**CONTEXT**

**What’s a 360 Survey?**
- A set of questions
- About a specific individual (target)
- Measuring personal qualities (scales)
- Taken by those who know the target (raters)

**Why take a 360 Survey?**
- Recognize personal strengths / weaknesses
- Identify areas of personal improvement
- Analyze an organization’s health

**Who uses 360 Surveys?**
- **Target** Gets personalized feedback
- **Rater** Provides feedback on target
- **Survey Admin** Creates and manages surveys
- **Coach** Helps target understand results
- **Viewer** Analyzes aggregated data
- **Site Admin** Configures users and system

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**FEATUERS**

**Create a Survey**
- Reuse questions
- Customize labels
- Specify weights
- Design pages
- Pick your raters
- Add unregistered users

**Take a Survey**
- Track status
- Save for later
- Hide from users
- Email reminders

**Manage Data**
- Export survey results
- Modify permissions
- Customize email text
- Adjust scales
- Edit relationships
- Change IRA formula

**View Feedback**
- Track historical growth
- Drill down to details
- Filter by relationships
- View expectations
- Compare to peers
- Open-ended answers
- Group by department
- Interrater agreement

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**TEAM**

**Lessons Learned**

**Positive**
- Show UI mockups early
- Fix bugs immediately after finding
- Justify every feature decision
- Take advantage of 3rd party tools
- Gain visibility through error logging
- Communicate misunderstanding ASAP

**Negative**
- Recognize feature creep
- Discover “unspoken requirements”
- Don’t underestimate “small” code changes
- Try not to over-mitigate risks
- Beware small team decision making
- Don’t let yourself slack after releases

**Multidisciplinary Aspect**

**Business Team (Winter Quarter)**
- Interviewed customers about their needs
- Solicited feedback on preliminary requirements
- Provided commentary on interface mockups
- Explored potential monetization strategies

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**PRODUCT**

**Testing**
- Web fuzzer
- Role vs. URL matrix
- Usability testing
- Negative testing

**Defects**
- Resolved in 48 Hours 94% (63/67)
- Total Fixed 94% (67/71)

**Effort**
- **Development** 398 hours
- **Total** 638 hours

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**Technologies**

- jQuery
- YUI
- MySQL
- Python
- Django