



Cultivating a Feedback Culture

Powered by AI
MyMentor Insights



mymentor
Insights.

Design.



Create online and PDF reports with an empty canvas.

Interact.



Make results more engaging with interactive debrief sessions.

Develop.



Take advantage of our AI-powered action planner.



01 Foster a Feedback Culture

“It’s not compliance, it’s commitment”. Most organizations conduct feedback surveys like 360 leadership reviews and employee performance reviews because it's *expected* of them. But how many truly understand the outcome of feedback surveys?

Many believe feedback surveys are designed to *understand* their people and their organization, which is true. But **feedback without action** does more damage than no feedback at all. Why give people a voice when they're not going to feel heard? What is development without action?

Its time to ditch the belief that individual development is a HR-responsibility. It's a **Self-Responsibility**, HR should only be there to facilitate the process.



GET RID OF THE "FEAR"

MyMentor makes individual development non-confrontational.



IT'S A LEARNING PROCESS

Allow individuals to learn about themselves, at their own rate with any judgement.



TAKE CHARGE

Give them control over their development and watch them blossom.

02 Develop

The purpose of MyMentor Insights is to **foster a sustainable feedback culture** that is led by individual employees and leaders.

MyMentor provides HR the tools to orchestrate, but the spotlight is on each individual and their innate desire to develop, both as professionals, and as individuals.

Developing **People**, Not a Task, but Culture



01

Creating a sustainable feedback culture begins with setting a **timeline**. Should our leadership development surveys go out first? Then employee performance reviews? Or vice versa?

OUTCOME

A Feedback Calendar that is shared organization-wide.

02

Secondly, **irrelevant questionnaires** garners poor feedback. What leadership competencies are important? Which behaviors are critical for individual employee success?

OUTCOME

Relevant surveys for leaders, suitable questionnaires for employees

03

Step number three is to answer one question: “**What happens AFTER the surveys?**”. Just providing them their results in a PDF report is not highly effective, don’t make it a compliance chore.

OUTCOME

Ensure respondents *learn* about their results, DO NOT just hand them their reports.

04

The final and most important step of any feedback survey is creating a **12-month Development Plan** based on what an individual learned from their survey results.

OUTCOME

A personalised Development Plan that is practical, and actionable for the individual to work on for the next 12 months.

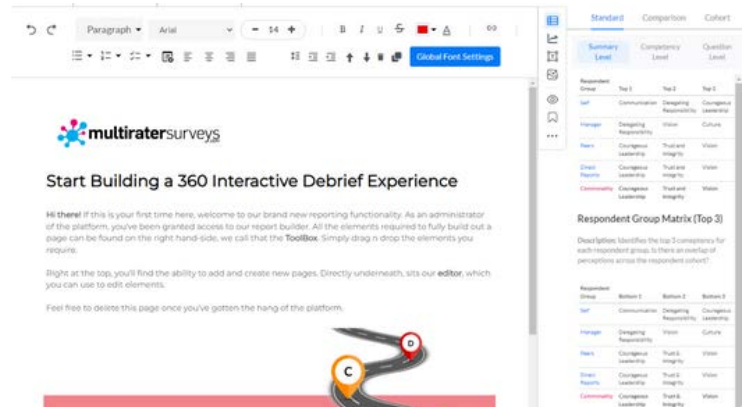
MyMentor Insights

Design, Interact, Develop



DESIGN

Design and develop a fully immersive online debrief experience for managers and employees to view their results."



Top 3 Strengths Across All Groups

Respondent Group	Top 1	Top 2	Top 3
Self	Change & Innovation	Organisational Knowledge	Building Relationships
Manager	Thinking Style	Organisational Knowledge	Work Motivation & Driving Results
Peers	Task Management	Courageous Leadership	Facilitating Teamwork
Direct Report	Organisational Knowledge	Thinking Style	Work Motivation & Driving Results
Commonality	Non-Alignment	Organisational Knowledge	Work Motivation & Driving Results

REFLECTION: Is there alignment in your perceived strength amongst your respondent groups? Compared to your self-perception, are there any surprising strengths you did not think would be present?

It's reassuring to see that there is commonality with the Top 2 and 3 competencies across the respondent group and also

CONTINUE



INTERACT

Managers and employees will be presented with interactive graphs and tables for them to explore their results and answer reflection questions to enhance learning.



DEVELOP

Managers and employees create their own bespoke development plans through a fully AI-led process. It's development made personal and convenient.

ACTION ITEMS	Myself	My Manager	My Direct Reports	My Peers
Development Area: Speaking too quickly and rushing through instructions, leading to misunderstandings and miscommunication.	Implement a routine of checking in with the audience (team, peers, manager) to confirm understanding.	Provide feedback on my communication in meetings, especially regarding clarity and pace. Attend at least one meeting weekly to observe my communication style.	Encourage them to interrupt or ask questions when they feel I'm going too fast or if something is unclear, without hesitation.	Let me know if I rush through points or give unclear instructions in our discussions. Give feedback on whether the pace was appropriate after key meetings.
Development Area: Not delegating tasks effectively, feeling like tasks are quicker and more accurate when personally handled.	Gradually delegate more tasks to direct reports...	Check in monthly to review the level of delegation in my tasks and offer suggestions for additional delegation opportunities.	Take responsibility for the tasks assigned to them and provide feedback on any areas they need additional support or training. Let me know if they feel overwhelmed or confused.	Encourage me to share responsibility for projects and tasks that I could delegate, reminding me when they notice I'm handling too much myself.
Strengths: Highly regarded in coaching and mentoring, but recently has been neglected due to a busy schedule.	Create a coaching calendar with structured mentoring sessions to stay accountable to this strength.	Support me in allocating time for coaching and mentoring by helping to manage my workload. Encourage me to prioritize these sessions.	Actively engage in the coaching sessions by sharing their goals and areas for development. Come prepared with questions or topics they'd like to focus on during our meetings.	Share feedback on the impact of coaching within the team, letting me know if they notice improvements in team performance or morale due to my mentoring efforts.
Development Area: Lower ratings on showing empathy towards the team.	Practice active listening during interactions, ensuring team members feel heard and understood.	Provide me with feedback on my empathy levels by observing how I interact with the team, particularly in challenging situations. Highlight areas where I can show more empathy.	Show openly how they feel about my level of support and empathy in one-on-one meetings. Let me know if they feel listened to and understood.	Help me recognize situations where I could have shown more empathy. Provide constructive feedback when they notice a lack of empathy in my interactions.

Want to learn more about **MyMentor Insights?**



Is MyMentor Right For Your Business?

Contact us at info@multiratersurveys.com and
speak to one of our team members.

Fostering a feedback culture is just an email away.