north star
C O N S U L T I N G   G R O U P

There have been many, many studies exploring the use of 360° Feedback.
The following are some of the more commonly cited studies on the topic since 2000:

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- Tracy Maylett (2009). *360-Degree Feedback Revisited: The Transition from Development to Appraisal.* Compensation and Benefits Review, September/October 2009.

- Kenneth M. Nowack (2009*). Leveraging Multirater Feedback to Facilitate Successful Behavioral Change*. Consulting Psychology Journal: Practice and Research, Vol. 61, No. 4, pp. 280-297.

- Leanne E. Atwater, Joan F. Brett, and Atira Cherise Charles (2007). *Multisource Feedback: Lesson Learned and Implications for Practice*. Human Resource Management, Vol. 46, No. 2, pp. 285–307.

- T. M. Maylett and J. Riboldi (2007). *Using 360° Feedback to Predict Performance*. Training + Development, September, pp. 48-52.

- Nancy L. Rehbine Zentis (2007). *The impact of 360-degree feedback on leadership development.* Dissertation, Cappella University.

- Atkins, P. W. B. and Wood, R. E. (2002), SELF- VERSUS OTHERS' RATINGS AS PREDICTORS OF ASSESSMENT CENTER RATINGS: VALIDATION EVIDENCE FOR 360-DEGREE FEEDBACK PROGRAMS. Personnel Psychology, 55: 871–904

- Leanne E. Atwater and Joan F. Brett (2006). *360-Degree Feedback to Leaders: Does it Relate to Changes in Employee Attitudes?* Group & Organization Management, Vol. 31, No. 5*, pp. 578-600.*

- Frederick P. Morgeson, Roy V. Mum, and Michael A. Campion (2005). *Coming Full Circle: Using Research and Practice to Address 27 Questions about 360-Degree Feedback Programs*. Consulting Psychology Journal: Practice and Research, Vol. 57, Nov. 3, pp. 196-209.

- James W. Smither, Manuel London, and Richard R. Reilly (2005). *Does Performance Improve Following Multisource Feedback? A Theoretical Model, Meta-Analysis and Review of Empirical Findings*. Personnel Psychology, Vol. 58, pages 33-66.

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- James W. Smither, Manuel London, Raymond Flautt, Yvette Vargas, and Ivy Kucine (2003). *Can Working with an Executive Coach Improve Multisource Feedback Ratings Over Time? A quasi-experimental field study.* Personnel Psychology, vol. 56, pp. 23-44.

- Evelyn Rogers, Charles W. Rogers, C. W. & William Metlay, (2002). *Improving the Payoff from 360-Degree Feedbac*k. Human Resource Planning Journal, 25 (3), 44-55.

- Stephane Brutus and Mehrdad Derayeh (2002). *Multisource Assessment Programs in Organization: An Insider's Perspective*. Human Resource Development Quarterly, Vol. 13, No. 2, pp. 187-202.

- Elizabeth Thach (2002) *The Impact of Executive Coaching and 360 Feedback on Leadership Effectiveness*. Leadership and Organization Development Journal, Vol. 23, No. 3 and 4, pp. 205-214.

- Jai Ghorpade (2000). *Managing Five Paradoxes of 360-Degree Feedback*. Academy of Management Executive, Vol. 14, No. 1, pp. 140-150.