

Cornell University Finance and Administration

2009

Supervisor Feedback
for _____

Note: Please do not press the "back arrow" at any time while completing this survey request. It will result in a need to re-enter data.

Collegiality...*Fosters the development of good teamwork. Participates without having to control outcomes. As a team member, works to keep the team on track.*

Please rate your level of importance for the following:

Please rate how your expectations are being met for the following:

Your comments (what helps/hinders?)

Integrity...*Earns the confidence and respect of others. Tells the truth to the best of her/his knowledge. Models our core values and walks the talk.*

Your comments (what helps/hinders?)

Initiative...*Continuously assesses and develops strategies to improve our services to the university.*

Your comments (what helps/hinders?)

Excellence...*Strives for excellence; is professionally competent and a person of character.*

Your comments (what helps/hinders?)

Civility...*Treats each of us with respect (the way we would like to be treated).*

Your comments (what helps/hinders?)

Stewardship...*Responsibly manages and protects the resources entrusted into her/his care.*

Please rate your level of importance for the following:

Please rate how your expectations are being met for the following:

Your comments (what helps/hinders?)

Communications...*Communicates clearly, openly, and regularly on what is happening and why, especially when it affects you. Listens carefully to feedback without jumping in to give explanations or justify behavior.*

Your comments (what helps/hinders?)

Supervision...*Communicates clear expectations. Regularly provides you/others with specific, objective performance feedback. Is available to meet with you/others to discuss work related issues. Seeks to develop individuals on the team by matching them to current purpose and future plans as fully as possible.*

Your comments (what helps/hinders?)

Feedback and Conflict...*shares constructive feedback with colleagues to help individuals and teams increase their effectiveness, and to prevent or encourage the resolution of conflict.*

Your comments (what helps/hinders?)

Problem Solving...Seeks out data and other input when engaged in problem solving. Problems within her/his control get resolved and do not reappear.

Please rate your level of importance for the following:

Please rate how your expectations are being met for the following:

Your comments (what helps/hinders?)

Effectiveness...Creates an environment that facilitates positive relationships, collaborations, and partnerships which lead to increased effectiveness and the ability to deliver results.

Your comments (what helps/hinders?)

Support - You feel your supervisor is interested in helping you succeed.

Your comments (what helps/hinders?)

What can she/he do that would most significantly improve the quality of her/his leadership in this team?
