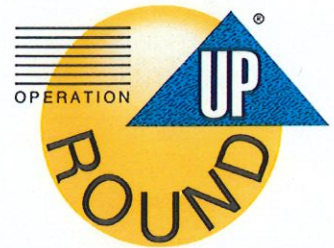
Comparison and Context for Use

- **SWOT** is best for a quick, balanced snapshot—great for young leaders starting out or facing a specific decision, like whether to take on a new role. It's about understanding where you stand.
- **SOAR** is ideal for vision-setting and motivation, perfect for leaders who want to inspire themselves or their teams toward a bold future, like launching an innovative project.
- **NOISE** suits those who want practical, actionable steps to improve without feeling judged—helpful for young leaders tackling specific challenges like time management or building credibility.

Why These Tools Matter for Young Leaders:

Young leaders often juggle multiple challenges—69% feel their leadership skills aren't being developed, and they face skepticism due to their age. These frameworks offer structure to navigate those challenges: SWOT for a baseline, SOAR for inspiration, NOISE for actionable growth, and PESTLE for strategic awareness. They cater to the modern need for adaptability, purpose, and big-picture thinking, helping young leaders grow into roles where they can drive change—like addressing the lack of diversity (32% women in leadership) or low engagement (23% of employees).

DOING GREAT THINGS TOGETHER

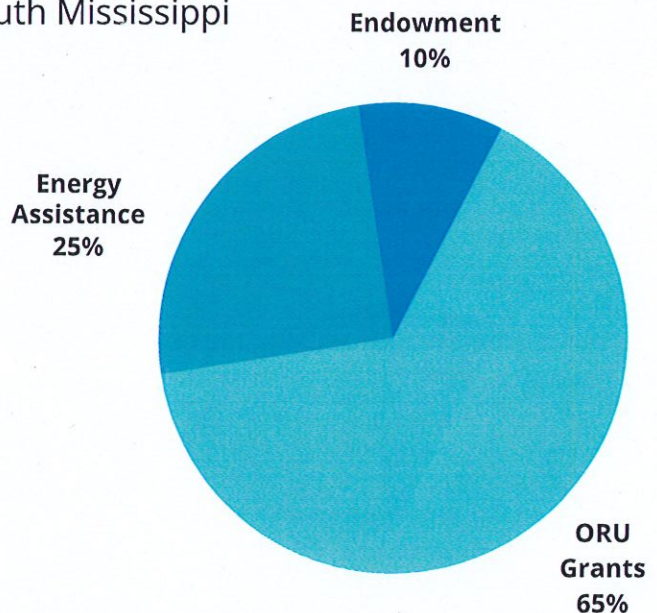


85% of Coast Electric members participate in the Operation Round Up (ORU) program by simply rounding up their monthly electric bill to the nearest dollar. Their generous contributions help to improve the quality of life within the communities of Hancock, Harrison and Pearl River Counties.

Allocations of member contributions since 2019:

- 65% ORU Grants
 - Managed in partnership with Gulf Coast Community Foundation
 - 214 Grants
 - \$1,607,387.27

- 25% Share Your Blessings Energy Assistance
 - Managed by Catholic Charities of South Mississippi
 - \$639,578.43
 - Hancock County
 - 507 Members
 - \$115,570.92
 - Harrison County
 - 1,774 Members
 - \$456,684.73
 - Pearl River County
 - 221 Members
 - \$67,322.78



- 10% Endowment
 - Managed in partnership with Gulf Coast Community Foundation
 - \$235,497.01



**COAST ELECTRIC
COMMUNITY TRUST**
Making Life Better



Catholic
Charities
of South Mississippi

