

CHANGE CHAMPIONS SURVEY:

BOSS PERFORMANCE REVIEW



We really value your honest feedback about your experience in reporting to a boss and/or being a boss who manages one or more people. Your response will remain strictly confidential.

We are planning to use the collated feedback of all the responses as a background for a how to book for people who manage staff. To this end, we are keen to hear about people's actual experiences. **Please do not name your boss.**

1. What do you think are the main roles of your boss?
(For the purpose of this survey, your boss is your immediate manager)

- Represents your organisation, section of organisation at ceremonial, social, decision making, legal gatherings
- Inspires staff
- Leads and motivate the team
- Decides how the team will work
- Oversees work and questions activities
- Tries to balance team's needs with need to work efficiently
- Liaises with managers elsewhere in organisation to build networks
- Gathers information and intelligence from other sources to inform decision making
- Shares information and points of view with the team members
- Is a spokesperson for your organisation or section thereof
- Delegates responsibility for tasks and activities
- Monitors performance
- Identifies need for, advocate for and initiate change strategies
- Deals directly with problems
- Stays calm in a crisis
- Proactively lobbies for funding and resources

Other (please specify) _____

2. Thinking about your boss, in your opinion, how well do they:

	Don't know	Not well at all	Quite well	Extremely well
Represent your organisation/section as a figure head	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Structure and distribute work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Question activities and monitor work quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourage/reward team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Balance employees needs and work styles with need for organisational efficiency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Network with managers in other areas of the organisation to gather "insider" information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discover information that helps your team or your section of the organisation to improve its performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share new information or intelligence with team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Represent your section/organisation at decision making/influencing meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognise problems and initiate strategies to proactively advocate for change for the better	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Act as an intermediary to solve problems/put out "bushfires"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. My boss spends most time on:

- Managing
- Leading
- Equal amounts on each

THANK YOU FOR YOUR PARTICIPATION.