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Manager Effectiveness Survey

August 2022 | **Radhika Sharma**
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Introduction

Thank you for encouraging your team to participate and provide you feedback through the online Manager Effectiveness Survey.

This Report has been created based on the feedback collected from your team members and aims to provide you inputs on how they have "experienced" you as a Manager. Please remember that scores in this Report represent "perceptions" of your team members on different elements of your role as a Manager. It will, therefore, be more useful for you to pay attention to the larger themes rather than figuring out which person gave you a higher or lower score.

To provide more structured inputs, the Report is divided into three sections:

Section I of the Report reports your scores on the broader managerial competencies covered under the Questionnaire

Section II of the Report provides further details by providing statement-wise average scores for all the statements included in the Questionnaire

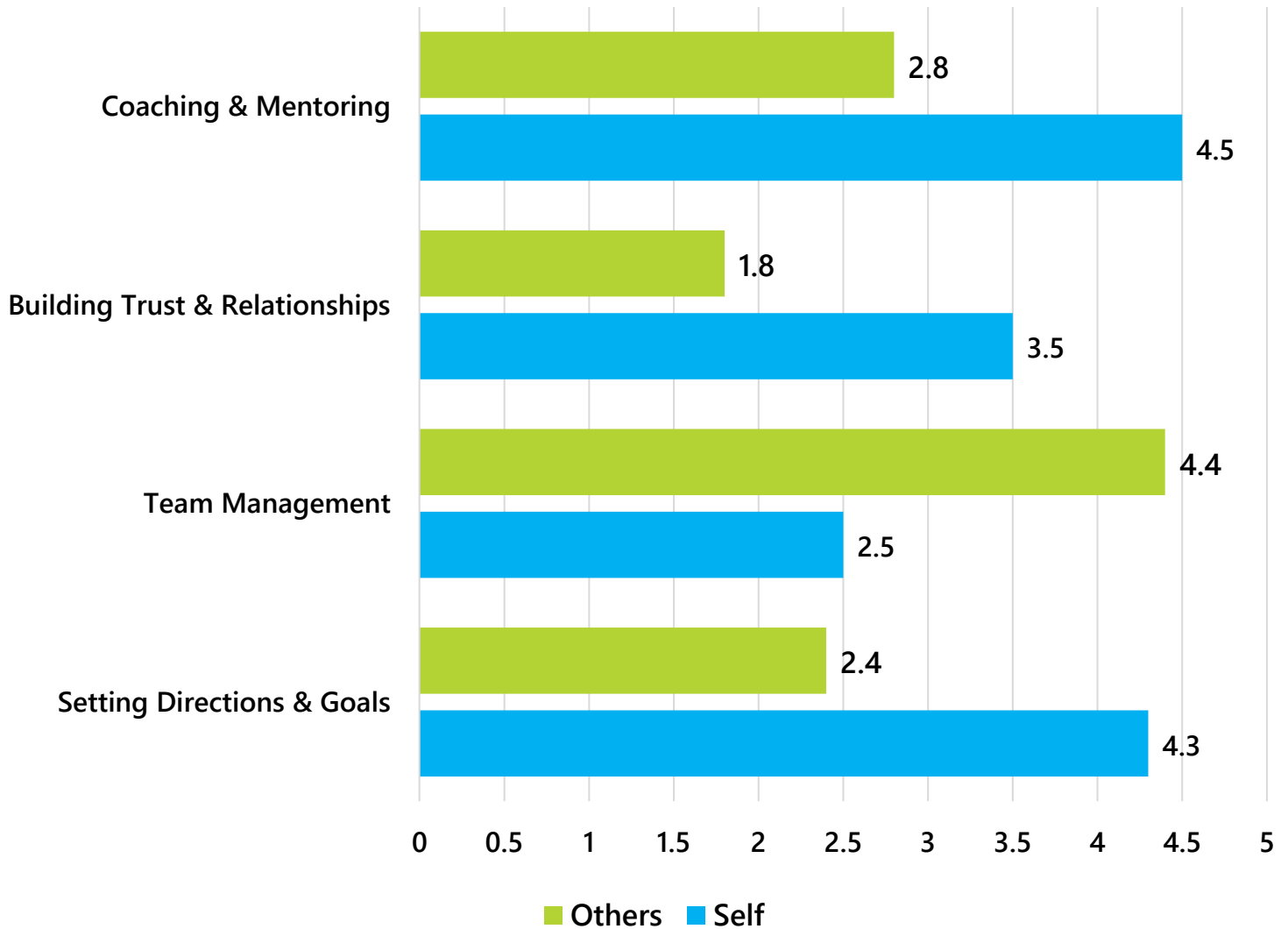**Section III** of the Report provides subjective comments provided by all respondents

We hope the insights from this Report enable you to have deeper reflections on your managerial style and approach and allow you to have a more engaging conversation with relevant stakeholders about your personal development as a people manager.

In case of any questions, please reach out to the HR team at your organization.

Competency-wise Scores

The chart given below your score against each of the four managerial competencies using inputs provided by your team in completing the online questionnaire.

Your score for each competency has been calculated as simple average of scores given by the respondents on all the statements in the competency (excluding the questions marked as Not Applicable or not answered at all).

Competency	Others	Self
Coaching & Mentoring	2.8	4.5
Building Trust & Relationships	1.8	3.5
Team Management	4.4	2.5
Setting Directions & Goals	2.4	4.3

Legend: ■ Others ■ Self

Statement-wise Scores

The table below provides your score on each of the statements included in the Questionnaire. The scores can help you identify broader patterns in the feedback as well as point out specific areas or behaviors which your team members view as strengths and development areas.

Competency & Statements	Self	Others
Setting Direction & Goals	**4**	**3.5**
Helps team members understand team goals and priorities	3	3.5
Allocates work fairly between team members	4.5	4.5
Continuously motivates and challenges team members to improve performance	4.1	4
Allocates tasks & opportunities on basis of interests and capabilities of team members	3.5	4.5
Team Management	**4.75**	**3.5**
Gives regular feedback on performance to team members	4	3
Helps team members with their work when required	4.33	4.5
Takes timely decisions	4	3.75
Is able to resolve conflicts in the team in an open and respectful manner	4.67	4.4
Building Trust & Relationships	**3**	**3.95**
Openly shares information and personal opinion with team members	3	3.7
Acknowledges and recognizes contribution of all team members	4	3.9
Encourages team members to work closely with each other and with other teams	4	3
Respects and relates well to people from different backgrounds	4	4.5
Coaching & Mentoring	**4**	**4**
Understands career aspirations and goals of team members	4	3
Helps team members understand career development options	3	4
Guides team members on how to develop skills and attitude	3	3
Nominates team members to interesting learning opportunities	3	4

Subjective Comments

Following are feedback comments shared by your colleagues.

1. What would you like the individual (or yourself, if you are filling the self-survey) to start doing more going forward?

- Fixing her team

- Displays dynamic nature, strong communication skills, motivates people

- She is trying to bring all her experience of consulting to work at abc, which is great. However it misses the practical aspect most of the times.

- Tries to be charismatic leader.

- Does not lead from front and work with team?

- Have not worked enough with her to comment

- NA

- clear in communication and spelling out expectation

- very result oriented and has conceptual clarity

- High focus and high on energy

- Have great potential with a big scope of improvement

2. What would you like the individual (or yourself, if you are filling the self-survey) to stop doing going forward?

- Stop trying to drive peers, instead work with them.

- Stop working in isolation and with few select people. Work with the team and build trust with your team.

- NA

- Push back to the management should be there

- be more understanding w.r.t. people issues

- Imposing decisions

- Over demanding in terms of work. Need to understand the Ground level reality.

- As I am not working directly with her so its difficult to mention what she shouldn't do.

- Start considering the fact of current company culture rather than establishing new culture without understanding the needs. E,g, whenever new

- process come into picture it should be clear to each employee w.r.t. to old or new employees. Also should take clear feedback for all employees w.r.t.

- employees tenure.

- She should do Lead by example