



PeopleTech

# Traffic Lights 360

The Breakfast of Champions

- Give Actionable and Clear Feedback
- Build the Skills for Effective Feedback
- Improve Self-Awareness & Emotional Intelligence
- Bolster Productivity and Results

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# Overview

Successful organizations understand the importance of continuous improvement – what the Japanese call Kaizen. This can only be achieved when leaders become “feedback junkies” – craving for feedback and using feedback as the basis for continuous improvement of themselves and the organization.

Getting feedback isn't always easy, and most times leaders get empty platitudes and generic statements that can hardly be translated into action. With the Traffic Lights 360, your leaders will get clear and actionable feedback that will set them on the path of continuous improvement.

## Why Traffic Lights 360?

Traffic Lights 360 removes the “evaluation” that is typical in most 360-degree or multirater solutions. Instead, it focuses on the qualitative feedback and gives feedback that is clear, direct, and actionable by focusing on the three traffic lights of STOP – what are the things you should STOP doing; CONTINUE – what are the things you should CONTINUE doing; and START – what are the new things you should START doing.

This approach ensures that you build the skills of your entire organization in giving feedback, while empowering leaders with insights and perspectives about themselves with clear actionable recommendations from their ecosystem. With the Traffic Lights 360, you are truly having the BREAKFAST OF CHAMPIONS!



# How To Use Traffic Lights 360?

Traffic Lights 360 can be used as a stand-alone 360-degree tool or in conjunction with other tools. For best results, we recommend that it is deployed more often – perhaps every quarter rather than on an annual basis. Remember, its focus is not on measuring, evaluating, or benchmarking, it is only concerned with continuous improvement, which we need clarity and direction on, more frequently.

Traffic Lights 360 is great for Coaches and their clients, for Leadership Development Trainers, for team members who want to be brutally honest with each other and leaders/managers who want to continue to listen, learn and lead their people more effectively. You can even celebrate your 100 days in a new leadership position by getting a Traffic Lights 360 review. It's a great tool to keep leaders connected to their people especially during challenging periods of transformational change sweeping across your organization.





# Enjoy the Breakfast of Champions

Reach out to our People Technology Consultants at PeopleTech Solutions to get a sample Traffic Lights 360 Report and explore the process of setting up a Traffic Lights 360 session for your leaders.

Leaders should NEVER walk alone, and with the Traffic Lights 360 you don't have to because you have the clear insights and perspectives of your people there with you throughout your journey.



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