

Top Ten Averages

Q#	Dim	Sub	Question Text	Avg.	1	2	3	4
24	DP	1	This manager takes pride In our unit and its people.	3.65				
1	SHE	1	This manager focuses on what's happened, what it means, and how we can learn from it when problems arise, rather than who's to blame.	3.52				
14	SHE	1	This manager expects every individual to cooperate with others. An individual's technical expertise alone is not enough to get a top performance evaluation.	3.45				
7	SHE	1	This manager helps us see how achieving the unit's objectives will contribute to the company's success.	3.44				
44	EL	1	This manager expects us to coordinate our efforts with people in other parts of the organization.	3.41				
6	SHE	1	This manager's primary objective is to help us be more effective, not to put us on the defensive in performance discussions.	3.40				
40	EL	1	This manager will fight tenaciously -- and effectively -- to keep the staff and resources we've been given as long as s/he believes it's in the organization's best interest.	3.39				
13	SHE	1	This manager expects everyone in the unit to stay abreast of information that could affect our performance or adjust our objectives. When you get such information, you're expected to share it.	3.36				
30	POC	1	This manager creates a positive working environment built on respect for each individual's dignity, well-being, and personal/professional potential.	3.31				
41	EL	1	This manager takes responsibility without trying to pass the blame to us when s/he has made a mistake.	3.31				
19	DP	1	This manager invites – and responds effectively to – our advice and ideas.	3.30				

Bottom Ten Averages

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23	DP	1	This manager sits down with us to review lessons learned after a major project.	2.43				
22	DP	1	This manager sets time aside to discuss ways in which a new project can help us pursue our personal and career objectives.	2.79				
17	DP	1	We frequently find better ways to work together as a result of the way this manager runs staff meetings.	2.79				
11	SHE	1	This manager reviews our rules and procedures regularly, looking for opportunities to improve them.	2.80				
42	EL	1	This manager acts as a gatekeeper so that demands from other staff or managers don't distract us from our major objectives.	2.91				
5	SHE	1	This manager invites us to review what we have said, done, or planned as well as how effective we believe our work has been when discussing our performance.	2.95				
26	DP	1	This manager makes staffing changes when necessary to achieve a better fit between the unit's work and the knowledge/skills required to get that work done.	2.98				
46	EL	1	This manager tries to eliminate non-essential paperwork and redtape.	3.00				
20	DP	1	When I need to see this manager, s/he sets a time when we can meet without interruption.	3.02				
3	SHE	1	This manager meets with us to discuss overall strategy and/or individual projects.	3.03				
9	SHE	1	This manager's standards are clear, specific, and understandable enough so that, at the end of the year, s/he and I can agree objectively how well my performance stacks up.	3.03				