

Leadership Effectiveness Survey

Overall Results

Sample Report

January 2019



Competency Summary Average

Participant Count = 71

	Mean	1	2	3	4	5	6
Goal Setting	4.59						
Communication	4.30						
Openness	4.52						
Follow-Up	4.76						
Accountability	4.18						
Ability to Motivate	4.39						
Coaching	3.92						
Empowerment	4.66						
Teamwork	4.49						
Employee Involvement	3.96						
Ability to Plan	4.45						
Innovation	4.57						
Performance Goals	4.80						
Delegation	4.58						
Time Management	4.29						

*The scale below was used for all engagement competency items:
 1 = Strongly Disagree; 2 = Disagree; 3 = Slightly Disagree; 4 = Slightly Agree; 5 = Agree; 6 = Strongly Agree*

Competency Item Average

Question	Mean	1	2	3	4	5	6
Goal Setting							
I would describe this company as goal oriented.	4.60						
Setting goals is a common practice among leaders at this company.	4.56						
My direct supervisor has reviewed our departmental goals in the last 3 months.	4.52						
Setting a goal is the foundation of achieving desired results.	5.00						
I regularly set goals for myself that tie into the overall company goals.	4.72						
Direct supervisors give clear, specific goals and objectives against which employees can measure their performance.	4.32						
Employees in this company know what their goals should be.	4.36						
Direct supervisors are aware of the company's goals.	4.60						

*The scale below was used for all engagement competency items:
 1 = Strongly Disagree; 2 = Disagree; 3 = Slightly Disagree; 4 = Slightly Agree; 5 = Agree; 6 = Strongly Agree*

Competency Item Average

Question	Mean	1	2	3	4	5	6
Communication							
My direct supervisor is an effective communicator.	4.56						
I am always clear on the information my direct supervisor is trying to deliver.	4.48						
Effective communication is a strength of my direct supervisor.	4.44						
This company avoids losing money with effective communication.	4.16						
My direct supervisor gets enthusiastic when delivering company news.	4.12						
Company news is often delivered with positivity.	4.16						
My direct supervisor is a good listener.	4.76						
In general, the concerns of front-line employees are heard by senior management.	3.84						
In the past 3 months, I have witnessed leadership team members with good listening skills.	4.16						
Openness							
In general, I can express my opinion freely to all employees.	4.00						
In the last year, my direct supervisor has asked for my ideas about a work-related project.	5.04						
This company makes it easy to communicate ideas or opportunities for improvement.	4.00						
My direct supervisor is open to new ideas.	5.04						
Follow-Up							
After I receive a task, my direct supervisor regularly follows up with me on my progress.	4.72						
My direct supervisor does a good job of remembering what tasks have been handed out.	4.80						

The scale below was used for all engagement competency items:
 1 = Strongly Disagree; 2 = Disagree; 3 = Slightly Disagree; 4 = Slightly Agree; 5 = Agree; 6 = Strongly Agree

Competency Item Average

Question	Mean	1	2	3	4	5	6
Accountability							
When given a task, leaders often accept the challenge with eagerness.	4.44						
Direct supervisors at this company never try and slide out of responsibilities.	4.32						
When my direct supervisor makes a mistake, he/she quickly takes blame for it.	4.44						
When mistakes occur, most leadership team members take responsibility.	3.68						
In the last year, I have seen a leadership team member take responsibility for their actions.	4.48						
It is common for leadership to be held accountable for their actions.	3.72						
Ability to Motivate							
My direct supervisor does a good job of motivating me.	4.56						
I often find myself very eager to satisfy my direct supervisor's requests.	4.56						
I have seen others who are very motivated by my direct supervisor.	4.32						
Leaders of this company are always willing to work harder.	4.24						
My direct supervisor has a way that brings out optimal performance in me.	4.28						

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Competency Item Average

Question	Mean	1	2	3	4	5	6
Coaching							
I witness senior management encouraging good performance more so than punishing poor performance.	3.48						
My direct supervisor frequently gives recognition to employees with effective performance.	4.32						
My direct supervisor does not just recognize the performance of his/her favorites.	4.48						
In this organization, senior management rewards good performance more so than they punish poor performance.	3.04						
My direct supervisor coaches me to levels I never before thought possible.	3.64						
My coworkers would describe our direct supervisor as an effective coach.	4.28						
If my work is not to my direct supervisor's liking, he/she coaches me until it meets their expectations.	4.20						
Empowerment							
I get the sense that my direct supervisor trusts my decision-making abilities.	4.88						
When delegating a task, my direct supervisor instills trust in the person he/she delegates to.	4.92						
My direct supervisor avoids micromanaging the employees under them.	4.56						
There is a strong sense of trust amongst me and my coworkers in leadership.	4.28						

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Competency Item Average

Question	Mean	1	2	3	4	5	6
Teamwork							
When a project is handed out, each person on the leadership team completes their share of the work.	4.40						
I can depend on my co-workers when my work gets overwhelming.	4.84						
People in leadership encourage each other to give their best effort in this company.	4.48						
There's a great sense of team spirit by the leadership in this company.	4.04						
I can always count on my co-workers to pitch in and help if needed.	4.84						
When a project is handed out, the work is divided fairly.	4.32						
Employee Involvement							
Most of my co-workers choose to be involved in making decisions.	4.04						
My direct supervisor encourages me to get involved with high level projects.	4.60						
I am frequently asked to be involved with high level decisions.	3.84						
This organization cares a lot about what the lower level employees think.	3.36						
Ability to Plan							
My direct supervisor is an effective planner.	4.68						
When our leadership team begins a project, we have a clearly articulated project plan to follow.	4.44						
Our leadership team thrives from effective planning practices.	4.24						

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Competency Item Average

Question	Mean	1	2	3	4	5	6
Innovation							
The entire team is engaged when ideas need to be generated.	4.40						
My direct supervisor frequently requests my input when approaching a plan.	4.64						
When our team takes on a new project, our direct supervisor looks for new ways of approaching the task.	4.68						
Performance Goals							
My direct supervisor clearly establishes what is expected of me when delegating a task.	4.84						
Setting goals is the most effective way to accomplish tasks in this company.	4.72						
My direct supervisor rarely sets unrealistic goals.	4.84						
Delegation							
My direct supervisor delegates in a fair and efficient manner.	4.80						
I rarely find myself doing work that should have been delegated to somebody else.	4.36						
Time Management							
My direct supervisor is rarely 'fighting fires' during the day.	4.04						
My direct supervisor has a very structured day.	4.28						
My direct supervisor manages his/her day well.	4.56						

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Competency Item Ranking

Question	Mean	1	2	3	4	5	6
In the last year, my direct supervisor has asked for my ideas about a work-related project.	5.04						
My direct supervisor is open to new ideas.	5.04						
Setting a goal is the foundation of achieving desired results.	5.00						
When delegating a task, my direct supervisor instills trust in the person he/she delegates to.	4.92						
I get the sense that my direct supervisor trusts my decision-making abilities.	4.88						
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I can depend on my co-workers when my work gets overwhelming.	4.84						
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My direct supervisor does a good job of remembering what tasks have been handed out.	4.80						
My direct supervisor is a good listener.	4.76						
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I would describe this company as goal oriented.	4.60						
My direct supervisor encourages me to get involved with high level projects.	4.60						
I often find myself very eager to satisfy my direct supervisor's requests.	4.56						
My direct supervisor avoids micromanaging the employees under them.	4.56						
My direct supervisor does a good job of motivating me.	4.56						
My direct supervisor is an effective communicator.	4.56						
My direct supervisor manages his/her day well.	4.56						
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I am always clear on the information my direct supervisor is trying to deliver.	4.48						
In the last year, I have seen a leadership team member take responsibility for their actions.	4.48						
My direct supervisor does not just recognize the performance of his/her favorites.	4.48						
People in leadership encourage each other to give their best effort in this company.	4.48						
Effective communication is a strength of my direct supervisor.	4.44						
When given a task, leaders often accept the challenge with eagerness.	4.44						
When my direct supervisor makes a mistake, he/she quickly takes blame for it.	4.44						
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My coworkers would describe our direct supervisor as an effective coach.	4.28						
My direct supervisor has a very structured day.	4.28						
My direct supervisor has a way that brings out optimal performance in me.	4.28						
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In the past 3 months, I have witnessed leadership team members with good listening skills.	4.16						

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My direct supervisor gets enthusiastic when delivering company news.	4.12						
Most of my co-workers choose to be involved in making decisions.	4.04						
My direct supervisor is rarely 'fighting fires' during the day.	4.04						
There's a great sense of team spirit by the leadership in this company.	4.04						
In general, I can express my opinion freely to all employees.	4.00						
This company makes it easy to communicate ideas or opportunities for improvement.	4.00						
I am frequently asked to be involved with high level decisions.	3.84						
In general, the concerns of front-line employees are heard by senior management.	3.84						
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