

Questionnaire (english)

360°-Feedback - Training on Transformational Leadership

I. Personal Mastery Skills

1. <Name> continually holds and achieves a high standard of excellence in the work produced.
2. <Name> continuously looks for ways to do things better.
3. <Name> is acknowledging and learning from mistakes.
4. <Name> responds and adapts flexibly to changing circumstances.
5. <Name> maintains balance, clarity and poise in difficult situations.
6. <Name> faces and resolves problems forthrightly & effectively rather than letting them linger or build.
7. <Name> exercises good, sound judgment in making decisions.
8. <Name> manages time and energy well, displaying good judgment in establishing personal priorities.
9. <Name> walks the talk in daily behaviour and practices, and demonstrates the values they espouse.

II. Interpersonal skills

10. <Name> is authentic and transparent; shares their thoughts and feelings openly and honestly.
11. <Name> is effective in enrolling positive support from others for their ideas & initiatives.
12. People tend to go to <Name> for guidance, input or support because the interactions are usually helpful.
13. When I am talking to <Name>, I feel that they are really present and listening to me.
14. <Name> accurately understands the perspectives and feelings of others.
15. <Name> actively elicits and respectfully considers the opinions and input of others, even when they may disagree.
16. <Name> is effective in providing timely and helpful feedback.
17. <Name> makes it easy to give them feedback by being approachable and non-defensive.
18. <Name> deals directly and skillfully with potentially difficult interpersonal situations & dynamics (disagreements, conflicts, poor performance reviews, hurt feelings, etc.).

III. Team Skills

19. <Name> puts the success of the team before their personal agenda.
20. <Name> is a highly constructive force in group meetings.

21. <Name> understands the needs and priorities of others, acting in ways that support others in accomplishing their tasks.
22. <Name> appreciates and acknowledges the contributions of others.
23. <Name> is accountable: They do what they say they will do by when they said they would do it.
24. <Name> supports others in taking responsibility for their own needs and limits.
25. <Name> helps challenge our group to set and hold a high standard for performance.
26. <Name> helps us keep focused on what's most important for our shared success.
27. <Name> inspires others with their positive energy and attitude.

IV. Organizational Skills

28. <Name> persuasively and effectively communicates and forwards the purpose and mission of their organization.
29. <Name> maintains a larger perspective of what is best for the whole.
30. <Name> is effective in creating partnerships and alliances that move the work forward.
31. <Name>'s actions reflect an understanding of and sensitivity to organizational dynamics.
32. <Name> plays a strong and useful role in defining innovative and effective strategies to fulfill the organization's mission.
33. <Name> plays a strong and useful role in establishing and maintaining accountability for performance standards within the organization.
34. <Name> takes leadership in using measures to help drive effective organizational performance.
35. <Name> demonstrates appropriate awareness of the impact of race, class, and gender issues in organizational life.
36. <Name> plays a strong and useful role in building a positive, values based work culture.

V. Open Questions

37. What are the two greatest strengths of <Name> as a leader?
38. What are the two greatest needs for improvement of <Name> as a leader?

