
Enhancing judicial performance

360 degree Feedback Program

360 Degree Feedback

- Two components – 360 survey process and Court Craft workshop
- All participants individually briefed before process commences
- Confidentiality
- Survey designed in consultation with judicial officers
- Wide range of raters selected (the legal profession, colleagues, peers)
- All raters individually contacted by the College
- Surveys completed anonymously on line
- Reports produced
- Participants debriefed

The Survey

Behaviorally focused

Based on a range of desirable and leading practice behaviours:

Communication skills eg “Ensures that what they are saying is understood”

Dealing with people eg “Treats others with respect and courtesy”

Organisation and planning eg “Appears to be well prepared”

Non Verbal Communication eg “Pays attention and shows understanding when listening”

Self eg “Effectively manages the stresses and demands of their role”

Environment eg “Shows enthusiasm and commitment for their role”

2006 -9

- In 2006 a “pilot” group of 9 judicial officers participated (3 judges, 4 magistrates, 2 VCAT members)
- The pilot group’s positive evaluation led to the College Board unanimously endorsing the project
- Court Craft has continued running since 2006 (2 programs in 2009), with increasing numbers every year
- One of the most popular programs on the JCV calendar
- All Heads of Jurisdiction have now participated in the program.

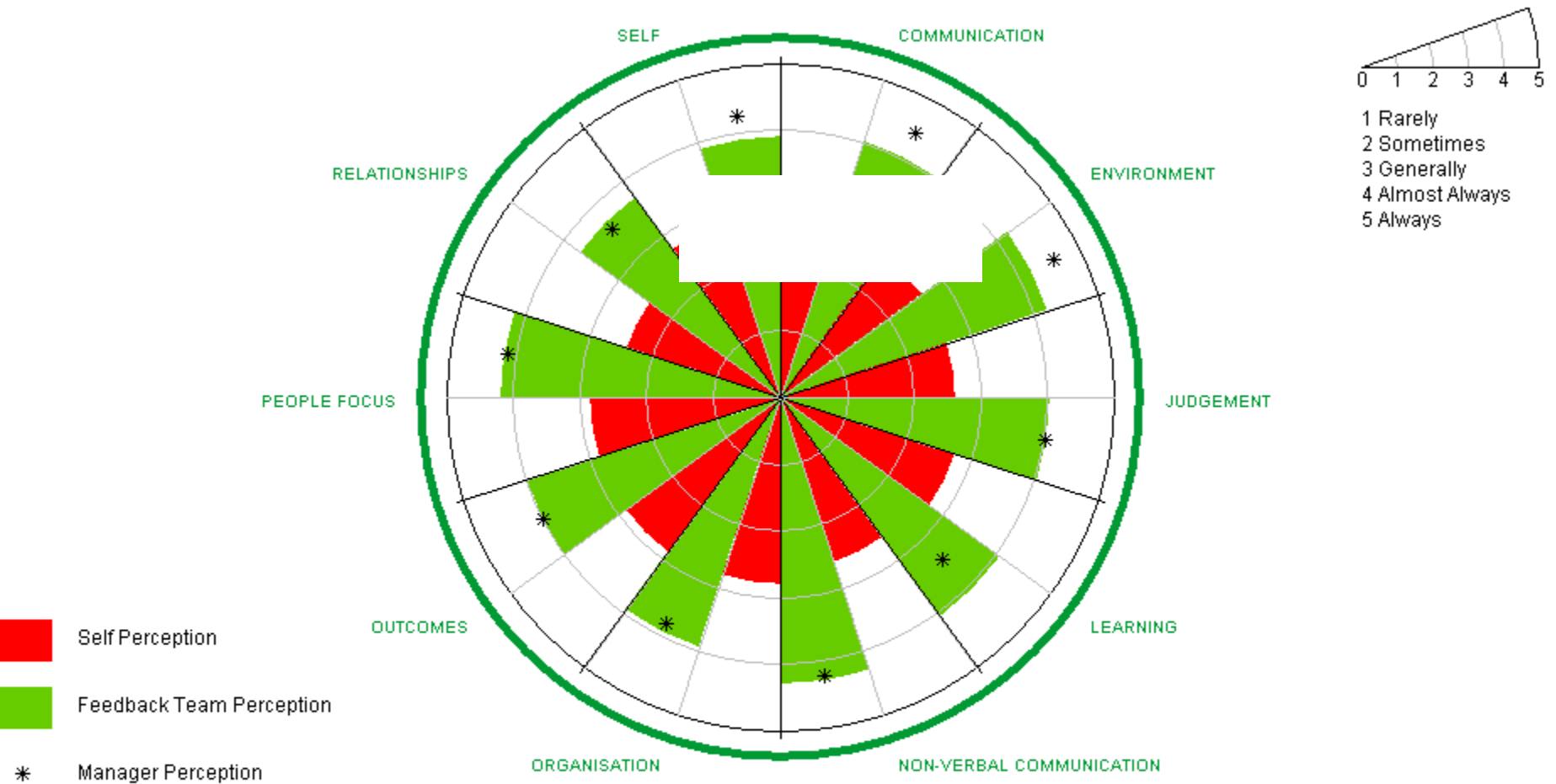
Historical Group Strength Perceptions

Top 10 Group Strength Perceptions:

- Accepts responsibility for their own actions 4.52
- Treats others with respect and courtesy 4.51
- Shows enthusiasm and commitment for their role 4.50
- Treats people fairly 4.46
- Tackles and makes difficult decisions when required 4.43
- Maintains direct and appropriate eye contact with others to enhance communication 4.42
- Follows through on their commitments 4.42
- Confidently communicates in a clear and articulate manner 4.40
- Is approachable 4.39
- Demonstrates personal drive and energy 4.39

Sample Report

Current Performance Perceptions



Summary

- ✓ **Judicial College of Victoria** leads the way - exciting, groundbreaking project – truly a “world first”
- ✓ Designed to support learning and development
- ✓ Pragmatic and useful