

360 Developmental Review Template

Today's "best places to work" prioritize their employees' long-term success and career growth. With over half of HR teams expecting to dedicate more budget to employee development, corporate investment in development programs is at an all-time high, and for a good reason.

But without a formalized process, development can feel ambiguous and undefined. Fortunately, tools like **360 developmental reviews** provide much-needed structure to the field of employee development. On the following pages, you'll find helpful templates that employees, managers, and peers can use to share constructive feedback focused on career growth.

For more reviews resources, check out our [Goals Review Template](#) and [Review Question Bank](#). To learn how Lattice makes running each of these performance reviews even easier, schedule a [product tour](#).



Put this template into action

Join the **2,000+ organizations** that use Lattice to help power their People strategy.

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Collaboration	72	84	88	98	84
Feeling valued	84	81	88	55	35
Team culture	70	80	98	80	81
Management	55	35	72	72	72
Commitment	84	72	98	80	70

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Lattice APP
Public praise was submitted in Lattice

Adrian received public praise from Luc!

You handled that tough customer conversation today like a PRO! So glad to have you on the team!

Chen Wood, Carry Water

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Self-Review

1. Which 2-3 of your strengths would you like to build on in the coming months? Use examples from your recent work to illustrate why.

2. What were your most significant accomplishments during the performance period?

3. Where, if at all, did you feel that you fell short of expectations during the performance period? What happened, and what was the impact?

4. What 2-3 areas of development would most help you grow in your role or in your team in the coming performance period?

5. Are there any specific projects, tasks, or responsibilities that you could take on to move toward your career goals?

Review of Direct Report (Downward Review)

1. Which 2-3 of this person's strengths would you encourage them to build in the coming months? Use examples from recent work to illustrate why.

2. What were this person's most significant accomplishments during the performance period?

3. Where, if at all, did this person fall short of expectations during the performance period? How did they fall short, and what was the impact?

4. What 2-3 areas of development would most help this person grow in their role, team, department or company in the coming performance period?

5. Are there any specific projects, tasks, or responsibilities this person could take on to move toward their career goals?

Peer Review

1. Which 2-3 of this person's strengths would you encourage them to build on in the coming months?

2. What kind of impact did this person have on you and your work during the performance period?

3. What 1-2 suggestions would you give this person that would have the greatest positive impact on how you work together?