



EARTHE

Activity 2

Digital toolkit for innovative curriculum and methodological development

Module 1 – Growth Mindset

Method 5 – 360 Feedback



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Method 5. - 360° Feedback

Soft skill focus

This method promotes openness to constructive criticism, self-awareness, and the ability to use feedback as a tool for continuous personal and professional growth.

Learning outcomes

By the end of this activity, learners will be able to:

- Solicit and receive feedback from multiple perspectives without defensiveness.
- Identify strengths and development areas from feedback data.
- Develop an action plan based on constructive feedback.
- Demonstrate a willingness to adjust behaviours and strategies to improve performance.

Target group

Age: 20+ (adult learners)

Gender: All

Level of studies: Secondary education, vocational training, or higher education

Status: Employed / unemployed / seeking employment

Fewer opportunities: Particularly useful for individuals with limited access to structured performance reviews or those who lack confidence in seeking feedback.

This method is highly relevant for learners who wish to integrate personal reflection with external perspectives to accelerate development.

Method description

The 360° feedback method involves gathering structured feedback from peers, supervisors, and sometimes subordinates or clients, providing a comprehensive view of a learner's behaviours, skills, and attitudes. The process emphasises constructive analysis and growth-oriented action planning.



Implementation instructions

Timeline: 2–3 hours (spread across two sessions if needed).

No. of participants: 6–15 learners.

Necessary materials: Feedback forms (digital or printed), pens, feedback summary sheets, facilitator guide.

Space: Classroom, training room, or secure online feedback platform.

Implementation in 5 steps

Step 1 – Introduction to Feedback Culture

Facilitator introduces the concept of 360° feedback, highlighting its value in developing a growth mindset and stressing confidentiality, respect, and constructive tone.

Step 2 – Preparing Feedback Forms

Participants receive or design structured feedback forms focusing on key behaviours (e.g., collaboration, adaptability, communication) and examples of growth mindset indicators.

Step 3 – Collecting Feedback

Each participant selects 3–5 colleagues or peers to provide feedback. This can be done anonymously to encourage honesty. Feedback is collected over a set period (e.g., one week).

Step 4 – Reviewing and Reflecting

Participants receive their compiled feedback, review it privately, and identify common themes, surprises, and opportunities for improvement.

Step 5 – Action Planning

Learners create a personal development plan that includes specific steps to address weaknesses and leverage strengths. Facilitator supports with strategies for implementation.

Practical tips

Tip 1 – Ensure feedback remains specific, behavioural, and constructive — not personal.

Tip 2 – Use anonymity to encourage honesty while maintaining accountability.

Tip 3 – Follow up after a set period to review progress on the action plan.



Debriefing questions

Question 1 – What feedback surprised you the most, and why?

Question 2 – How can you turn your identified areas for improvement into actionable goals?

Question 3 – How did receiving this feedback affect your perspective on your abilities and growth potential?

Practical description sheet

Title: 360° Feedback – Growth Mindset

Purpose: To build self-awareness and adaptability by gathering and applying constructive feedback from multiple perspectives.

Duration: 2–3 hours (may be split into sessions)

Format: Individual feedback collection with facilitator guidance

Core Steps: Introduce concept → Prepare forms → Collect feedback → Reflect → Action plan

Materials: Feedback forms, summary sheets, facilitator guide

Key Benefits: Encourages openness, transforms criticism into learning opportunities, builds long-term development habits.