The Leadership Empowerment Survey

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The Leadership Empowerment Survey

The annual (semi-annual in Year I) Leadership Empowerment Survey will provide valuable (and anonymous!) feedback to help your manager, peer or boss understand how s/he can improve their effectiveness as a leader

Managers with Five or More Direct Reports

	Does Not Apply 0	Never 1	Sometimes 2	Usually 3	Always 4
1. This Leader helps me understand change and to see the "Big Picture." (Visionary & Change Agent)					
2. This Leader practices what he/she preaches, is a good role model, and treats me with courtesy and respect. (Builder of Trust & Personal Effectiveness)					
3. This Leader keeps me informed so that I truly feel like a knowledgeable "insider." (Communicator)					
4. This Leader does a good job of inspiring patient-centered service in my department and is always aware of feedback from our satisfaction surveys. (Customer Service & Survey Literate)					
5. This Leader promotes teamwork within our department and with other departments/units. (Team Leader)					
6. This Leader runs meetings/huddles that inspire me and encourage me to speak up. (Meeting Leader)					
7. This Leader ensures that I have the tools and training to do my job in a timely and effective way. (Project & Time Manager)					
8. This Leader encourages open and creative problem-solving in my department. (Creative Problem Involver)					
9. This Leader gives me clear assignments and empowers me to do my best. (Empowering Delegator)					
10. This Leader is effective at coaching me, developing my skills, and keeping me on track. (Employee Developer & Coach.)					
11. This Leader is timely and appropriate with both positive feedback and corrective action. (Performance & Conflict Manager)					
12. This Leader is actively engaged in the Service Excellence Initiative™ process. (Starting Year II). (Hardwirer)	0	0	0	0	0
	Does Not Apply 0	**Poor 1**	**Satisfactory 2**	**Very Good 3**	**Excellent 4**
13. **Overall, I rate my working relationship with this Leader as:**					

The Leadership Empowerment Survey (cont'd)

Managers with Less Than Five Direct Reports

	Does Not Apply 0	Never 1	Sometimes 2	Usually 3	Always 4
1. This Leader accepts change and supports the "Big Picture." (Visionary & Change Agent)					
2. This Leader is a good role model and treats me with courtesy and respect. (Builder of Trust & Personal Effectiveness)					
3. This Leader communicates in a way other people can understand. (Communicator)					
4. This Leader does a good job of inspiring patient-centered service and is always aware of feedback from our satisfaction surveys. (Customer Service & Survey Literate)					
5. This Leader promotes teamwork and collaborates with other departments/units. (Team Leader)					
6. This Leader runs meetings/huddles that inspire people to speak up. (Meeting Leader)					
7. This Leader is efficient and completes projects in a timely and productive manner. (Project & Time Manager)					
8. This Leader encourages open and creative problem-solving. (Creative Problem Involver)					
9. This Leader gives clear assignments and empowers people to do his/her best. (Empowering Delegator)					
10. This Leader is effective at coaching and developing the skills of others. (Employee Developer & Coach.)					
11. This Leader provides appropriate positive and corrective feedback. (Performance & Conflict Manager)					
12. This Leader is actively engaged in the Service Excellence Initiative™ process. (Starting Year II). (Hardwirer)	0	0	0	0	0
	Does Not Apply 0	**Poor 1**	**Satisfactory 2**	**Very Good 3**	**Excellent 4**
13. **Overall, I rate my working relationship with this Leader as:**					