

Directions: The following survey contains 32 specific statements and 3 open-ended questions. After reading each statement, indicate how strongly you *agree* or *disagree* with the statement by placing an “X” in the appropriate box. **Check one and only one box per statement.** If, due to limited interaction with the identified leader, you feel unable to offer a valid opinion concerning a particular behavior, please check the box labeled N/A.

Your responses are completely anonymous and will be combined with those of others in your organization. The summarized results will be shared with the participant, the participant's direct supervisor and human resources.

Before beginning, indicate your position relative to the participant. If you have ANY question regarding your position relative to the participant, contact your human resources department or the sponsor of this survey for clarification before continuing.

Direct Report Peer Supervisor Upper Management Self

	Statement	Strongly Disagree	Mostly Disagree	Somewhat Disagree	Somewhat Agree	Mostly Agree	Strongly Agree	N/A
1.	Regularly takes the time to let others know that their work is appreciated							
2.	Provides information and direction to help others be successful							
3.	Regularly provides performance feedback to others							
4.	Promotes teamwork							
5.	Holds others accountable for achieving goals and objectives							
6.	Considers impact on others before making decisions							
7.	Trusts others to make good decisions							
8.	Respects others' opinions							
9.	Makes sure that others get the credit they deserve							
10.	Actively promotes development opportunities for others							
11.	Takes time to coach and mentor others							
12.	Actively reaches out to collaborate with others							
13.	Provides clear and consistent direction regarding work priorities							



	Statement	Strongly Disagree	Mostly Disagree	Somewhat Disagree	Somewhat Agree	Mostly Agree	Strongly Agree	N/A
14.	Considerate and thoughtful of others							
15.	Can be trusted to deal discretely with sensitive information							
16.	Treats others with respect and dignity							
17.	Recognizes and rewards others based on their job performance							
18.	Encourages initiative and independence in others							
19.	Gives straightforward, sincere and honest feedback							
20.	Encourages cross-departmental cooperation							
21.	Sets reasonable standards and expectations for others							
22.	Actively seeks out and listens to others' ideas and concerns							
23.	Deals with people directly instead of talking behind their backs							
24.	Treats others fairly and honestly							
25.	Frequently gives "pats on the back" for a job well done							
26.	Makes sure others have the tools, resources and skills to succeed							
27.	Delivers corrective feedback in a constructive, helpful and positive manner							
28.	Negotiates and compromises with others							
29.	Clearly communicates goals and objectives							
30.	Follows-up with others in a timely manner							
31.	Keeps promises and commitments							
32.	Shows respect for others' skills, abilities and knowledge							

Open-Ended Comments

What are this leader's most significant strengths?

What are this leader's most significant developmental opportunities?

What additional anonymous feedback would you like to provide to this leader?