

# Supervisor feedback survey

## 1. Employee Feedback

In order to help strengthen the quality of supervision and leadership at our College, we are asking for your input on your current supervisor. Your feedback will provide information to both your supervisor and your supervisor's supervisor. The results of these surveys will be accessible only by the supervisor of your supervisor. He/she will be instructed to hold the results in confidence and to not share the specific results with your supervisor.

Participation in this survey is voluntary. Your status as an employee will not be affected by whether or not you choose to participate.

The survey is also anonymous, meaning no information will be collected on who completed what survey. If you choose to complete the survey, it will take approximately 10 minutes.

Thank you for your time,

\* 1. Would you like to participate?

Yes

No

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## 2. Treatment

1. For these questions think about your experiences with your supervisor over the past year. How much do you agree with the following statements about your supervisor?

	Strongly disagree	Disagree	Agree	Strongly Agree	Do not have enough information to rate him/her
My supervisor is open and approachable	jn	jn	jn	jn	jn
My supervisor asks for my input on decisions that affect my work assignments and/or my department	jn	jn	jn	jn	jn
My supervisor listens to my concerns	jn	jn	jn	jn	jn
My supervisor provides me adequate direction in order for me to know what is expected of me.	jn	jn	jn	jn	jn
My supervisor provides me with adequate feedback on my job performance	jn	jn	jn	jn	jn
My supervisor ensures I receive the training I need to do my job	jn	jn	jn	jn	jn
My supervisor treats me with respect	jn	jn	jn	jn	jn

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## 3. Communication

1. For these questions, think about your experiences with your supervisor over the past year. How good do you think your supervisor is at the following things:

	Strongly disagree	Disagree	Agree	Strongly Agree	Do not have enough information to rate him/her
My supervisor keeps me informed of what is occurring throughout the organization	jn	jn	jn	jn	jn
My supervisor meets regularly with me	jn	jn	jn	jn	jn
Because of my supervisor, I have a clear understanding of the role and mission of the organization	jn	jn	jn	jn	jn
Because of my supervisor, I understand the importance of my position in achieving the organization's goals.	jn	jn	jn	jn	jn
My supervisor has a vision for the organization and has effectively communicated that vision in a manner that is understandable to me.	jn	jn	jn	jn	jn

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## 4. Leadership

1. For these questions, think about your experiences with your supervisor over the past year. How good do you think your supervisor is at the following things:

	Strongly disagree	Disagree	Agree	Strongly Agree	Do not have enough information to rate him/her
My supervisor demonstrates integrity and sets the example for others to follow	jn	jn	jn	jn	jn
My supervisor is clear about his/her expectations about accepted behavior within the work environment.	jn	jn	jn	jn	jn
My supervisor is a professional who strives to raise the level of professionalism throughout the organization	jn	jn	jn	jn	jn
My supervisor holds me accountable for my performance	jn	jn	jn	jn	jn
My supervisor treats me and other employees fairly	jn	jn	jn	jn	jn
My supervisor considers the impact of decisions on employees when considering courses of action	jn	jn	jn	jn	jn
I have confidence in my supervisor	jn	jn	jn	jn	jn

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## 5. Collaboration

1. For these questions, think about your experiences with your supervisor over the past year. How good do you think your supervisor is at the following things:

	Strongly disagree	Disagree	Agree	Strongly Agree	Do not have enough information to rate him/her
I am able to participate in setting the goals for my department.	jn	jn	jn	jn	jn
My supervisor establishes an environment where every employee can contribute in discussions about setting goals for the organization	jn	jn	jn	jn	jn
I feel my opinion is considered prior to decisions being made that affect me	jn	jn	jn	jn	jn
I feel that I am valued by the organization and my supervisor	jn	jn	jn	jn	jn

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## 6. Thanks

Thanks for your feedback.