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.

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Description</th>
<th>Rating</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Collegiality</strong></td>
<td>Fosters the development of good teamwork. Participation without having to control outcomes. As a team member, works to keep the team on track.</td>
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<tr>
<td><strong>Integrity</strong></td>
<td>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.</td>
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<tr>
<td><strong>Initiative</strong></td>
<td>Continuously assesses and develops strategies to improve our services to the university.</td>
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<tr>
<td><strong>Excellence</strong></td>
<td>Strives for excellence; is professionally competent and a person of character.</td>
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</tr>
<tr>
<td><strong>Civility</strong></td>
<td>Treats each of us with respect (the way we would like to be treated).</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**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.

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?)


**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.

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?)


**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.

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

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?

Please rate your level of importance for the following:

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